

A COLLECTIVE AGREEMENT BETWEEN:

THE EDMONTON OPERA ASSOCIATION
(The Employer)
OF THE FIRST PART

-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
(The Union)

OF THE SECOND PART

WITNESSETH that the parties hereto agree, as follows:

ARTICLE 1. SCOPE

This Agreement, its appendixes and its schedules covers the terms and conditions of employment for theatrical personnel hired by the Employer to execute the technical requirements, including fit-up, rehearsal, performance, take-out, and all pre-production and post-production work related to all productions and events produced by the Employer for its own use. This agreement has been divided into three (3) categories of employees – Production Crew, Fabrication Crew and Full Season Crew. Each category of employee with differing working conditions, hiring conditions and remuneration practices.

ARTICLE 2. DEFINITIONS

In this Agreement:

Employer:	means the Edmonton Opera Association
Union:	means Local 210 of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories, and Canada
Employee:	means any Employee of the Edmonton Opera Association working under this Collective Agreement
Steward:	means an Employee, designated by the Union, to act as the Employees representative in the absence of the Business Agent
Production Crew	Employees who work for the set-up, take-down, operation of the productions at performance / presentation / event venues. These employees will also add in the set-up and moving of production elements at non-performance venues, such as the fabrication facility.
Fabrication Crew	Employees who work for the creation of scenery, properties, costumes. This work usually referred to as pre-production / post-production work and normally occurs at a fabrication facility.
Full Season Crew	Employees who are contracted for a season long engagement and typically work forty hours plus a week. These employees work both at the performance venues and at the fabrication facility.

ARTICLE 3. JURISDICTION

- a) Geographical Jurisdiction
The Employer recognizes the Union as the exclusive bargaining agent for stage personnel in any facility owned, leased, rented or otherwise occupied by the Employer as it applies to conditions of Article 1.
- b) Occupational Jurisdiction
The exclusive jurisdiction of the Union covered by this Agreement shall include all work of a kind and nature usually performed by theatrical personnel, including but not limited to: construction, handling, erecting, dismantling, dressing and operating of sets, scenery, properties, lighting, sound and technical equipment and machinery as well as wardrobe, make-up, wigs and hair, and all other categories of stage personnel in accordance with Alberta Labour Relations Board Certificate Number 367-92
- c) Such jurisdiction shall not have a negative impact on special events related to the education program and/or public awareness activities, the scope of which can be managed by regular Edmonton Opera staff and/or regular

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members of the Edmonton Opera Chorus.

ARTICLE 4. PRIOR OBLIGATION

Whereas the Union is a Local Union of the International Alliance of Theatrical Alliance of Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories, and Canada, nothing in this Agreement will be construed to interfere with any obligation the Union owes to such International Alliance by reason of prior obligation, however, this shall in no event be construed to conflict with any Provincial or Federal Law.

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ARTICLE 5. UNION SECURITY

- a) Subject to the exemptions hereinafter set forth, the Employer agrees to employ only members of the International Alliance in good standing, with preference given to members of Local 210, followed by members of Sister Locals of the International Alliance.
- b) The Union agrees to issue work permits to individuals, on request of the Employer, so long as the Employer has shown no suitable member of the International Alliance is available for the work.
- c) If it is mutually agreed by the Employer, and the Union, emergency circumstances exist during the course of a production to warrant it, the Employer may utilize any full-time Employees whether or not they are members of the Union.

ARTICLE 6. PERMISSION TO ENTER

The Employer shall permit the Business Agent of the Union, or designate, to enter the production or performance area at any time during operation. The Business Agent, or designate, will be sensitive to the conditions at the time.

ARTICLE 7. MANAGEMENT RIGHTS

- a) The Union recognizes it is the exclusive function of the Employer, and its certified agents authorized to act on its behalf, to maintain order, discipline, and efficiency to manage its operations, allocate and schedule its activities, sell its services, lease its facilities, select, construct and operate any buildings, equipment, plant and mechanisms which, in its discretion, it deems necessary for the efficient and economical carrying out of its business. It is also the right of the Employer to ascertain to its satisfaction the identity, capability and bona fides of any person to whom it provides remuneration.
- b) The Employer agrees it will exercise the functions, set out in the foregoing, in a manner consistent with the provisions of this Agreement.

ARTICLE 8. GRIEVANCE PROCEDURE

- a) Should a difference arise between the parties to this agreement, with regards to interpretation, application, operation or alleged contravention of this agreement, the Steward and the Director of Production shall meet, immediately upon the difference becoming known, in an attempt to find a resolution through mutual respect and discussion.
- b) Should the Steward and Director of Production not come to a resolution;
 - a. The grieving party shall notify the responding party, in writing, within three (3) business days, of the details of the grievance.
 - i. The Union must inform the Director of Production of the Employer.
 - ii. The Employer must inform the Business Agent of the Union.
 - b. The Parties shall meet, within five (5) business days of the notice being served, to discuss the grievance and attempt to find a solution through mutual respect and discussion.
- c) Should the Union and the Employer not come to a resolution;
 - a. Either party may refer the matter to arbitration by informing the other party, in writing, within three business days of their intent.
 - b. Such notification shall state the difference in concise terms, describing precisely which articles of the Agreement are in dispute, and how.
- d) The Union and the Employer agree to refer to Division 22, Article 136 (model clauses) and 137 (single arbitration), of the Alberta Labour Relations Code.

