

**THE
CITADEL
THEATRE**

COLLECTIVE AGREEMENT



2026- 2029

A COLLECTIVE AGREEMENT

BETWEEN:

THE CITADEL THEATRE

AND

**THE INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING
PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE UNITED
STATES, ITS TERRITORIES, AND CANADA
Local 210**

July 1, 2026 to June 30, 2029

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Citadel Theatre Agreement 2026 – 2029

**THE CITADEL THEATRE
9828 – 101A AVENUE
Edmonton, Alberta
T5J 3C6**

**(Hereinafter referred to as the Employer)
OF THE FIRST PART**

And

**LOCAL UNION No. 210 OF THE INTERNATIONAL ALLIANCE OF THEATRICAL
STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED
CRAFTS OF THE UNITED STATES ITS TERRITORIES, AND CANADA**

**9804 Jasper Ave Suite 401
Edmonton, Alberta
T5J 0C5**

**(Hereinafter referred to as the Union)
OF THE SECOND PART**

WITNESSETH:

The Employer and the Union hereby agree it is in their mutual interest to establish and maintain a relationship of good will and mutual respect.

The Union and the Employer therefore agree to adhere to the terms and conditions as hereinafter outlined.

DEFINITIONS

References to a particular gender in this Collective Agreement shall also refer to the other genders unless otherwise stated.

Permanent Employee	An Employee, employed on a continuous, twelve (12) month per year basis.
Seasonal Employee	An Employee with a Hire Advice Agreement with the Employer for a minimum of two (2) productions, or four (4) consecutive weeks in a single department in a season.
Roster Employee	An Employee with a Hire Advice Agreement with the Employer, available to be preferentially engaged by the Employer, subject to the terms and conditions of this Collective Agreement (Appendix A).
Casual Employee	An Employee requested by the Employer, or is dispatched by the Union, on a per call basis.
Permittee	A non-member employed under this Agreement who has been issued a work permit by the Union and is required to pay the applicable permit fee. A Permittee who accumulates 480 hours worked at any venue within the Local's jurisdiction shall be eligible to apply for full membership in the Union.
Operations Assistant	An Employee for non-production related duties within the Events and Administration departments. Operation Assistants are contracted at the Employers discretion.
Production Crew	An Employee assigned to the construction, set-up, or maintenance of a production.

Running Crew	An Employee assigned to the running and maintenance of a production.
Hire Advice	A contract for services with an Employee, subject to the terms and conditions of this Collective Agreement (Appendix B).
Term of Employment	The period between the Commencement of Employment and Termination of Employment, including Lay-Off Periods, as listed in an Employee's Hire Advice Agreement.
Commencement of Employment	The first day of the first Employment Period listed in an Employee's Hire Advice Agreement.
Termination of Employment	The last day worked in the Term of Employment.
Employment Period	Any period of time an Employee is scheduled to work, as listed in the Employee's Hire Advice Agreement.
Lay-Off Period	Any period of time an Employee will not be scheduled to work as listed in the Employee's Hire Advice Agreement.
Earnings	All wages including Vacation Pay, Premiums and Penalties.
Produced / Production	Creation of a performance event from the initial vision and planning through to the last public performance fully, or partially, financed by the Employer.
Presentation	A production produced by a third party presented as part of the Employer's programming.

Canadian Creation	The premiere or remount of an original Canadian play, or an original Canadian adaptation, that draws on a script, or other literary work, as a starting point.
Workshops and Readings	The development of a new work, or a new translation or adaptation of an existing work.
Season	July 1 to June 30.
Yellow Card Production	Major touring stage events under Yellow Card traveling agreements that employ IATSE (International Alliance of Theatrical Stage Employees) stage technicians. The Yellow Card is the official means of setting minimum staffing levels in each city in which a Pink Contract production tours to.
Pink Contract	A collective bargaining agreement that governs the working conditions, wages, and benefits for touring crew members working on live entertainment shows, including Broadway tours and award shows. Pink Contract workers (or “Pinks”) are employed directly by the production and work alongside local Union Employees.
Rental	Any third-party programming within the Employer’s facilities, including those of tenants and sublessees.
Show Call	Work shift for running crew team that starts 1 hour before the half our call and ends following post show duties after the end of the performance.
Education Department	An organizational department at the Citadel Theatre offering education programming, including the Foote Theatre School, Young

Acting Company, Young Production
Company, school workshops and other
educational programming for all ages.

ARTICLE 1 UNION RECOGNITION

1. The Employer recognizes the Union as the exclusive Bargaining Agent for all Production Department Employees as defined in the Alberta Labour Relations Board Certificate Number 137-2004 and 123-2004.
2. The Employer will make available to the Union, on request, information as it applies to this Agreement.
3. The Employer agrees to display the Union's emblem in a conspicuous place near the box office. The emblem shall be supplied by and remain the property of the Union; the size, and final placement shall be approved by the Employer.
4. The Employer will give name credits in the program to each Employee known to be employed on the deadline date for the printing of the program.
5. The Employer agrees to include the IATSE Local 210 emblem in the program for all productions produced by the Employer. The emblem will not be smaller than one-eighth (1/8th) page in size and will be provided by the Union.
6. During the term of this Agreement, the Union agrees it will not initiate or authorize a strike by its members against the Employer, and the Employer agrees it will not lockout the members of the Union.
7. The Employer recognizes the right of the Union to have a Steward(s). The Union will identify the Steward(s) to the Employer on an annual basis or when there has been a change in the position.

ARTICLE 2 PRIOR OBLIGATION

1. As the Union is a member of the International Alliance of Theatrical Stage Employees and Moving Picture Technicians, Artists & Allied Crafts of the United States, its Territories and Canada, nothing in this Agreement shall be construed to interfere with any obligation the Union owes to such International Alliance by reason of a prior obligation, but this shall in no event be construed so as to

conflict with any applicable Provincial or Federal Laws or this Collective Agreement.

ARTICLE 3 PERMISSION TO ENTER

1. Representatives of the Union will be permitted to enter Employee work areas provided permission is requested, to the Employer, prior to entry. Such requests will not be unreasonably denied.
2. The presence of Union representative(s) will not interfere with any work in progress.

ARTICLE 4 UNION SECURITY

1. The Employer agrees to employ only members in good standing the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories, and Canada. The Union agrees to make reasonable efforts to advise the Employer in a timely basis of the union status of the employees working under this agreement.
2. The Employer agrees to employ members of the International Alliance in preference to non-members.
3. The Employer agrees to employ members of Local 210 in preference to members of Sister Locals of the International Alliance.
4. In the event a non-member of the International Alliance is employed under this agreement,
 - a. the Union agrees to issue a work permit to the Employee, in accordance with the Local 210 constitution; and,
 - b. The Employer agrees to inform the Employee a Permit Fee must be paid.

ARTICLE 5 UNION JURISDICTION

1. The exclusive jurisdiction of the Employees under this Collective Agreement, shall include all work of a kind and nature usually performed by stage personnel: handling, erecting/dismantling, dressing, and operating of all scenic elements, properties, lighting, audio, video and technical equipment and machinery, as well

as hair, make-up, paint and all other categories of stage personnel referenced in Schedule A, of this agreement.

