

Commercial Rates & Working Conditions

(Northlands, NAJA, Shaw, Commonwealth)



Wage Scale and working conditions
for stage work not covered by a collective agreement.

Effective January 1, 2009.

Working Conditions

Time of call

1. The time of the call shall be at the discretion of the Employer, providing that all calls for performance or rehearsals shall start a minimum of (1/2) hour prior to curtain rising. All performance and rehearsal calls may be extended in the following manner:
 - Pre-show or rehearsal in one (1) hour increments to a maximum of (2) two hours.
 - Post-show or rehearsal by one (1) hour increments to a maximum of (2) two hours.All post-show and rehearsal hours shall be subject to conditions pertaining to the time of day. (13,C,i)
At no time shall a show-call or rehearsal-call exceed (6) hours in length without being subject to conditions pertaining to meal penalties. (11,D)
2. When an employee is called to work he shall be paid not less than (4) hours per call at the applicable rate of pay.
A five (5) hour call may be permitted to allow for the completion of a load-in or load-out but at no time shall exceed five (5) hours without incurring meal penalty.
3. A call is deemed to be the completion of following:
 - (i) The "fit-up" or "load-in."
 - (ii) The "rehearsal" or "performance."
 - (iii) The "tear-down" or "load-out."

Cancellation of a call

4. Twenty-four (24) hours notice must be given to the Business Agent of I.A.T.S.E. Local 210 for any cancellation of a call. If less than twenty-four (24) hour notice is given, the Employer shall pay a minimum of four (4) hours of pay at basic rate for all employees originally scheduled to work.
5. On any given day if there is any combination of rehearsals and / or performance calls that exceed two (2) in number or eight (8) hours in length, the Employer shall pay the third (3) and or succeeding rehearsal and / or performance calls at one and one half (1 ½) times the prevailing rate.
6. All work shall be assigned in a department, and each department shall have a department head.
7. After a four (4) hour call the crew may be released, Department heads may only be released when work in their department ceases or the stage goes dark.
8. **SHOP STEWARD** at the discretion of the Business agent, A nonworking shop steward may be required for all calls over 20 members. The steward is not required to stay when crews are released. The Employer may request the Steward to stay. If the steward has been released the most senior member on the call shall act as steward.

9. TURNAROUND / REST INFRINGEMENT

There shall be a ten (10) hour rest period between the completion of one day's calls and the beginning of the next day's. Encroachment on this rest period shall be paid by the Employer at double (2 x) the rate in effect during the last hour worked prior to the rest period, until the ten (10) hour time period has elapsed. The hourly rate payable under the rest period encroachment penalty shall at no time exceed three (3) times the basic rate of pay.

- 10.** For fit-up and / or take-out calls, the Employer shall pay one and one half (1 ½) times the basic rate for all hours worked in excess of eight (8) hours per day, And two (2) times the rate in effect for all hours worked in excess of twelve (12) hours per day. This rate does not pertain to rehearsals, performances and regular load-outs following a same day performance.

11. BREAKS

(A) There will be one (1) fifteen (15) minute rest break allowed during each four (4) work call. This call shall be made by the steward and shall fall approximately at the midpoint of the call. In the case of a five (5) hour work block the rest break shall be twenty (20) minutes.

(B) The first, second, or subsequent meal break (if taken between 8:00 am and 3:00 pm) shall be one of the following:

- One half (1/2) hour paid break
- One (1) hour unpaid break

(C) The first, second, or subsequent meal break (if taken between the hours of 3:00 pm and 8:00 am) shall be one of the following:

- A meal break of **less than one** (1) hour shall be **paid** with a satisfactory hot meal **supplied by the Employer**. At no time shall the break be less than one half (1/2) hour.
- One (1) hour non-paid break.

(D) **MEAL PENALTIES** If a meal break is not allowed as stated above, the following penalty shall be imposed:

- The Employer shall pay double (2 x) the prevailing rate until the completion of the meal break as stated above. The maximum rate payable for this penalty shall not exceed three (3) times the basic rate.

(E) After a **non-paid** meal break, **any** continuation of work shall constitute a **new four (4) hour call**

12. SAFETY

(A) The Employees will not be required to work, handle or set up scenery, properties, effects, drapes, drops or other stage decor or any electrical stage equipment or projection equipment which is deemed unsafe by I.A.T.S.E. Local 210.

- (B) The Employer shall permit the Business Agent for I.A.T.S.E. Local 210 to enter the production or the performance area at any time during operation.
- (C) I.A.T.S.E. Local 210 works in accordance with the Alberta Occupational Health and Safety guidelines for the province of Alberta.

WAGES

- 13.** (A) The Employer agrees to pay not less than the following schedule of wages, effective January 1, 2009.

<u>POSITION</u>	<u>\$ PER CALL</u>	<u>\$ PER HOUR</u>
Head Carpenter / Steward	102.6	25.65
Carpenter / Stagehand	92.6	23.15
Head Property Person	102.6	25.65
Property Person	92.6	23.15
Head Electrician	102.6	25.65
Electrician	92.6	23.15
Certified Electrician	122.6	30.65
Head Flyperson / Forklift Operator	102.6	25.65
Flyperson	92.6	23.15
Head Soundperson	102.6	25.65
Soundperson	92.6	23.15
Spotlight Operator	102.6	25.65
High Rigger	122.6	30.65
Ground Rigger	102.6	25.65
Head Make-Up Artist	102.6	25.65
Make-Up Assistant	92.6	23.15
Carloader / Warehouseman	97.6	24.40
Head Wardrobe	102.6	25.65
Wardrobe Assistant	92.6	23.15
Seamstress / Cutter	92.6	23.15
Scenic Artist	102.6	25.65
Scenic Painter	92.6	23.15
Head Construction Carpenter	102.6	25.65
Construction Carpenter	92.6	23.15
Head Hair Stylist	102.6	25.65
Hair Stylist	92.6	23.15
Projectionist	122.6	30.65
Head Audio Visual Operator	102.6	25.65
Certified Pyrotechnician	102.6	25.65
Pyrotechnician Assistant	92.6	23.15

- (B) The Employer shall also pay the following:
- (I) Eighteen percent (18%) of gross wages shall be paid to the Treasurer of I.A.T.S.E. Local 210 to cover Employer portions of Government of Canada source deductions, EI, CCP, as well as WCB contributions and Health & Welfare and Administration.
 - (II) Six percent (6%) of gross wages shall be paid to the Employee as holiday pay.
 - (III) Two percent (2%) of gross wages shall be paid to the Employee as RRSP contribution.

(C)

PREMIUMS

- (I) The Employer shall pay a premium rate for all hours worked between 10:00 pm and 8:00 am. The premium rate shall be at one and one half (1 ½) times the basic rate.
- (II) The Employer shall pay a premium rate of one and one half (1 ½) times the basic rate for all hours worked on a Sunday.
- (III) The Employer shall pay a premium rate of two (2) times the basic rate of pay for all hours worked on a recognized holiday. The recognized holidays shall be:

New Years Eve (commencing after 6:00 pm on Dec 31st)
New Years Day
Victoria Day
Canada Day
Family Day (3rd Monday in February)
Civic Holiday in August
Labour Day
Thanksgiving Day
Remembrance Day (November 11)
December 24th (commencing after 6:00 pm)
Christmas Day
Boxing Day
Good Friday
Easter Sunday
Easter Monday

Sundays and Holidays shall commence at 12:01 am and end at 11:59 pm unless stated otherwise.

(D)

GST

The Employer shall pay 5% GST on the amount of the Administration and General Benefit fund (13, B, I).