ARTICLE 9. RENEWAL

- a) The parties mutually agree to be governed by the terms and conditions set forth in this Agreement. This Agreement shall remain in force until the renewal date, and year to year thereafter, unless either party serves notice on the other, in accordance with Division 10, Article 59, of the Alberta Labour Relations Code:
Notice to commence collective bargaining

When a certified bargaining agent, an employer or an employers' organization wishes to commence collective bargaining,
(a) the certified bargaining agent may serve on the employer or employers' organization, or
(b) the employer or employers' organization may serve on the certified bargaining agent, a notice to commence collective bargaining.

(2) Subject to section 43(1), when a collective agreement is in effect, either party to the collective agreement may, not less than 60 days and not more than 120 days preceding the expiry of the term of the collective agreement by notice in writing, require the other party to the collective agreement to commence collective bargaining.

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ARTICLE 10. TERM OF AGREEMENT

This Agreement shall be in effect, and binding, from July 1, 2024 to June 30, 2027

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

For Edmonton Opera Association

Megan Kumpula
Director of Production

Joel Ivany
Artistic Director

Signed on: September 16th, 2024

For IATSE Local 210

Michael Sniatenshuk
President

Sheila Cleasby
Vice President, Stage

Signed on

To Complete this Agreement:

Section 1:	Production Crew
Section 2:	Fabrication Crew
Section 3:	Full Season Crew
Schedule 1-1:	Production Crew Rates
Schedule 2-1:	Fabrication Crew Rates
Schedule 2-2:	Fabrication Crew Classification
Schedule 3-1:	Full Season Crew Rates
Schedule 3-2:	Full Season Crew Working As Production Crew

SECTION 1 – PRODUCTION CREW

SECTION 1-1 EMPLOYEE DEFINITION

- a) Production crew are defined as employees who:
 - a. Are hourly in nature
 - b. Dispatched by the Union (with the exception of heads, assistant heads and direct hires)
 - c. Set-up, take-down, operate, move and maintain the production elements.
- b) Departments and roles of Production Crew
 - a. Stage Carpentry
 - i. Head Stage Carpenter
 - ii. Assistant Stage Carpenter
 - iii. Stage Carpenter Hands
 - b. Fly Operators
 - i. Head Fly Operator
 - ii. Assistant Head Fly Operator
 - iii. Fly Operator
 - iv. Fly Loader (counterweight)
 - c. Rigging (reports to Head Stage Carpenter)
 - i. High Rigger
 - ii. Ground Rigger
 - d. Properties
 - i. Head of Properties
 - ii. Assistant Head of Properties
 - iii. Property Hands
 - e. Lighting and electrics.
 - i. Head of Lighting
 - ii. Assistant Head of Lighting
 - iii. Certified Electrician
 - iv. Spot Light Operator
 - v. Lighting Hand
 - f. Sound
 - i. Head of Sound
 - ii. Assistant Head of Sound
 - iii. Sound Hand
 - g. Video & Projection
 - i. Head of Video
 - ii. Assistant Head of Video
 - iii. Video Hand
 - h. Wardrobe & Costumes
 - i. Head Wardrobe Dresser
 - ii. Assistant Wardrobe Dresser
 - iii. Dresser
 - i. Make-up & Prosthetics
 - i. Head of Make-up
 - ii. Assistant Head of Make-up
 - iii. Make-up Hand
 - j. Hair & Wigs
 - i. Head of Wigs & Hair
 - ii. Assistant Head of Wigs & Hair
 - iii. Wigs and Hair Hand
 - k. Truck Loaders
 - l. General Event Technician (Opera Centre Technician)

SECTION 1-2 EMPLOYEE SELECTION

- a) Heads of Departments
 - a. The Employer reserves the right to select and contract Heads of Department, providing only that the contract is for an entire opera season (July 1st through June 30th)
 - b. If a contract with a Head of Department is terminated by the Employer, or the Employee, the Employer may select and contract a replacement for the remainder of the opera season.
- b) Assistant Heads of Departments

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- a. The Employer reserves the right to select and contract an Assistant Head of Department, providing only that the contract is for an entire opera season (July 1st through June 30th)
- b. If a contract with an Assistant Head of Department is terminated by the Employer, or The Employee, The Employer may select and contract a replacement for the remainder of the opera season.
- c) Hands, Riggers, Loaders
 - a. The Union has exclusive jurisdiction to provide the required Employees (with the exception of heads and assistant heads) as per the needs of the Employer.
 - b. The Union will provide employees with skill, expertise, training and experience as per the needs of The Employer.
 - c. The Employer will have the ability to directly hire (name hire) all hands in Wardrobe, Make-up & Wigs& Hair for a single production in an opera season.
 - d. The Employer will be able to directly hire (name hire) the first two (2) hands in Properties. All hands after the first two will be provided by the Union.

