

I.A.T.S.E. Local 210

10428 – 123 Street
Edmonton, AB
T5N 1N7

Rates & Working Conditions

**For
Concert and Event Work
Not covered by
Collective Agreement**

For additional information, contact:
IATSE Local 210 Business Agent

780.423.1863
780.619.7981 mobile
laba210@iatse210.com

1. Working Conditions

- a) When personnel are dispatched by Local 210 for work, they shall be paid a minimum four (4) hours 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 a meal infringement.
The time of a call shall be at the discretion of the Employer

- b) 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."

- c) All calls for performance or rehearsals shall be 4 hrs and start a minimum of (1/2) hour prior to curtain rising. All performance and rehearsal calls may be extended in the following manner:

- (i) Pre-show or rehearsal in one (1) hour increments to a maximum of (2) two hours. One (1) hour before the (1/2) hour constitutes a five (5) hour show call. Two (2) hours before the (1/2) hour constitutes a six (6) hour show call.
- (ii) Work done post-show or rehearsal and which is not a Load Out, is not part of the show call and is to be considered a work call and be paid in one (1) hour increments to a maximum of (2) two hours.
- (iii) Work done post show or rehearsal in excess of two hours and which is not a Load Out, shall require a meal break or meal infringement compensation to continue the work at hand.

- d) 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.

- e) All work shall be assigned by department, and each department shall have a Department Head

- f) After a four (4) hour call the crew may be released. Department heads may only be released when work in their department ceases and the stage goes dark.

- g) For Load IN and / or Load OUT calls, the Employer shall pay one and one half (1.5) 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.

2. Cancellation of a Crew Request

Twenty-four (24) hours notice must be given to the Business Agent of IATSE 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.

3. Shop Steward

- a) For crew calls of less than 20 (twenty) personnel, the Shop Steward position may be waived upon discussion in advance with the Employer. At the discretion of the Business Agent, when there is no assigned Shop Steward, the most Senior member or a Head of Department, will be designated the crew chief and act on behalf of the Union on the work site.
- b) A nonworking Shop Steward will be required for all calls over 20 (twenty) members.
- c) On calls with more than 15 (fifteen) members but less than 25 (twenty-five), the Shop Steward will begin their shift 30 (thirty) minutes prior to the first call of the day to accommodate the signing in of crews and their duty assignments.
- d) On calls with more than 25 (twenty-five) members, the Shop Steward will begin their shift 1 (one) hour prior to the first call of the day to accommodate the signing in of crews and their duty assignments.
- e) On Load OUT calls when there are more than 75 (seventy-five) personnel scheduled, the Business Agent will have the option to assign an assistant from the existing crew call to assist the Shop Steward with checking in and assigning the Load OUT crew. The assistant will receive an extra hour of compensation for this duty.

4. 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 call. 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.

5. Rest and Meal Breaks

- a) There will be one (1) fifteen (15) minute rest break allowed during each four (4) hour work call. This call shall be made by the Steward or most senior member on the call 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 0800 hrs., and 1500 hrs.) shall be one of the following:
 - (i) One half (.5) hour paid break
 - (ii) One (1) hour unpaid break

- c) The first, second, or subsequent meal break (if taken between the hours of 1500 hrs. and 0800 hrs.) shall be one of the following:
 - (i) 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 (.5) hour.
 - (ii) One (1) hour non-paid break.
 - (iii) After a non-paid meal break, any continuation of work shall constitute a new four (4) hour minimum call

5. Meal Infringements

If a meal break is not allowed as stated above, the following meal infringement penalty shall be enforced:

- a) The Employer shall pay double (2 x) the prevailing rate until the completion of a meal break as stated above. The maximum rate payable for this meal infringement penalty shall not exceed three (3) times the basic rate. Upon completion of a meal break, the rate shall return to the prevailing rate for the work being done.

6. Safety

- a) Personnel will not be required to work, handle or set up scenery, properties, effects, drapes, drops or other stage decor or any electrical, pneumatic or engineered stage equipment which appears to be in an unsafe condition or design until a proper inspection by authorized persons has taken place.
- b) The Employer shall permit the Business Agent for IATSE Local 210 to enter the production or the performance area at any time during event.
- c) IATSE Local 210 works in accordance with the Alberta Occupational Health and Safety guidelines for the province of Alberta and carries Workers Compensation coverage for all persons dispatched by Local 210.
- d) Personnel dispatched by Local 210 will not be required to work at height where no life lines or other means of fall arrest exist.