2. All Employees covered under this Collective Agreement shall be in good standing and be governed by and subject to the bylaws and/or policies of the Union, as amended from time to time. Members agree to familiarize themselves with and adhere to the Union's bylaws and/or policies.
3. The exclusive jurisdiction of the Employees under this Collective Agreement shall include the Citadel Theatre building and premises.
4. Properties used in the Employer's rehearsal spaces are the responsibility of Stage Management to organize, move and track once approved and in rehearsal.
5. Production elements used in productions staged at the Citadel Theatre, originating outside the Citadel Theatre, shall be built by members of the IATSE under collective agreement, with the following exceptions:
 - a. Productions which are not produced by the Employer, but are staged at the Citadel Theatre, provided that all Design and Production elements are complete and only require installation, maintenance, and adaptation necessitated by the change in venue.
 - b. Productions, in which the Employer invests, which meet criteria established by the Canada Council for a "Canadian Creation Work".
 - c. Production Elements used in productions staged at the Citadel Theatre by Lessees.
6. In the event the Employer contracts for the purchase/rental of the complete elements of a department for a specific production in the season, and the elements are not constructed by members of the IATSE, under Collective Agreement, the Employer will compensate the Employees, in the affected department, in accordance with Appendix C of this Agreement.
7. The Citadel Theatre Education Department activities are excluded from union jurisdiction provided theatrical equipment operated by members of IATSE is not being utilized.

- a. Students enrolled in an approved Education Department program may be permitted to use theatrical equipment under IATSE jurisdiction with appropriate supervision by an IATSE member.
 - b. A Letter of Understanding will be included in addition to the Agreement (Appendix E).
- 8. If special skills are required to set up, operate or dismantle specialized equipment, the Employer may request to engage non-union labour once IATSE union labour options have been exhausted. This request must be asked of and approved by the President of IATSE 210, business agent, or their designate. Such request will not be unreasonably denied.
- 9. In the event any premises are sub-rented, sub-leased or otherwise occupied by a third party, the Employer agrees any work of a kind or nature usually performed by stage personnel will be performed by Union personnel under the terms and conditions set forth in this Agreement.
- 10. In the event that a touring production duly authorized by IATSE has a run in the theatres covered by the collective agreement, the Union and the Employer acknowledge and agree that travelling IATSE employees so authorized to travel with the touring production in accordance with the IATSE Constitution, Bylaws, rules and regulations, shall be permitted to perform Union jurisdiction work covered by the collective agreement.
 - a. Travelling IATSE employees working under an IATSE travelling contract ("Pinks") are employed directly by the production and work side-by-side with local Union Employees. Pinks are typically referred to as the "road crew" or "show crew" to distinguish them from local or venue "house crews."
 - b. In no circumstances shall the travelling IATSE employees out number local Union Employees.
 - c. If the show is a duly authorized "Yellow Card" show, or the production is in its first or second stop and has made an application for a Yellow Card with the International, then all of the approved travelling IATSE employees shall follow departmental jurisdiction under the collective agreement. The minimum number of local workers required for a show to function safely

and properly shall be dictated by the Yellow Card. However, local conditions and contracts always prevail.

- i. The Head Carpenter is responsible for "setting" the Yellow Card at the beginning of the tour. The Yellow Card electronic form is available on the official International IATSE website or via the IATSE General Office. The form must be completed and submitted no later than the second tour stop following the city where the production is teched. The Yellow Card must be signed by both the Head Carpenter and either an International IATSE Representative or a Representative from the Local Union at that stop.

ARTICLE 6 MANAGEMENT RIGHTS AND OBLIGATIONS

1. The Union understands, the Employer retains all rights afforded them by the governing laws of the Province of Alberta, except as specifically relinquished in this Collective Bargaining Agreement.
2. In accordance with the Alberta Occupational Health and Safety Code, the Employer will maintain a Harassment Policy; and,
 - a. copies of the policy will be made available to all Employees,
 - b. the Employer will notify the Union regarding changes to the policy.
3. A Joint Health and Safety Committee will be struck in accordance with the Alberta Health and Safety Code and the Union will be provided with two positions on the Committee as selected by the Union.
4. The Employer will take necessary steps to ensure menstruation products are made available to employees in all workplace washrooms at no cost to employees.
5. A Joint Consultation Committee, composed of both Management and Unionized Employees, may be formed to discuss interpretation and execution of this Agreement. Committee meetings will discuss any relevant issues regarding the application of policy, disagreements in interpretation, and allow for the airing of concerns.

- a. The Committee may not alter, amend, or add any language within this agreement.
 - b. The Committee may not agree to any terms that are in contradiction to any clause in this Agreement.
 - c. Meetings will occur periodically during the season and may be requested by either Management or Employees, and will be scheduled at the Committee's earliest convenience.
 - d. The Committee shall be made up of no more than four (4) Citadel Management Staff and four (4) Citadel IATSE Caucus Employees.
6. The Parties agree to maintain timely and professional communication throughout the term of this Agreement. Each Party shall use reasonable efforts to respond to communications, requests for information, approvals, and other matters requiring a response within three (3) business days of receipt. Where a substantive response cannot be provided within three (3) business days, the receiving Party shall acknowledge receipt and provide an estimated timeline for a complete response.
7. A Joint Labour-Management Committee comprised of representatives of Employer Management, Unionized Employees, the President of IATSE Local 210, the Business Agent, and/or their respective designates shall meet quarterly, where practicable, to discuss matters of mutual interest, including workplace safety, hours of work, communication between Management and Employees, and the interpretation or administration of this Collective Agreement. The Committee shall serve as a forum for discussion and consultation only and shall not have the authority to amend, modify, or interpret the terms of this Agreement in a binding manner.

ARTICLE 7 PERSONNEL

1. The Employer agrees to provide a weekly personnel request to the Union.
2. The Union agrees to offer work only to qualified individuals.
3. The Employer reserves the right to reject an individual, offered work by the Union at the Employer's request, with reasonable grounds as determined solely by the Employer.

4. In the event the Union has no qualified individuals available to fulfill the Employer's personnel request, the Employer may make other arrangements. Employees engaged under these conditions will be required to adhere to the terms and conditions of this Collective Agreement.
5. Where practicable, the Union will give notice within seventy-two (72) hours to the Employer, of the availability of qualified personnel.
6. The Employer agrees to employ a permanent, full-time (forty (40) hours per week) Head of Department in each of the following departments:
 - a. Scenic Carpentry
 - b. Stage Carpentry
 - c. Electrics
 - d. Audio
7. Truck loaders (with the exception of Yellow Card Productions) are not required.
8. The Employer may contract with an Employee for a specified period of time, in accordance with Appendix B of this agreement, at the Employer's discretion.
9. Roster Employees will be engaged in accordance with Appendix A of this agreement.

ARTICLE 8 TRAINING

1. At the discretion of the Employer, an individual applying for a position within the jurisdiction of this Collective Agreement may be required to complete a "hands-on" examination to determine the applicant's suitability. The examination will be no longer than six (6) hours, will be paid, and must be restricted to the duties of the position. The Employer will consult the Department Head on this matter.
2. It shall be the responsibility of the Employee and the Employer to ensure that the Employees skills are upgraded with the changing technologies applicable to their particular specialization. Eligibility for, and admissibility of, training requests remains the discretion of the Employer.
3. The Union agrees to pay one hundred percent (100%) percent of mutually approved training and professional development costs.

4. The Employer agrees to provide safety training to ensure Employees remain compliant with the Alberta Occupational Health and Safety Code.
5. Casual Employees are not eligible for training, by the Employer, unless the Employer agrees to the contrary.

ARTICLE 9 WORKING CONDITIONS

1. All work will be assigned to one of the following departments:
 - a. Scenic Carpentry
 - b. Scenic Art
 - c. Wardrobe (Construction)
 - d. Properties
 - e. Wigs and Makeup
 - f. Stage Carpentry
 - g. Electrics
 - h. Audio
 - i. Wardrobe (Running)
 - j. Video/Multi-Media (as required, show specific)
2. Each department shall have a Head of Department, including departments with a single Employee.
3. Video/Multi-Media will be a separate department when a Video/Multi-Media designer has been engaged; otherwise, Video/Multi-Media will be part of the Audio department.
4. A request for Employees to cross departmental lines will not be unreasonably denied. This request must be asked of and approved by the President of IATSE 210, business agent, or their designate unless the work in questions is incidental by nature, in which case, no request is required.
5. For performances and events in the Zeidler and the Tucker Amphitheatre, normal departmental divisions will not apply.
6. In the Rice Theatre, normal departmental divisions will apply to setup, teardown and running crews for shows in the Citadel Mainstage Series. Departmental divisions will not apply to the House Series in the Rice Theatre.