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- d) Running Crew Selection
 - a. The Employer reserves the right to submit a priority crew list to the Union for the dispatching of running crew (employees operating the scenery, rigging/fly systems, lighting, properties, video, sound for all performances and rehearsals).
 - i. Employees will apply directly to the Employer to be placed on the priority list.
 - ii. The Union will offer work to individuals on the priority list in preference to other members (in accordance with the Local 210 dispatch policy) to fill all running crew positions.
 - iii. If not enough priority list Employees accept the work being offered, the Union will offer the work to other members.
- e) General Event Technician (Opera Centre Technician)
 - a. Is a position unique to the function of the Opera Centre when in use for events, performances, rehearsals and other non-fabrication functions.
 - b. The Employer reserves the right to select and contract General Technicians, on an as needed basis
- f) Permitted Workers
 - a. In the event a non-member of the IATSE is employed in a position in the jurisdiction of this Agreement, The Union agrees to issue a work permit to the Employee.
 - b. If The Employer has selected and contracted the Employee, the Employer agrees to inform the Employee a work permit is required and a fee must be paid.
 - c. Upon receipt of a completed copy of a thirty (30) day Work Permit, The Employer agrees to deduct all fees and assessments from the Employee's pay.
 - d. The Employer reserves the right to submit to The Union, in writing, an immediate substitution request for any Permitted worker. This substitution request will be done at the Employers discretion as it deems suitability of the Permitted worker.
 - i. Should The Union be unable to substitute the Permitted worker in the time-frame requested by the Employer, the Employer reserves the right to directly hire (name hire) a suitable replacement who the Union agrees to grant a temporary work permit to as per Article 5c of this agreement.
 - ii. If substitution occurs during a work period; the Permitted working to-be substituted will be renumeralated for the duration of the call block (four hour call completion) regardless of when they are dismissed during the duration of that call block.

SECTION 1-3 CONDITIONS OF EMPLOYMENT

- a. Call Block
 - A call block is deemed to be the completion of the following:
 - i. The "fit-up" or "load-in"
 - ii. The "rehearsal" or "performance" or "show call" or "show run"
 - iii. The "tear-down" or "strike"
 - iv. Warehouse call
 - v. Any other call to work
 - Rehearsal and performance (show) are considered the same type of call block.
- b. Computation of time
 - i. The minimum remuneration for any call block shall be four (4) hours pay, at the applicable rate.
 - ii. Hours shall be calculated to the next full hour.
 - iii. A ten minute grace period will be granted before extra hours are calculated. The Edmonton Opera will not use this grace period for any time other than for matters of safety for the crew.
 - iv. For each type of call block, Employees shall be paid;
 - 1. one and one-half (1.5) times the base hourly for hours exceeding eight (8), and;
 - 2. two (2) times the base hourly rate for all hours exceeding twelve (12).
 - v. For each type of call block, on a Sunday, Employees shall be paid;
 - 1. one and one-half (1.5) times the base hourly rate for all hours less than twelve (12), and;
 - 2. two (2) times the base hourly rate for all hours exceeding twelve (12).
 - vi. For work performed between 23:00 hours and 08:00 hours, Employees shall be paid one and one-half (1.5) times the base hourly rate.
 - 1. This premium shall not apply to show calls that extend past 23:00 hours.
 - vii. At no time will the payable hourly rate exceed two (2) times the base hourly rate.
 - viii. After any unpaid break, any continuation of work will constitute a new four (4) hour minimum call.
 - ix. Any Employees arriving late for a call shall:
 - 1. Will not receive the full-wage for the call block.
 - 2. Shall receive wage for the nearest thirty (30) minute starting interval in call block. The interval shall be rounded to the next thirty (30) minute starting interval. (ie: an employee arrives 20 minutes late for the start, they will receive wage for 3.5 hours of work. If the employee arrives 35 minutes late for the call, they will receive wage for 3 hours of work).
 - 3. Be reported to the Steward.
 - 4. Any Employee who repeatedly arrives late for a call, will be replaced by The Union, in discussion with the Employer and the Steward.
 - x. Employees hired in/for a specific department, as defined by Article A-1-C must remain in that same department for the duration of the call block.

