

# **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, 2010.*

# 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."

4. **Cancellation of a call**

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, 2010. All posted rates are subject to change without notice.

<u>POSITION</u>	<u>\$ PER CALL</u>	<u>\$ PER HOUR</u>
Head Carpenter / Steward	105.6	26.40
Carpenter / Stagehand	95.4	23.85
Head Property Person	105.6	26.40
Property Person	95.4	23.85
Head Electrician	105.6	26.40
Electrician	95.4	23.85
Certified Electrician	126.2	31.55
Head Flyperson / Forklift Operator	105.6	26.40
Flyperson	95.4	23.85
Head Soundperson	105.6	26.40
Soundperson	95.4	23.85
Spotlight Operator	105.6	26.40
High Rigger	131.2	32.80
Ground Rigger	105.6	26.40
Head Make-Up Artist	105.6	26.40
Make-Up Assistant	95.4	23.85
Carloader / Warehouseman	98.88	24.75
Head Wardrobe	105.6	26.40
Wardrobe Assistant	95.4	23.85
Seamstress / Cutter	95.4	23.85
Scenic Artist	105.6	26.40
Scenic Painter	95.4	23.85
Head Construction Carpenter	105.6	26.40
Construction Carpenter	95.4	23.85
Head Hair Stylist	105.6	26.40
Hair Stylist	95.4	23.85
Projectionist	126.2	31.55
Head Audio Visual Operator	105.6	26.40
Certified Pyrotechnician	105.6	26.40
Pyrotechnician Assistant	95.4	23.85

- (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, WCB premiums, Administration and Health and Welfare.
  - (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.
  - (iv) One percent (1%) of gross wages shall be collected for the Safe practices training fund.

(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 31<sup>st</sup>)  
New Years Day  
Victoria Day  
Canada Day  
Family Day (3<sup>rd</sup> Monday in February)  
Civic Holiday in August  
Labour Day  
Thanksgiving Day  
Remembrance Day (November 11)  
December 24<sup>th</sup> (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).