For all other Citadel productions in the Rice Theatre, the following shall apply;

- a. An Employee may be asked to perform duties in multiple departments. When an Employee is responsible for duties in two (2) departments, Employees will receive one and one-quarter (1.25) times the base hourly rate as their base hourly rate. This will be considered their base hourly rate for the duration of the Production dates outlined in their Hire Advice. One-quarter (0.25) times the base hourly rate shall be added per department the Employee is responsible for. For more than two (2) departments, the Employer and the Union will discuss the scope of additional duties and whether an additional crew person is required.
 - b. Multiple department duties must be agreed upon by the Employee and Employer.
 - c. Notwithstanding Subsection a, the Employee shall be paid the original base hourly rate during technical rehearsals, if a second Employee is engaged for one of the departments to allow both departments to work simultaneously.
 - d. Hire advice minimums for these productions may be reduced to thirty-two (32) hours per week.
 - e. Any Employees asked to perform duties in multiple departments will be given any necessary training as required.
 - f. An Employee will only be asked to perform duties in multiple departments when the workload is kept to a reasonable amount and sufficient time is allotted for the completion of all tasks. This will be decided upon by the Employer and the Union on a case by case basis with consultation, where necessary, from the Joint Consultation Committee.
 - g. Minimum crew, as outlined in Article 13, Section 3 & 4, shall prevail.
7. For installations in the Citadel Theatre Lobbies, including the Lee Pavilion and Tucker Amphitheatre, normal departmental divisions shall not apply. Build shops and other areas not normally accessed by the Public, will be considered Lobbies if the intent is to use them as public spaces. Prior to any work taking place in

these locations, the Employer shall meet with the appropriate Department Heads to discuss staffing requirements.

8. The running crew for a performance may be any combination of Employees from the following departments:
 - a. Electrics
 - b. Audio
 - c. Stage Carpentry
 - d. Wardrobe (running)
 - e. Video/Multi-Media
 - f. Wigs and Make-up
 - g. Properties
9. Further, a minimum of one member of the running crew shall be in attendance on stage, during all times a stage is in use, with the following exceptions:
 - a. While being used for theatre tours
 - b. While the set is being painted and dressed
 - c. While carpentry is being supplied by the Head Carpenter and/or the Assistant Head Carpenter
 - d. On a unit set with no moving elements
 - e. During any other activity which is excepted by consent between the Union and the Employer
10. Stage Carpenters may be required to perform duties on the deck and other locations within the performance space. Duties in multiple locations must not conflict, and the safety of the Performers and Technical Crew must not be compromised.
11. The first Electrician, first Audio Technician, and first Video/Multi-Media Technician on a running crew will be restricted to performing control position duties during the performance. This restriction does not apply to pre-performance, post-performance, or intermission(s).
12. Two (2) Stage Management personnel may assume the responsibility for running hand props and furniture. If the Stage Management personnel cannot reasonably perform these responsibilities, additional work in this area may be done by the Stage Carpentry department, with the following restrictions:

- a. If one (1) Stage Carpenter, already on the running crew, can reasonably accomplish the properties running duties, they will be required to do so, and no additional Employees will be required.
- b. If more than three (3) crew (including Stage Management Personnel) are required to accomplish the properties running duties, Properties Running Employees will be engaged to fulfill the added duties.

13. During previews, notes will be done during the next days' day's call.

14. For installs, strikes and rentals, employees will be scheduled according to the following hierarchy:

- a. Permanent Employees
- b. Seasonal Employees
- c. Roster Employees
- d. Casual Employees

15. For all calls, twenty-four (24) hours' notice is required for the cancellation of a call or performance. Calls or performances cancelled with less than twenty-four (24) hours' notice require the Employee to be reassigned equivalent hours, and remuneration, within the department, or remunerated for the hours originally scheduled, at the rate of pay that would apply to the cancelled work, at the discretion of the Employer.

16. Twelve (12) hours' notice is required for changes to the start, end, or duration time of a call. Under 24 hours' notice, total daily hours may not be reduced. The employee will make every effort to accommodate the request, within reason. If the affected employee is unable to accommodate the change requested, they shall be remunerated for the hours originally scheduled or total hours worked, whichever is longer.

17. Notwithstanding Article 9, Section 16 and 17, twelve (12) hours' notice may be given for the cancellation of a call within the twelve (12) days' immediately preceding the Opening Night of a Citadel Series Performance. All other provisions of the previous section shall prevail.

18. Calls or performances may be cancelled due to Force Majeure, without penalty, provided not less than two (2) hours' notice prior to the start of the call or

performance is given. Calls or Performances cancelled with less than two (2) hours' notice will be subject to the conditions defined in Section 16.

19. Force Majeure shall include but not be limited to the following:

- a. Destruction of the Citadel Theatre
- b. Damage to the Citadel Theatre rendering it unfit for use or occupation
- c. Acts of a third party that render the Citadel Theatre unfit for use or occupation
- d. Acts of civil disturbance
- e. War or acts, or threatened acts, of terrorism or vandalism
- f. Acts of God

20. Acts of God shall include but not be limited to:

- a. Temperature extremes which threaten life or limb
- b. Violent storms of rain, snow, sleet, lightning or wind
- c. Earthquakes, flood, eruption, famine, epidemic, meteor shower or other disturbances by heavenly bodies
- d. Any other acts not herein defined which is agreed between the Employer and the Union

21. Changes to, or cancellations of calls must be communicated to the affected Employees.

22. If the Employer requires specific "Show Blacks" to be worn, they will be provided at no cost to the Employee.

23. Employees required to wear a costume during a performance will be compensated with one (1) hours' base pay per performance. This hour of pay will not be included for the purposes of calculating the hours of work. "Show Blacks" do not constitute a costume.

ARTICLE 10 HOURS OF WORK

- 1. The minimum daily call is four (4) hours.
- 2. The first call of the day may be less than four (4) hours only if followed by a half-hour (0.5 hour) meal break, and a return to work.

3. All work in excess of eight (8) hours per day, or forty (40) hours per week shall be remunerated as follows;
 - a. One and one half (1.5) times the base rate for hours worked in excess of eight (8) hours per day, or forty (40) hours per week
 - b. Two (2) times the base rate for hours worked in excess of;
 - i. Fifty five (55) hours per week in year one (1) of the Agreement
 - ii. Fifty two (52) hours per week in year two (2) of the Agreement
 - iii. Fifty (50) hours per week in year three (3) of the Agreement

Only one of either the above Daily or Weekly calculations (whichever is greater) shall apply to the same hour of work.

4. Hours worked between 00:00 and 08:00 will be remunerated at one and one-half (1.5) times the base hourly rate if total daily hours are eight (8) or less.
5. Hours worked between 00:00 and 08:00 will be remunerated at two (2.0) times the base hourly rate if total daily hours are in excess of eight (8).
6. All hours worked will be calculated to the nearest one-half (0.5) hour.
7. A break of one and one-half (1.5) hours, or more, in a work day, will require a new four (4) hour minimum call for any continuation of work following the break.
8. Hours worked on an Employee's regular day off will be remunerated at one and one-half (1.5) times the base hourly rate.
9. Employees scheduled to work seven (7) or more consecutive days will be remunerated at one and one-half (1.5) times their base hourly rate for all hours worked on the seventh (7th) and consecutive days, until a day off is granted.
10. Section 8 & 9 shall not multiply, in the event that both penalties apply to the same work call, only 1 shall take effect. If Section 8 or 9 lands on a General Holiday, those two penalties shall multiply together. (ie: Day 7 (1.5x) happens on a holiday (1.5x) equals to two and a quarter (2.25) the base rate for the first 8 hours)
11. The Employer will post a weekly work schedule for all permanent, seasonal, and roster Employees, in a place common to all, by 22:00 of the Thursday prior to the start of the schedule.