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c. Rehearsals

- i. If a rehearsal is less than four (4) hours, the Employer may require the running crew to continue work to the end of the four (4) hour period.
 1. Work may continue only if the entire running crew, excluding Wardrobe, Make-up and Wigs & Hair departments, continues.
 2. All time worked beyond the end of the rehearsal shall be paid at one and one-half (1.5) times the base hourly rate, excluding work on Sunday's which will pay at two (2) times the base rate (the maximum rate)
- ii. If a rehearsal exceeds four (4) hours, the Employer may release the entire running crew, excluding the Department Heads, at the end of the minimum four (4) hour period.
 1. Department Heads must remain until the end of the rehearsal.
- iii. Rehearsal and performance calls conclude when the stage space is made 'safe & secure'. Such state of 'safe & secure' determined on a regular basis by agreement between with the Employer and the Union's Steward but shall not exceed the four (4) hour show call limitation.

d. Pre-Rehearsal/ Pre-Show

- i. If work is required immediately prior to a rehearsal, or show, the rehearsal/show call may be extended in one (1) hour increments to a maximum of two (2) hours.
 1. Individuals must be part of the running crew, and remain in the same department for the rehearsal/show.
 2. Only required running crew need to be called.
 3. Heads and Assistant heads in all departments (excluding Wardrobe, Make-up, Wigs & Hair) must be called for this extension.
 4. Meal breaks, as defined below, are not required when increasing rehearsal/show calls with pre-rehearsal / pre-show increments. Time must be allowed for crew to rest during the rehearsal/ show call duration. This rest time should occur during the natural progression of the rehearsal/ show call.
- ii. It is expected that a one (1) hour pre-rehearsal/ post-show increment is usual but a two (2) hour pre-rehearsal/ pre-show increment is unusual in nature and shall be used in limited fashion.
- iii. Regular or continued use of a pre-rehearsal/ pre-show two (2) hour increment by the Employer must be pre-approved by the Union's Steward.

e. Post-Rehearsal/Post-Show

- i. If work is required immediately following a rehearsal, or show, the rehearsal/show call may be extended in to a maximum of one (1) hour, provided;
 1. The entire running crew, excluding Wardrobe, Make-up and Hair, continues, and;
 2. Individuals remain in the same department.
 3. Meal breaks, as defined below, are not required when increasing rehearsal/show calls with post-rehearsal/ post-show increments. Time must be allowed for crew to rest during the rehearsal/ show call duration. This rest time should occur during the natural progression of the rehearsal/ show call.
- ii. If work is required, in the properties department, immediately following a rehearsal, or show, the rehearsal/show call may be extended in one (1) hour increments, to a maximum of two (2) hours, for the properties department only, provided the entire properties department continues.
- iii. It is expected that post-rehearsal/ post-show calls are unusual in nature and shall be used in limited capacity.
- iv. Regular or continued use of a post-rehearsal/ post-show increment by the Employer must be pre-approved by the Union's Steward.
- v. The Employer is permitted to keep select heads of department past the rehearsal/ show call block and/or post-rehearsal/ post-show increment for a production meeting. The production meeting shall be one and one-half (1.5) times the base rate and shall be no more than one (1) hour in duration.

f. Meal Breaks

- i. A meal break should be scheduled after each standard four (4) hour call block.
- ii. If a meal break is not granted after five (5) hours of work, a meal infringement premium of two (2) times the base hourly rate is payable, until a meal break is granted, unless the infringement is due to a pre-rehearsal/ pre-show and/or post-rehearsal/ post-show increment.
- iii. Meal breaks must be taken in the following manner:
 1. One (1) hour unpaid, or;
 2. One-half (0.5) hour paid.
- iv. Meal breaks between 22:00 hours and 08:00 hours will be one-half (0.5) hour with a hot meal provided by the Employer.
- v. Meal breaks during a Load-Out between 22:00 hours and 08:00 hours.
 1. A meal break is not required during a Load-Out of five (5) hours or less.
 2. Load-outs scheduled to last longer than five (5) hours require a one-half (0.5) hour meal break after the fourth (4th) hour of work, with a hot meal provided by the Employer. .
 3. Load-outs unexpectedly lasting longer than five (5) hours will include one-half (0.5) hour, paid, at the completion of the work, and the Employer will provide a light snack (i.e. pizza) at that time.

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g. Work breaks

- i. Work breaks will be taken at the approximate mid-point of the call block
- ii. A twenty (20) minute work break will be allowed for each four (4) hour call block.
- iii. A twenty-five (25) minute work break will be allowed for each five (5) hour call block.
- iv. Work breaks are not required during rehearsal calls without audiences, although rest time should be included in the natural progression of the rehearsal (i.e.: during intermission)
- v. Work breaks are not required during show calls.