7. Wages

- a) The Employer agrees to pay all personnel dispatched by Local 210 no less than the rates listed by the skill set category in Appendix "A" of this document.
- b) The Union shall invoice the Employer for all work performed by personnel dispatched from Local 210 and shall provide payroll services which include the following:
 - (i) Sixteen percent (16%) of gross wages (total of Wages and Vacation Pay) to cover Employer WCB premiums and Payroll Administration.

- (ii) Six percent (6%) of gross wages shall be paid to the Employee as Vacation Pay.
- (iii) Four percent (4%) of gross wages shall be paid to the Employee as RRSP contribution.
- (iv) Four percent (4%) of gross wages for the Local 210 Health and Welfare Plan
- (v) One percent (1%) of gross wages for the Safe Practices Training Fund.
- (vi) Employment Insurance (EI) and Canada Pension Plan (CPP) premiums at current Revenue Canada rates, subject to amendment by the CRA.
- (vii) Five percent (5%) GST is applied only to the Administration Fee and Health and Welfare Fund.

c) Wage rates are subject to annual review on or about March 31st each year and may change without notice.

8. Shift Premiums

- a) The Employer shall pay a night premium rate for all hours worked between 2200 hrs. and 0800 hrs. The premium rate shall be at one and one half (1.5) times the basic rate for time not affected by other factors, ie: hours worked in excess of 12 (twelve) hours leading up to the night premium.
- b) The Employer shall pay a premium rate of one and one half (1.5) times the basic rate for all hours worked on a Sunday. Sunday premium shall commence at 0001 hrs. and end at 2359 hrs.

9. General Holidays

- a) The Employer shall pay a rate of two (2) times the basic rate of pay for all hours worked on a recognized General Holiday. The recognized General Holidays shall be:

- New Years Eve (commencing after 1800 hrs. 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 1800 hrs.)
- Christmas Day
- Boxing Day
- Good Friday
- Easter Sunday
- Easter Monday

General Holidays shall commence at 0001 hrs. and end at 2359 hrs.

Effective February 27, 2024

Stage	Steward	41.26
	Head Carpenter	36.18
	Scenic Carpenter	36.18
	Stage Hand	32.69
	HD Flyman	36.18
	Flyloader / Flyman	32.69
	Warehouseman	36.18
	Truck Loader	36.18
Elex	Head Electrics	36.18
	Lighting Hand	32.69
	Houselight Op	36.18
	Certified Electrician	41.57
	Spotlight Op	36.18
Audio	Head of Audio	36.18
	Audio Hand	32.69
	Head Monitor Mix	36.18
Rigging	Lead High Rigger	48.52
	ETCP High Rigger	48.52
	High Rigger	44.97
	Lead Ground Rigger	40.10
	Ground Rigger	40.10
	Climber	41.35
	Scaffolder	41.35
Audio Visual	Head Audio Visual	36.18
	Audio Visual Hand	32.69
	Projectionist	43.25
	Camera Op, ENG etc	42.40
SPFX	Senior Pyro Technician	36.18
	Pyro Technician	32.69
FEES & Fringes	Vacation Pay	6%
	RRSP	4%
	Health & Welfare	4%
	Safe Practices Training Fund	1%
	CPP at current CRA rate	
	EI at current CRA rate	
	Admin Fee with WCB/payroll	16%
	GST on Admin	5%

Props	Head of Props	36.18
	Props Hand	32.69
	Props Buyer	32.69
Paint	Head Scenic Artist	36.18
	Scenic painter	32.69
	Painter	32.69
Wardrobe	Head of Wardrobe	36.18
	Wardrobe	32.69
	Laundry	32.69
	Stitcher	32.69
	Dresser	32.69
Hair	Kit Rental	65.00
	Head of Hair	36.18
	Head of Wigs	36.18
	Stylist	32.69
	Hair / Wigs assist	32.69
MkUp	Kit Rental	65.00
	Head of Make Up	36.18
	Assistant Make Up	32.69
	Prosthetics	36.18
	Kit Rental	65.00
Equip	Lift Truck Op - Class 4 & 5	36.18
	Aerial Platform	36.18
	Telehandler - Class 7	36.18
	Scissor Lift	36.18
	Stacker - Class 3, Code 5	36.18
Conditions	All Work 10:00 PM to 8:00 AM	1.5 X's
	All Work after 8 Hours	1.5 X's
	All Work after 12 Hours	2.0 X's
	All Work on Sunday	1.5 X's
	All Work on General Holidays	2.0 X's