12. The Employer will post a schedule of the entire performance schedule of a production, in a place common to all, prior to the first dress rehearsal. The schedule will include a listing of all tentative performances.
13. Show calls will start a minimum of one (1) hour before the start of the performance and be a minimum four (4) hours.
14. All days commence at 00:00 and end at 23:59.
15. Night premiums shall not apply to hours not worked if the Employee is released prior to 00:00.
16. The Employer may engage an Employee to work from home to prepare, plan, or look over paperwork for an upcoming production or rental. The minimum pay for this shall be 2 hours at standard, non premium rate. All at home hours shall be agreed upon by both the Employer and Employee.
17. Notwithstanding the standard daily maximum hours of work, the Employer and the Union agree that during periods of production or technical necessity, Employees may be scheduled to work up to a maximum of sixteen (16) hours per day, inclusive of breaks and rest periods.

The Employer will ensure that:

1. Such extended hours are implemented only when operationally required and not as a matter of routine;
2. Adequate rest periods are provided between shifts to support recovery and well-being; and
3. Appropriate measures are maintained at all times to protect the health, safety, and welfare of Employees working extended hours.

ARTICLE 11 MEAL BREAKS, REST BREAKS AND WORK BREAKS

1. The normal rest period will be ten (10) hours. Encroachment on the rest period will require a penalty of thirty dollars (\$30.00) per hour, in addition to the Employee's normal remuneration for these hours. At no time will the rest period be less than eight (8) hours, plus half an hour (0.5) of travel time.
2. A meal break shall be one (1) hour unpaid, or a half (0.5) hour paid at the applicable hourly rate of pay. When it is not possible to take the one (1) hour break, the Employee shall also be provided a reasonable meal by the employer,

at no cost to the Employee on duty. When a meal is being provided, the meal break will not be deemed to begin until the supplied meal is in the building.

Employees will work not more than five (5) hours without a meal break. In the event that a meal break is not taken, the Employer shall pay not less than one and one half (1.5) times the prevailing rate until the start of the meal break.

3. An Employer representative, and the Steward, or other Employee representative in the absence of the Steward, will select a restaurant for Employees to choose a meal valued at not more than twenty-eight (28) dollars.
 - a. The Employer may elect to supply cash reimbursement in lieu of a supplied meal with 48 hours' notice given to the affected Employee. This applies to notice given as a possibility in the case of events with more fluid schedules
 - b. The Employee may choose between a meal or cash reimbursement
4. A work break of twenty (20) minutes will be scheduled at the approximate half way point of each work period of at least 4 hours.
5. Operators in restricted movement positions (i.e. followspot operators) will have a work break scheduled not more than two and one-half (2.5) hours from the beginning of their time in the restricted position.
6. During performances, a work break will be required during the performance, or intermission, provided the work break does not interfere with the Employee's performance obligations. The timing of the work break will be at the discretion of the Employer.
7. During performances, control position Employees will be permitted a minimum ten (10) minute work break during the intermission.
8. Any work break(s) not granted will be added to the end of the Employee's shift and paid in accordance with the terms and conditions of this agreement. Any breaks not granted will result in twenty (20) minutes added to the end of the call.

ARTICLE 12 DAYS OFF

1. An Employee is entitled to at least one (1) predetermined day off per work week.

2. Production Crew will have Sunday as their predetermined day off; and, Saturday will be included when possible.
3. Running Crew will have Monday as their predetermined day off. After all planned rehearsals have concluded, the day off will extend to Tuesday until the scheduled Show Call.
 - a. 12.3 will not apply to crew members not typically scheduled for Show Calls; IE Wardrobe Maintenance, and Wigs Maintenance.
4. The Employer will provide seven (7) days' notice of a change in predetermined day off. The Employer may request the Union waive this notice period if unforeseen circumstances arise. This request must be asked of and approved by the President of IATSE 210, business agent, or their designate. This request will not be unreasonably denied.
5. Employees being reassigned from running crew to production crew (or vice versa), will be provided a minimum fourteen (14) hours of rest prior to beginning the next shift on the reassigned crew.

ARTICLE 13 MINIMUM CREW

1. The minimum crew for performances and rehearsals in the Shocter and Maclab Theatres is two (2).
2. The minimum crew for any public lecture, meeting, or other similar event in the Shocter or Maclab Theatres is one (1).
3. The minimum crew for performances and rehearsals that are part of the Citadel Subscription Series, in The Rice Theatre, is two (2). One (1) of these Employees must be restricted to duties at the stage or in the dressing room areas.
4. The minimum crew for all public events, or performances and rehearsals that are not part of the Citadel Subscription Series, in The Rice is one (1).
5. The minimum crew for all rehearsals, performances and public events (including setup and strike) in the Zeidler Hall, Tucker Amphitheatre, Lee Pavilion and Citadel lobbies is one (1). (See Appendix D for conditions)

ARTICLE 14 TOURING AND CO-PRODUCTIONS

1. For a Co-Production, the Employer will engage a sufficient number of Bargaining Unit Employees to supervise the installation and initial operation in the Co-Producer's venue. These Employees will be engaged in accordance with the IATSE Canadian Pink Agreement.
2. For a Touring Production, Travelling Bargaining Unit Employees will be engaged in accordance with the IATSE Canadian Pink Agreement.

ARTICLE 15 VACATION PAY

1. Permanent and Seasonal Employees will receive:
 - a. Four percent (4%) vacation pay for their first (1st) season of work,
 - b. Six percent (6%) vacation pay for their second (2nd) through fifth (5th) season of work,
 - c. Seven percent (7%) vacation pay for their sixth (6th) through eighth (8th) season of work,
 - d. Eight percent (8%) vacation pay for their ninth (9th) through fifteenth (15th) season of work, and,
 - e. Ten percent (10%) vacation pay for their sixteenth (16th) and subsequent seasons of work.
2. For the purposes of the previous section, a season will be considered three hundred (300) hours of work which may be accumulated over more than one (1) year. Only the first 300 hours in a season will constitute a season of engagement.
3. Roster and Casual Employees will receive four percent (4%) vacation pay.
4. Notwithstanding Article 15, Section 3, Roster and Casual Employees who have formerly been employed as Seasonal Employees, within the previous three (3) seasons, will maintain their earned vacation pay increases.
5. Vacation pay for all Employees will be calculated on regular hours. Premium hours will be included in the vacation pay calculation, at the base hourly rate, provided they are part of the minimum forty-hour calculation.
6. Vacation pay will be paid weekly for all Employees except Permanent Employees.