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h. Rest breaks

- i. A minimum eight (8) hour rest period is required, for each Employee, between the end of work one day, and the beginning of work the next.
- ii. If the minimum rest period is not provided, affected Employees will be paid two (2) times the base rate until the required eight (8) hour rest period has elapsed.

i. Stage Employees in Costume

- i. Employees required to be in costume for rehearsals and/or performances will be paid a premium of two dollar (\$2) per hour for the entirety of the rehearsal/ show call, including any pre-rehearsal/ pre-show increments and any post-rehearsal/ post-show increments.
- ii. Employer provided black, or neutral shade, clothing does not constitute a costume.
- iii. Employees in costume must wear an appropriate cover-up when eating or drinking while in costume.
- iv. Employees must entirely remove their costume to smoke or vape.

j. General Holidays

- i. Employees shall be paid two (2) times the base rate for all hours worked on a recognized General Holiday.
- ii. The recognized A day shall be defined as 00:00 hours to 23:59 hours.
- iii. The recognized General Holidays are:
 - New Years' Eve (after 18:00 hours) New Years' Day
 - Family Day
 - Good Friday
 - Easter Sunday
 - Victoria Day
 - Canada Day
 - August Civic Holiday
 - Labour Day
 - Thanksgiving
 - Remembrance Day
 - Christmas Eve (after 18:00 hours)
 - Christmas Day
 - Boxing Day

k. General Holiday Pay (for Employees Selected and Contracted by the Employer)

- i. Eligibility (when the day falls within a work schedule and is a non-workday)
 1. If in three (3) of the five (5) calendar weeks, preceding the week in which the General Holiday occurs, the Employee worked on the same day of the week the General Holiday falls, the Employee will receive eight (8) hours wage for the General Holiday.
 2. Employees whose last scheduled work day falls within six (6) calendar days of a General Holiday will be deemed eligible for General Holiday pay as described above.
 3. Employees starting work in a week with a General Holiday are not eligible for General Holiday pay.
 4. Employees are only eligible for General Holiday pay in one department/position per pay period.
 - a. An Employee's General Holiday pay shall be at the wage rate earned most recent to the General Holiday.
- ii. Eligibility (when the day falls within a work schedule and is a work day)
 1. Employees meeting the eligibility requirements in accordance with Section 1-3-K, will receive a mutually agreed upon day off with pay in accordance with that clause, and;
 2. Two (2) times their base hourly rate for hours worked, in accordance with this agreement.

SECTION 1-4. UNION STEWARD

- a. Employees working at any performance facility, rented, leased, owned or otherwise occupied by the Employer, will be allowed a Steward, elected or appointed from all Employees working at the performance facility.
- b. The Union will inform the Employer of the identity of the Steward(s), elected or appointed.

SECTION 1-5. HEADS OF DEPARTMENT DUTIES

- a. Heads of Department shall:
 - i. Inform the Director of Production of all additional labour required beyond the basic crew list.
 - ii. Report and be responsible to the Director of Production.
 - iii. Supervise the individuals in their department.
 - iv. Account for the expenditure of funds allocated, to their department, for a production.
 - v. All expenditures must be pre-authorized by the Employer.
 - vi. Attend production meetings as required.

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- vii. Responsible for the monitoring and enforcement of safety policies & procedures as stated by the employer and its agents.
- viii. The Employer shall assign one Head of Department to report, to the Employer, all hours of workers dispatched by the Union Hall.

SECTION 1-6. REMUNERATION

- a. The Employer agrees to pay Employees an hourly wage for each position, as prescribed in Schedule A of this Agreement.

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- b. The Employer agrees to:
 - i. Vacation pay equivalent to six (6) percent of Gross Wages
 - ii. An Employer RSP contribution equivalent to two percent (2%) to a maximum of four percent (4%), depending on employee type, of Gross Wages so long as the employee matches or exceeds the contribution, except in the case of Permit Employees where no such Employer RSP contribution shall occur.
 - iii. An Employer contribution to the Union's General Benefits Fund equivalent to three percent (3%) of Gross Wages, for all Production Crew, including Permit Employees.
 - 1. The General Benefits Fund contribution will include contributions to the Union's Health Benefit Plan, and Safe Practices and Training Account. These amounts will be administered at the discretion of the Union.
- c. The Employer agrees to deduct from an Employee's Gross Wages;
 - i. An Employee RSP contribution of two percent (2%) unless a higher contribution is requested by the Employee, in writing.
 - ii. Union Dues:
 - 1. Members: at five percent (5%)
 - 2. Permit workers: at ten percent (10%)
 - iii. Work Permit Fee (if applicable).
- d. Gross Wages is defined as wages (including all premiums) plus Vacation Pay.
- e. The Employer will forward, to the Union, the following;
 - i. Employer RSP Contribution (2%-4% depending on employee matching percentage),
 - ii. Employee RSP Contribution (2%-4%, unless a higher contribution is requested by the Employee, in writing),
 - iii. Employer General Benefits Fund Contribution (3%)
 - iv. Employee Union Dues Deducted (5% or 10%), and;
 - v. Employee Permit Fee Deducted (if applicable)
- f. The Employer will forward, to the Union, a complete remittance breakdown, per Employee, of the items listed in SECTION 1-6-E of this Agreement.

SECTION 1-7. Pre-Production / Post-Production Meetings

- a. Heads of Departments and Assistant Heads of Department, at the discretion of the Employer, will be required to attend pre-production and/or post-production meetings. Each pre-production and/or post-production meeting shall be a minimum two (2) hour call block.
- b. The Employer may require the Employee for a maximum of two (2) pre-production meetings and one (1) post-production meeting per Production.
- c. Any additional pre-production and/or post production meetings for the Production shall be schedule as a regular call block (four hours).

Section 1 Complete

Initial for Edmonton Opera

Initial for I.A.T.S.E. Local 2

SECTION 2 – FABRICATION CREW

SECTION 2-1 EMPLOYEE DEFINITION

- a) Fabrication crew are defined as employees who:
 - a. Are hourly in nature and typically work for an extended period of time
 - b. Directly hired by the Employer
 - c. Create, alter, advance the production elements (scenery, costumes, properties, etc.)
 - d. Typically working at pre-production and post-production facilities
- c) Departments and roles of Production Crew
 - a. Scenic Carpentry
 - i. Head Scenic Carpenter
 - ii. Assistant Head Scenic Carpenter
 - iii. Scenic Carpenter – level 3
 - iv. Scenic Carpenter – level 2
 - v. Scenic Carpenter Assistant
 - vi. Scenic Carpenter Intern
 - b. Welding
 - i. Head Welder
 - ii. Assistant Head of Welding
 - iii. Welder
 - iv. Welder Assistant
 - v. Welder - Intern
 - c. Properties
 - i. Head of Properties
 - ii. Assistant Head of Properties
 - iii. Property Builder
 - iv. Property Builder Assistant
 - d. Scenic Art
 - i. Head of Scenic Artist
 - ii. Assistant Head of Scenic Artist
 - iii. Scenic Artist
 - iv. Painter
 - v. Painter Assistant
 - vi. Scenic Artist Intern
 - e. Wardrobe & Costumes
 - i. Head Wardrobe
 - ii. Assistant Head Wardrobe
 - iii. Lead Stitcher
 - iv. Stitcher – level 3
 - v. Stitcher – level 2
 - vi. Stitcher Assistant
 - vii. Cutter – level 2
 - viii. Cutter – level 1
 - ix. Specialty Craft (Milliner, Dyer, Cobbler, Breakdown Artist, etc.)
 - x. Stitcher Intern
 - f. Make-up & Prosthetics
 - i. Head of Make-up
 - ii. Assistant Head of Make-up
 - iii. Make-up Hand
 - iv. Make-up Intern
 - g. Hair & Wigs
 - i. Head of Wigs & Hair
 - ii. Assistant Head of Wigs & Hair
 - iii. Wigs and Hair Hand
 - iv. Wigs & Hair Intern
 - h. Warehouse hands
- d) Departmental Levels
 - a. Employees are classified as per the level of employment based upon basic qualifications required in each department – as more defined in Schedule 2-2 Employee Placement.

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SECTION 2-2 EMPLOYEE SELECTION

a) Heads of Departments:

- a. The Employer reserves the right to select and contract Heads of Department, providing only that the contract is for an entire opera season (July 1st through June 30th).
- b. If a contract with a Head of Department is terminated by the Employer, or The Employee, The Employer may select and contract a replacement for the remainder of the opera season.
- c. The Employer may assign one head to supervise multiple departments (such as a Full Season Crew hire)
- d. The Employer may hire a head of department, to work under a Full Season Crew, on specific project – based upon the needs of the Employer to have adequate crew management through-out the season.

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- b) Assistant Heads of Departments:
 - a. The Employer reserves the right to select and contract an Assistant Head of Department, providing only that the contract is for an entire opera season (July 1st through June 30th)
 - b. If a contract with an Assistant Head of Department is terminated by the Employer, or The Employee, The Employer may select and contract a replacement for the remainder of the opera season.
- c) Carpenters, Property builders, Scenic Artists, Painters, Stitchers, Milliners, Dyers, Make-up hands, Wigs & Hair Hands, warehouse hands:
 - a. The Employer will have the ability to directly hire (name hire) all Fabrication Crew, except warehouse hands.
 - b. The Employer shall assess all employees for skill, expertise, training and experience as per its needs.
 - c. The Union has exclusive jurisdiction to provide the required warehouse hands as per the needs of The Employer.
 - d. The Union will provide warehouse hands with skill, expertise, training and experience as per the needs of The Employer.
- g) Internship positions, all departments:
 - a. The Employer will have the ability to directly hire (name hire) an intern in each department.
 - b. Internships are paid, on-the-job training with the goal being to grow the knowledge base of the membership / permitted workers who need to gain experience on-the-job.
 - c. Each department may only have one intern employed at any given time and may not have more than two (2) interns per opera season.
 - d. The Employer may not exceed four (4) interns working at any given time and may not exceed eight (8) interns per opera season.
 - e. The Union shall be notified of all internships prior to advertising, hiring or employing the intern.
- d) Permitted Workers
 - a. In the event a non-member of the IATSE is employed in a position in the jurisdiction of this Agreement, The Union agrees to issue a work permit to the Employee.
 - b. If The Employer has selected and contracted the Employee, the Employer agrees to inform the Employee a work permit is required and a fee must be paid.
 - c. Upon receipt of a completed copy of a Monthly Work Permit, The Employer agrees to deduct all fees and assessments from the Employee's pay.
- e) All positions hired directly by the Employer shall be advertised.
 - a. Each opportunity/ position shall be advertised with a job posting consistent with the hiring practices of the Employer and distributed to the membership by The Union.
 - b. The Employer shall provide ample notification of the opportunity/ position to be hired and allow.
 - c. The Employer shall conduct interviews with potential employees as per the Employers normal hiring practices. Interviewees are not paid for their time.