7. The rates stated shall take effect July 1st in the year they apply.

ARTICLE 16 GENERAL HOLIDAYS AND GENERAL HOLIDAY PAY

1. General Holidays are:

a. New Years' Day	g. Labour Day
b. Family Day	h. National Day for Truth and Reconciliation
c. Good Friday	i. Thanksgiving Day
d. Victoria Day	j. Remembrance Day
e. Canada Day	k. Christmas Day
f. Heritage Day	l. Boxing Day
2. Permanent and Seasonal Employees employed by the Employer in the pay period prior to the General Holiday and the pay period including the General Holiday, will be entitled to General Holiday pay when not scheduled, as follows:
 - a. Permanent Employees will receive eight (8) hours' remuneration at their base hourly rate.
 - b. Seasonal Employees will receive eight (8) hours' remuneration at their base hourly rate, provided the General Holiday does not fall in a Lay-Off period.
 - c. Operations Assistants (excluding Roster Employees) will receive four (4) hours' remuneration at their base hourly rate, provided the General Holiday does not fall in a lay off period. Operation Assistants are contracted at the Employers discretion.
3. Permanent, and Seasonal Employees scheduled to work on a General Holiday will be remunerated:
 - a. Eight (8) hours at base hourly rate; and,
 - b. One and one-half (1.5) times their base hourly rate for all hours worked, up to and including the eighth (8th) hour; and,
 - c. Three (3) times their base hourly rate for hours worked in excess of eight (8) hours.

- d. Operations Assistants will be remunerated four (4) hours at base hourly rate; and one and one-half (1.5) times base hourly rate for all hours up to and including the fourth (4th) hour; and three (3) times base hourly rate for hours worked in excess of four (4). Operation Assistants are contracted at the Employers discretion.
- 4. Roster and Casual Employees scheduled to work on a General Holiday will be remunerated:
 - a. Two (2) times their base hourly rate for all hours worked, up to and including the eighth (8th) hour; and,
 - b. Two and one-half (2.5) times their base hourly rate for hours worked in excess of eight (8) hours.
 - 5. General Holidays, for which an Employee is eligible, will account for eight (8) hours toward an Employee's forty-hour (40) weekly commitment. For Operations Assistants, a General Holiday will account for four (4) hours towards a twenty (20) hour weekly commitment.

ARTICLE 17 LAY-OFF PERIOD

- 1. Notice of layoff of Seasonal Employees will not be less than two (2) weeks.
- 2. During the lay-off period(s), any work on a production, normally performed by a Seasonal Employee, will be offered first to Seasonal Employees in the appropriate department. If a Seasonal Employee is unavailable, the work will be offered to a Roster Employee in the appropriate department.

ARTICLE 18 REMUNERATION

- 1. The Employer has established a pay period of Monday to the following Sunday.
- 2. Each Employee is required to submit a timecard, provided by the Employer, noting all hours worked in the pay period, by 09:00 on the Monday following the end of the pay period.
- 3. Upon receipt of an Employer issued timecard, the Employee will receive wages, in accordance with this agreement, for the hours noted, by 15:00 on the Friday following the end of the pay period.

4. All Employees will receive their wages by direct deposit. It is the Employee's responsibility to ensure the Employer has current, and correct, banking information related to the Employee.
5. Permanent and Seasonal Employees may elect to have their overtime wages, less government and Union obligations, deposited directly to their RRSP. The Employee must provide documentation of the Employee's enrollment in a bona fide RRSP plan prior to the Employer transferring the funds. Contributions to the Employees plan will be made monthly.
6. Roster Employees who have worked twenty-four (24) hours, in a week, may elect to have their overtime wages, less government and Union obligations, included in their Canadian Entertainment Industry Retirement Plan (CEIRP) account contribution. The Employee must provide written notification of this choice at the time of signing their Hire Advice Agreement.
7. The Employer agrees to deduct Union Dues from each Employees' earnings and forward these monies to the Union monthly. The Union shall inform the Employer in a timely manner the percentage to be deducted.
8. Upon receipt of a copy of a temporary work permit, issued by the Union, to a non-member of the IATSE, engaged within the jurisdiction of this agreement, the Employer agrees to deduct the monthly fee stated on the work permit, from the wages of any non-member working more than eight hours in the month. The Employer agrees to forward these monies to the Union monthly.
9. Employees will receive wages as prescribed in Schedule A of this Agreement.
10. The Employer shall contribute a sum equal to five percent (5%) of the earnings of Casual Employees as an Administration Fee. The Employer agrees to forward these monies to the Union monthly.

ARTICLE 19 BENEFITS

1. An RRSP plan will be established on behalf of Permanent and Seasonal Employees that are full members of IATSE 210, and the Employer will make contributions from the first date of Employment to the termination date of the Employee.

2. The following RRSP contributions will be made by the Employer:
 - a. Four percent (4%) of the Employee's earnings for Employees with less than ten (10) years of employment.
 - b. Five percent (5%) of the Employee's earnings for Employees with more than ten (10), but less than fifteen (15) years of employment.
 - c. Six percent (6%) of the Employee's earnings for Employees with fifteen (15) years of employment, or more.
3. Employees that are full members of IATSE 210 must make contributions to their RRSP through deductions from wages, and the Employee's contribution must not be less than the Employer's contribution. The Employee's contributions will be managed by the Employer's payroll system.
4. RRSP contributions for all Roster and Casual Employees that are full members of IATSE 210 will be made to the Canadian Entertainment Industry Retirement Plan (CEIRP). The Employers contribution will be four percent (4%) of earnings for each Employee, and each Employee will contribute four percent (4%) of earnings. These monies will be forwarded to the Union by the Employer.
5. The Employer will provide, to Permanent, and Seasonal Employees that are full members of IATSE 210, after an initial waiting period of 3 months, at no cost to the Employee, a Group Benefits plan that includes:
 - a. Basic Alberta Blue Cross, or equivalent, Medical Plan
 - b. Basic Dental
 - c. A Life Insurance Weekly Indemnity
 - d. An Employee and Family Assistance Program
6. The Employee shall pay one hundred percent (100%) of the cost of the benefit premiums for Long Term Disability.
7. A Seasonal Employee's Health and Welfare coverage during their Term of Employment will be continuous with the exception of Lay-Off Periods in excess of thirty (30) days.
8. Seasonal Employees who wish to continue their Health and Welfare coverage during a Lay-Off Period of more than thirty (30) days must agree, in writing, to

reimburse the Employer for the premium costs incurred during the Lay-Off Period days in excess of thirty (30).

9. Seasonal Employees offered a Hire Advice for the following season, who wish to continue their Health and Welfare coverage in the off-season, must agree, in writing, to reimburse the Employer for the premium costs incurred during the off-season.
10. Seasonal Employees who choose to maintain their own coverage will notify the Employer, in writing, at the commencement of Employment and will be reimbursed one hundred percent (100%) of the premiums for the duration of employment.
11. It is understood Group Benefits plans are subject to stipulations and limitations at the time of purchase. The Employer agrees to notify the Union before purchasing a Group Benefits plan that provides fewer benefits to the Employees than those provided on the date of signing of this Collective Agreement.
12. The Employer will contribute three percent (3%) of earnings to the IATSE Canadian National Health Plan on behalf of all full members of IATSE 210 that are Roster and Casual Employees.
13. An Employee receiving Workers Compensation Board benefits will be entitled to compensation by the Employer in an amount equivalent to the difference between the Employee's regular wages, and the WCB benefits paid to the Employee, for the days available to the Employee in accordance with Article 20, Section 4a.
14. The Employer will contribute 1.0% of the gross wages to the IATSE 210 Training Fund.
 - a. The Employer may request funding for training activities relevant to IATSE members working within the Employer's facilities.
 - b. Funding for approved training requests will cover one hundred percent (100%) of the cost to train the Employees.

ARTICLE 20 LEAVE AND JURY DUTY

1. Authorized Leave

- a. All requests to be absent from work, such as vacation leave or unpaid leave of absence, must be approved, in writing, by the Employer. Failure to receive written authorization from the Employer will be considered an unpaid leave of absence. Leave will only be approved if the operations of the Employer will not be unduly disrupted and a suitable replacement can be found.
- b. All Employees will give a minimum of fourteen (14) days' notice of their intention to take leave. If less than fourteen (14) days' notice is provided, the Employer will consider the request, provided it will not interfere with the schedule commitments of the Employer.
- c. A Head of Department extended absence will be filled by a Seasonal Employee from the department. If a Seasonal Employee is not available to fill any such absence, the Employer will select a replacement.

2. Compassionate Leave

- a. After three (3) months of employment, a Permanent or Seasonal Employee is entitled to three (3) days of paid leave in the event of the death of a spouse (including recognized common-law partners), parent, parent-in-law, child, sibling, sibling-in-law, child-in-law, grandparent, grandchild, former guardian, ward, fiancé(e), or any relative residing in the same household. Where the memorial occurs outside Alberta, such leave shall be seven (7) consecutive days: five (5) days with pay and two (2) days leave without pay.
- b. A Permanent or Seasonal Employee with less than three (3) months of employment will be granted up to three (3) days leave without pay where the memorial of a person described above occurs in Alberta, and up to seven (7) consecutive days leave without pay where the memorial occurs outside Alberta. Provided the Employee subsequently completes three (3) months of employment, then the Employee shall be paid retroactively for the leave taken without pay, in accordance with Section 2a of this article.

- c. Permanent and Seasonal Employees will be allowed up to one (1) day with pay to attend the funeral of persons other than those specified above.
- d. Leave with pay up to two (2) days will be allowed for sudden or serious illness within the immediate family (spouse, child, or parent);
 - I. to make arrangements for the care of the person who is ill;
 - II. to make arrangements for the care of the children of the person who is ill;
 - III. to care for the person who is ill; or,
 - IV. to care for the children of the person who is ill.
- e. The Employer may authorize leave under warranted conditions on the same terms as provided above in the event of a death or serious illness of persons other than those specified above.
- f. Should an employee demonstrate to the satisfaction of the Employer that, during a period of vacation, a bereavement as described above occurred and provided the employee attended the funeral, the employee shall be allowed compassionate leave and their vacation shall be credited accordingly.
- g. If an employee is required to be absent from duty due to the grave illness of a child, sibling, spouse (including a recognized common-law partner), parent, parent-in-law, grandparent, or the spouse or partner of any of these individuals, the employee may be allowed compassionate leave in respect of such absence, normally to the extent provided above, at the discretion of the Employer, and in accordance with the applicable legislation.

3. Parental Leave

- a. Parental leave will be taken in accordance with current Employment Insurance policies.
- b. Parental leave with pay of up to three (3) days for the birth or adoption of a child will be allowed.

4. Sick Leave

- a. Sick leave will be available to Permanent Employees earned at the rate of one (1) day per month to a maximum of twelve (12) days per year.
- b. Sick leave will be available to Seasonal Employees at a rate of one (1) hour per every twenty (20) hours worked to a maximum of ninety six (96) hours per year.
- c. Employees must notify the Employer if they are unable to work due to illness.
- d. A Doctor's certificate must support sick leave of greater than four (4) days.
- e. Payment shall not be made in lieu of any unused paid sick leave.
- f. Sick leave is a privilege and normally may not be accumulated beyond the calendar year. In exceptional circumstances, the Employer may grant recognition of unused sick leave from previous years.
- g. In the event a Permanent or Seasonal Employee is sick for a period longer than their available sick leave, the Employer will hold the position open for the Employee for a period of three (3) months.

5. Jury Duty

- a. If a Permanent or Seasonal Employee is summoned for jury duty, the Employer shall pay the Employee the difference between the jury pay and their regular salary, upon receipt of a certificate from the court stating the amount of jury pay received and the time served.
- b. In special circumstances, the Employer reserves the right to request the Employee be excused from jury duty in respect of their obligations to a given production, by means of a written request from the Employer to the court.

ARTICLE 21 DISCIPLINE AND GRIEVANCE

DISCIPLINE

1. The Employer has the right to suspend, discharge or otherwise discipline Employees for just cause. The Employer recognizes and shall abide by the principles of progressive discipline when issuing any discipline. The Employer retains the right to immediately discharge an Employee in the event there is a reasonable concern for safety.
2. Discipline issued to an Employee shall not be used by the Employer to support further or progressive discipline nor be relied upon at any arbitration hearing if the Employee maintains a discipline free record for twelve (12) months from the date of issuance of the last instance of discipline.
3. No Employee may be subjected to an investigatory meeting which may lead to discipline or be issued discipline without the Employer first offering the Employee Union representation prior to the commencement of any investigatory and/or disciplinary meeting.

TERMINATION

1. Employees of less than ninety (90) days are in the probationary period. A probationary employee may not grieve termination on the basis of not meeting the Employer's standards of acceptability during the probationary period.
2. An employee, upon giving two (2) weeks' notice to the Employer, may terminate their contract with the Employer at any time during the probationary period. The Employer may terminate the employment of a probationary employee without notice if for cause and otherwise upon giving (2) two weeks' notice to the employee.

GRIEVANCE

1. When a difference arises between the Union and the Employer relating to the dismissal or discipline of an Employee, or the interpretation, application, operation or an alleged violation of this Agreement, including any question as to whether a matter can be arbitrated, there will be no work stoppage and an earnest effort will be made to settle the matter promptly, in accordance with this article.

2. All differences will be presented, in writing, to the authorized representatives of the Union or the Employer within seventy-two (72) hours of the alleged violation.
3. Saturdays, Sundays and General Holidays are not included in the specified times of this procedure.
4. The time limits fixed by this procedure may be extended by mutual consent of both parties.

Step 1: The difference will be discussed between the party's representatives, within three days of receipt of a notice of difference, in an attempt to resolve the difference.

Step 2: If the difference is not settled at Step 1, the difference will be submitted, within seventy-two (72) hours, to the Union's Executive and the Employer's Senior Management, who will meet within five days, in an effort to resolve the difference.

Step 3: If no settlement is reached at Step 2, the difference will be sent to arbitration, within five (5) days. Upon expiration of the time limit set forth in Step 2, or at such earlier time as either party advises the other the matter cannot be settled, the parties will attempt to agree on a single Arbitrator, to hear and determine the difference. The Arbitrator will render a decision which is final, and binding, on the parties, and any individual affected by it.

5. Any and all Employees working within the jurisdiction of this Agreement, and named in the grievance, will be notified, in writing, of the grievance. Any and all Employees named in a grievance will have the right to attend all meetings pertaining to the grievance. If an Employee chooses not to attend a meeting pertaining to the grievance they are named in, they may submit a notarized document detailing their response to the grievance. Any such document will be attached to the grievance file.

ARTICLE 22 ARBITRATION

1. If a difference arises between the parties to or persons bound by this collective agreement as to the interpretation, application, operation or contravention or alleged contravention of this agreement or as to whether such a difference can be the subject of arbitration, the parties agree to meet and endeavour to resolve the difference.

2. If the parties are unable to resolve a difference referred to above, either party may notify the other in writing of its desire to submit the difference to arbitration.
3. The notice referred to above shall
 - a. Contain a statement of the difference, and
 - b. Specify the name or a list of names of the person or persons it is willing to accept as the single Arbitrator.
4. On receipt of a notice referred to above, the party receiving the notice, may
 - a. Accept the person or one of the persons suggested to act as Arbitrator within seven (7) days, notify the other party accordingly, and the difference shall be submitted to the arbitrator, or;
 - b. Reject any of the persons suggested by the party sending the notice within seven (7) days, notify the other party accordingly and send the name or a list of names of the person or persons it is willing to accept as the single Arbitrator.
5. If the parties are unable to agree on a person to act as the single Arbitrator, either party may request the Director of Arbitration, in writing, to appoint a single Arbitrator.
6. The Arbitrator may, during the arbitration, proceed in the absence of any party or person who, after notice, fails to attend or fails to obtain an adjournment.
7. The Arbitrator shall inquire into the difference and issue an award in writing, within fifteen (15) days, and the award is final and binding on the parties and on every Employee affected by it.
8. The parties agree to share equally the expenses of the Arbitrator.
9. Except as permitted below, the Arbitrator shall not alter, amend or change the terms or conditions of the collective agreement.
10. If the Arbitrator, by the Arbitrator's award, determines that an Employee has been discharged or otherwise disciplined by the Employer for cause and the collective agreement does not contain a specific penalty for the infraction that is the subject-matter of the arbitration, the Arbitrator may substitute any penalty for the

discharge or discipline that the Arbitrator deems just and reasonable in the circumstances.