SECTION 2-3 CONDITIONS OF EMPLOYMENT

- a. Call Block
 - A call block is deemed to be the following:
 - i. "Fabrication" or "Construction" or "Alteration" or "Building" or "Creation" or "Call"
 - ii. Warehouse call
 - iii. Any other call to work
- b. Computation of time
 - i. The minimum remuneration for any call block shall be four (4) hours pay, at the applicable rate.
 - ii. Hours shall be calculated to the next half (1/2) hour.
 - iii. A five (5) minute grace period will be granted before extra hours are calculated. The Edmonton Opera will not use this grace period for any time other than for matters of safety for the crew.
 - iv. For each type of call, Employees shall be paid;
 - v. one and one-half (1.5) times the base hourly for hours exceeding eight (8), and;
 - vi. two (2) times the base hourly rate for all hours exceeding twelve (12).
 - vii. For each type of call, on a Sunday, Employees shall be paid;
 - viii. one and one-half (1.5) times the base hourly rate for all hours less than twelve (12), and;
 - ix. two (2) times the base hourly rate for all hours exceeding twelve (12).
 - x. For work performed between 22:00 hours and 07:00 hours, Employees shall be paid one and one-half (1.5) times the applicable hourly rate.
 - xi. For work exceeding forty-four (44) hours per week, Employees shall be paid one and one-half (1.5) times the base hourly rate.
 - xii. At no time will the payable hourly rate exceed two (2) times the base hourly rate.
 - xiii. After any unpaid break, any continuation of work shall be paid hourly, rounded to the nearest half-hour.
 - xiv. Employees who self-schedule have the ability to work less-than four (4) hours in a call block should they deem it effective. Such self-scheduling should be in consultation with the Employer and/or the Head of Department.
 - xv. Any Employees arriving late for a call shall:
 - 1. Not receive the full-wage for the call block.

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2. Shall receive wage for the nearest thirty (30) minute starting interval in call block. The interval shall be rounded to the next thirty (30) minute starting interval. (ie: an employee arrives 20 minutes late for the start, they will receive wage for 3.5 hours of work. If the employee arrives 35 minutes late for the call, they will receive wage for 3 hours of work).
 3. Be reported to the Steward.
 4. Any Employee who repeatedly arrives late for a call, will be replaced by The Union, in discussion with the Employer and the Steward.
- xv. Employees hired in/for a specific department, as defined by Article 2-1-C must remain in that same department for the duration of the call.

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- c. Rehearsals (not on-stage but in a rehearsal hall / studio space)
 - i. Rehearsal calls conclude when the space is made 'safe & secure'. Such state of 'safe & secure' determined on a regular basis by agreement between with the Employer and the Union's Steward but shall not exceed the four (4) hour show call limitation.
- d. Meal Breaks
 - i. A meal break should be scheduled after each four (4) hour call block.
 - ii. If a meal break is not granted after five (5) hours of work, a meal infringement premium of two (2) times the base hourly rate is payable, until a meal break is granted.
 - iii. Meal breaks must be taken in the following manner:
 - 1. One (1) hour unpaid, or;
 - 2. One-half (0.5) hour paid.
 - iv. Meal breaks between 22:00 hours and 08:00 hours will be one-half (0.5) hour with a hot meal provided by the Employer.
- e. Work breaks
 - i. Work breaks will be taken at the approximate mid-point of the call
 - ii. A fifteen (15) minute work break will be allowed for each four (4) hour call.
 - iii. A twenty (20) minute work break will be allowed for each five (5) hour call.
 - iv. In consultation with the Employer and the Steward, an employee may opt to work continuously through their break. Should this occur, the break-time shall be taken at the end of the day.
- f. Rest breaks
 - i. A minimum eight (8) hour rest period is required, for each Employee, between the end of work one day, and the beginning of work the next.
 - ii. If the minimum rest period is not provided, affected Employees will be paid two (2) times the rate in effect during the last hour of work prior to the beginning of the rest period.
 - 1. This rate will remain in effect until the required eight (8) hour rest period has elapsed.
- g. General Holidays

Employees shall be paid two (2) times the base rate for all hours worked on a recognized General Holiday.