ARTICLE 23 DURATION, RENEWAL and REVISION

This Agreement will be in force from July 1, 2026 2026 to June 30, 2029.

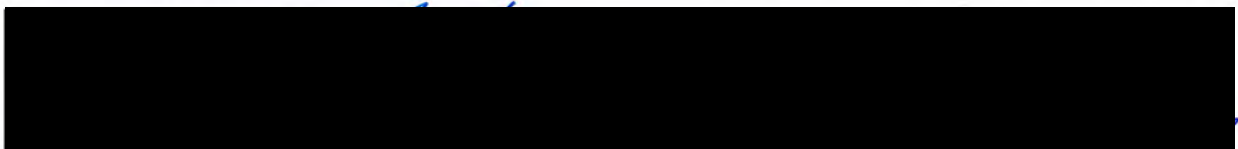
Either party may serve notice to the other of their intention to commence bargaining. Notice must be served not less than sixty (60) days, and not more than one hundred-twenty (120) days, preceding the expiry of the term of this Agreement or any other period that is mutually agreeable to both parties.

Either party may serve notice to the other of their desire to revise this agreement. Any notice of this desire must be made, in writing, to the Union or Employer positions that are signatories to this Agreement. No matter arising pursuant to this section may be referred to arbitration or mediation.

This Agreement shall continue in full force and effect until a new Collective Agreement is concluded or a lawful strike or lockout commences.

IN WITNESS WHEREOF the Parties hereto have executed this agreement on the day and year set forth below.

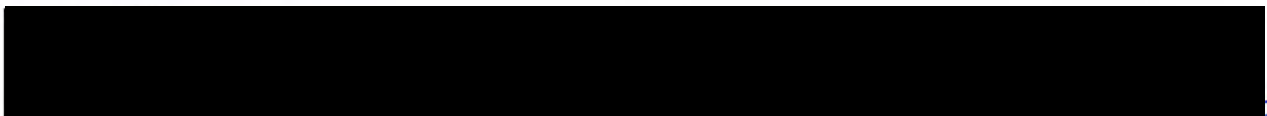
For IATSE Local 210



Michael Sniatenchuk
President
IATSE Local 210

Sheila Cleasby
VP Stage
IATSE Local 210

For The Citadel Theatre



Jessie van Rijn
Executive Director
The Citadel Theatre

Michael Erwin
Director of Production
The Citadel Theatre

APPENDIX A ROSTER EMPLOYEES

1. It is understood Roster Employees have no guarantee of hours in any given pay period.
2. An individual may be on the roster list for all departments concurrently per season.
3. Being a member of the roster will not restrict an individual's ability to accept calls, in any department, dispatched to the Employer, by the Union. Individuals accepting work, as a Casual Employee, with the Employer, will be paid the negotiated Casual Employee rate for the work offered by the Union at the Employer's request.
4. An individual who has not accepted any work, as a Roster Employee, for forty-five (45) days may be removed from the Roster list. The Employer will inform the Employee, and the Union, of the individual's removal from the Roster list.
5. Roster Employees may be required to complete training to familiarize the Employee with the Employer's facility, equipment, and procedures. Training may not exceed forty (40) hours and must be completed within four (4) weeks of the Commencement of Employment. Training must be restricted to matters related directly to familiarizing the Employee with the Employer's equipment, facilities and procedures and is not intended to train the Roster Employee in a specific discipline.
6. Roster Employees may be assigned as Department Heads, or general crew members in any department they hold a roster position.
7. A Roster Employee may not be assigned as Department Head when a Permanent or Seasonal Employee is available to fill this role.
8. The Employer will make every effort to assign the work in a fair and equitable manner to the point it does not interfere with the requirements of the business of the Employer.
9. Roster Employees are only required to accept work offered by the Employer on an availability basis.

10. Employees for these positions shall be selected in consultation with the Department Head.
11. The Employer agrees to restrict the Roster lists to the following departments:
 - a. Electrics
 - b. Audio
 - c. Video
 - d. Stage Carpentry
 - e. Operations Assistant
12. The Employer agrees to restrict the total number of Roster Employees to forty (40).
13. A Roster Employee who accepts a Seasonal Hire Advice shall be remunerated at their Roster rate.

APPENDIX B HIRE ADVICES

1. Hire Advice Agreements are required for:
 - Seasonal Employees
 - Roster Employees
 - Operations Assistants, when employed as a Full or Part time Employee.
2. Employees on the running crew of a regular season production or presentation (Subscription or Add-On) must be assigned a Running Crew Hire Advice.
3. Employees on the running crew of a production or presentation with performances in two (2) consecutive pay periods, or more, must be assigned a Running Crew Hire Advice.
4. A Seasonal, Production Crew, and Running Crew Hire Advice guarantees a minimum forty (40) hours per week. Operations Assistant Hire Advice guarantees a minimum twenty (20) hours per week. A Roster Hire Advice does not guarantee minimum hours (Appendix A).
5. Notwithstanding Section 4, Hire Advices may guarantee a minimum of thirty-two (32) hours per week in the Rice Theatre for running crew on Citadel Productions not in the Mainstage Series.

6. Hire Advice engagements must not be less than one (1) week in duration. In this case, clause 3 does not apply.
7. Hire Advice Agreements must include the following information:
 - Position
 - Department
 - Start Date(s)
 - End Date(s)
 - Set Up/Strike Date Range
 - Pay Rate
8. The Employer may extend a Hire Advice Agreement, with reasonable prior notice provided to the Employee. A request for extension will not be unreasonably denied by the Employee.
9. The Employer will inform the Union, in writing, of any change to an Employee's Hire Advice Agreement.
10. The Employer agrees to provide a copy of next season's Hire Advice(s) to the Employee by June 30th or not less than two (2) months before an engagement, and the Union by July 31st.

APPENDIX C COMPENSATION FOR PRODUCTION ELEMENTS NOT CONSTRUCTED BY MEMBERS OF THE IATSE

1. In the Rice Theatre
 - One (1) week in the shop, prior to installation, for the Head of Department and Seasonal Employees in the department, to prepare the purchased/rented elements
 - In lieu of one (1) weeks' preparation time, one (1) week off, with pay, for the Head of Department and Seasonal Employees in the department.
2. In The Shoctor and Maclab Theatres
 - One (1) week in the shop, prior to installation, for the Head of Department and Seasonal Employees, to prepare the purchased/rented elements, and one (1) week off with pay; or,
 - Two (2) weeks off with pay for the Head of Department and Seasonal Employees.
3. Determination for inclusion of other Employees in the affected department(s) will be made by the Employer, in consultation with the Union, on a case by case basis.

APPENDIX D SPECIAL CONDITIONS FOR RENTALS IN THE RICE, ZEIDLER HALL, and TUCKER AMPHITHEATRE, LEE PAVILLION, and LOBBIES

1. Clients will be permitted to load in/load out scenic elements and equipment required for their event, to/from a storage area within the Citadel facility, without the presence of an Employee working under this Agreement.
2. The client's Stage Management team may run hand properties and furniture in accordance with Article 9, Section 13 of this Agreement.

Minimum Crew

1. One (1) technician is the minimum crew required when there are no moving scenic elements, and minimal lighting, audio and video cues.
2. Two (2) technicians is the minimum crew required when:
 - The requirements are sufficiently complicated to prevent one (1) technician from preparing or operating any of the elements efficiently; or,
 - There are moving scenic elements and audio, lighting, or video elements included in the performance or presentation.
3. Article 9, Section 12 of this agreement shall apply to Control Position Employees engaged in accordance with the previous section of this appendix.
4. Wardrobe personnel will be required when:
 - The renter of the facility is a professional/semi-professional company; and,
 - There are costume changes during the performance requiring assistance, or,
 - Costume maintenance is required.
5. When a Stage Carpenter or Wardrobe Employee is required by these conditions, it is agreed the Employee may supervise a reasonable number of the client's personnel in these departments.

APPENDIX E LETTER OF UNDERSTANDING

Between the Citadel Theatre and IATSE Local 210

Re: Education Department Programming — Participation of Students in Covered Work

This Letter of Understanding confirms that the Citadel Theatre (the "Employer") and the International Alliance of Theatrical Stage Employees, Local 210 (the "Union") have agreed in principle that the Citadel Theatre's Education Department programming may be expanded to include activities in which students work alongside Union members performing work covered by the Collective Agreement.

Both parties acknowledge that this agreement in principle does not authorize the implementation of any such programming. No education programming involving students participating in covered work shall be put in place until the Employer and the Union have jointly reviewed the proposed programming details, and both parties have provided written approval.

The parties agree to engage in good faith discussions to develop program parameters, including but not limited to supervision requirements, the scope of student participation, applicable safety protocols, and any conditions necessary to protect the jurisdiction and working conditions of bargaining unit members.

This Letter of Understanding does not amend, waive, or otherwise alter any provision of the Collective Agreement currently in force between the parties.

IATSE 210 / The Citadel Theatre Collective Agreement – 2026-2029

SCHEDULE A		July 1, 2026 to June 30, 2027		Year 1 July 1, 2027 to June 30, 2028		Year 2 July 1, 2028 to June 30, 2029	
Department	Position	Perm., Seasonal	Casual	Perm., Seasonal	Casual	Perm., Seasonal	Casual
Audio	Head	\$ 35.12	\$ 31.45	\$ 36.53	\$ 32.71	\$ 37.99	\$ 34.02
	Assistant Head	\$ 32.28	\$ 28.84	\$ 33.57	\$ 29.99	\$ 34.92	\$ 31.19
	Audio Technician	\$ 30.57	\$ 27.22	\$ 31.79	\$ 28.31	\$ 33.06	\$ 29.44
Carpentry Shop	Head	\$ 35.12	\$ 31.45	\$ 36.53	\$ 32.71	\$ 37.99	\$ 34.02
	Assistant Head	\$ 32.28	\$ 28.84	\$ 33.57	\$ 29.99	\$ 34.92	\$ 31.19
	Builder	\$ 30.57	\$ 27.22	\$ 31.79	\$ 28.31	\$ 33.06	\$ 29.44
Electrics	Head	\$ 35.12	\$ 31.45	\$ 36.53	\$ 32.71	\$ 37.99	\$ 34.02
	Assistant Head	\$ 32.28	\$ 28.84	\$ 33.57	\$ 29.99	\$ 34.92	\$ 31.19
	Electrician	\$ 30.57	\$ 27.22	\$ 31.79	\$ 28.31	\$ 33.06	\$ 29.44
	Follow Spot	\$ 30.57	\$ 27.22	\$ 31.79	\$ 28.31	\$ 33.06	\$ 29.44
Roster	Roster Technician		\$ 31.45		\$ 32.71		\$ 34.02
Properties	Head	\$ 35.12	\$ 31.45	\$ 36.53	\$ 32.71	\$ 37.99	\$ 34.02
	Assistant Head	\$ 32.28	\$ 28.84	\$ 33.57	\$ 29.99	\$ 34.92	\$ 31.19
	Props Running	\$ 30.57	\$ 27.22	\$ 31.79	\$ 28.31	\$ 33.06	\$ 29.44
	Instrument Tech	\$ 30.57	\$ 27.22	\$ 31.79	\$ 28.31	\$ 33.06	\$ 29.44
	Builder / Buyer	\$ 30.57	\$ 27.22	\$ 31.79	\$ 28.31	\$ 33.06	\$ 29.44
Scenic Art	Head	\$ 35.12	\$ 31.45	\$ 36.53	\$ 32.71	\$ 37.99	\$ 34.02
	Assistant Head	\$ 32.28	\$ 28.84	\$ 33.57	\$ 29.99	\$ 34.92	\$ 31.19
	Painter	\$ 30.57	\$ 27.22	\$ 31.79	\$ 28.31	\$ 33.06	\$ 29.44
Stage Carpentry	Head	\$ 35.12	\$ 31.45	\$ 36.53	\$ 32.71	\$ 37.99	\$ 34.02
	Assistant Head	\$ 32.28	\$ 28.84	\$ 33.57	\$ 29.99	\$ 34.92	\$ 31.19
	Stage Carpenter	\$ 30.57	\$ 27.22	\$ 31.79	\$ 28.31	\$ 33.06	\$ 29.44
Wardrobe	Head / Cutter	\$ 35.12	\$ 31.45	\$ 36.53	\$ 32.71	\$ 37.99	\$ 34.02
	Assistant Head	\$ 32.28	\$ 28.84	\$ 33.57	\$ 29.99	\$ 34.92	\$ 31.19
	Milliner	\$ 32.28	\$ 28.84	\$ 33.57	\$ 29.99	\$ 34.92	\$ 31.19
	Buyer	\$ 30.57	\$ 27.22	\$ 31.79	\$ 28.31	\$ 33.06	\$ 29.44
	Seamstress	\$ 30.57	\$ 27.22	\$ 31.79	\$ 28.31	\$ 33.06	\$ 29.44
Wardrobe Running	Head	\$ 35.12	\$ 31.45	\$ 36.53	\$ 32.71	\$ 37.99	\$ 34.02
	Assistant Head	\$ 32.28	\$ 28.84	\$ 33.57	\$ 29.99	\$ 34.92	\$ 31.19
	Crew Head	\$ 32.28	\$ 28.84	\$ 33.57	\$ 29.99	\$ 34.92	\$ 31.19
	Operator / Dresser	\$ 30.57	\$ 27.22	\$ 31.79	\$ 28.31	\$ 33.06	\$ 29.44
Wigs / Hair / Make-up	Head	\$ 35.12	\$ 31.45	\$ 36.53	\$ 32.71	\$ 37.99	\$ 34.02
	Assistant Head	\$ 32.28	\$ 28.84	\$ 33.57	\$ 29.99	\$ 34.92	\$ 31.19
	Hairdresser	\$ 30.57	\$ 27.22	\$ 31.79	\$ 28.31	\$ 33.06	\$ 29.44
	Prosthetics	\$ 35.12	\$ 31.45	\$ 36.53	\$ 32.71	\$ 37.99	\$ 34.02
	Make-up	\$ 30.57	\$ 27.22	\$ 31.79	\$ 28.31	\$ 33.06	\$ 29.44
Other	Truck Loader		\$ 27.22		\$ 28.31		\$ 29.44
	Forklift		\$ 27.22		\$ 28.31		\$ 29.44
	Projectionist		\$ 19.76		\$ 20.55		\$ 21.37
	Rigger		\$ 37.52		\$ 39.02		\$ 40.59
Operations	Operations	\$ 24.22		\$ 25.19		\$ 26.20	