The recognized General Holidays are:

New Years' Eve (after 18:00 hours) New Years' Day
Family Day
Good Friday
Easter Sunday
Victoria Day
Canada Day
August Civic Holiday
Labour Day
Thanksgiving
Remembrance Day
Christmas Eve (after 18:00 hours)
Christmas Day Boxing Day

A day shall be defined as 00:00 hours to 23:59 hours.

- h. General Holiday Pay (for Employees Selected and Contracted by the Employer)
 - i. Eligibility (when the day falls within a work schedule and is a non-work day)
 - 1. If in three (3) of the five (5) calendar weeks, preceding the week in which the General Holiday occurs, the Employee worked on the same day of the week the General Holiday falls, the Employee will receive eight (8) hours wage for the General Holiday.
 - 2. Employees whose last scheduled work day falls within six (6) calendar days of a General Holiday will be deemed eligible for General Holiday pay as described above.
 - 3. Employees starting work in a week with a General Holiday are not eligible for General Holiday pay.
 - 4. Employees are only eligible for General Holiday pay in one department/position per pay period.
 - a. An Employee's General Holiday pay shall be at the wage rate earned most recent to the General Holiday.
 - ii. Eligibility (when the day falls within a work schedule and is a work day)
 - 1. Employees meeting the eligibility requirements in accordance with Section 2-3-H will receive a mutually agreed upon day off with pay in accordance with that clause, and;
 - 2. Two (2) times their base hourly rate for hours worked, in accordance with this agreement.

SECTION 2-4. FABRICATION STEWARD

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- a. Employees working at any fabrication facility, rented, leased, owned or otherwise occupied by the Employer, will be allowed a Steward, elected or appointed from all Employees working at the performance facility.
- b. The Union will inform the Employer of the identity of the Steward(s), elected or appointed.
- c. Assist in the classification of Employee hires

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SECTION 2-5. HEADS OF DEPARTMENT DUTIES

- a. Heads of Department shall:
 - i. Inform the Director of Production of all additional labour required beyond the basic crew list.
 - ii. Report and be responsible to the Director of Production.
 - iii. Supervise the individuals in their department and provide performance evaluations as deemed necessary.
 - iv. Account for the expenditure of funds allocated, to their department, for a production.
 - a. All expenditures must be pre-authorized by the Employer.
 - v. Attend production meetings as required.
 - vi. Responsible for the monitoring and enforcement of safety policies & procedures as stated by the employer and its agents.
 - vii. The Head of Department, and/or the supervising Head of Department will report, to the Employer, all hours of workers in their department(s).

SECTION 2-6. REMUNERATION

- a. The Employer agrees to pay Employees an hourly wage for each position, as prescribed in Schedule B of this Agreement.
- b. The Employer agrees to;
 - i. Vacation pay equivalent to six (6) percent of Gross Wages
 - ii. An Employer RSP contribution equivalent to two percent (2%) to a maximum of four percent (4%), depending on employee type, of Gross Wages so long as the employee matches or exceeds the contribution, except in the case of Permit Employees where no such Employer RSP contribution shall occur.
 - iii. An Employer contribution to the Union's General Benefits Fund equivalent to three percent (3%) of Gross Wages, for all Production Crew, including Permit Employees.
 - 1. The General Benefits Fund contribution will include contributions to the Union's Health Benefit Plan, and Safe Practices and Training Account. These amounts will be administered at the discretion of the Union.
- c. The Employer agrees to deduct from an Employee's Gross Wages;
 - i. An Employee RSP contribution of two percent (2%) unless a higher contribution is requested by the Employee, in writing.
 - ii. Union Dues:
 - 1. Members: at five percent (5%)
 - 2. Permit workers: at ten percent (10%)
 - iii. Work Permit Fee (if applicable).
- d. Gross Wages is defined as wages (including all premiums) plus Vacation Pay.
- e. The Employer will forward, to the Union, the following;
 - vi. Employer RSP Contribution (2%),
 - vii. Employee RSP Contribution (2%, unless a higher contribution is requested by the Employee, in writing),
 - viii. Employer General Benefits Fund Contribution (3%)
 - ix. Employee Union Dues Deducted (5% or 10%), and;
 - x. Employee Permit Fee Deducted (if applicable)
- f. The Employer will forward, to the Union, a complete remittance breakdown, per Employee, of the items listed in Section 2-6-E of this Agreement.

Section 2 Complete

Initial for Edmonton Opera

Initial for I.A.T.S.E. Local 2

SECTION 3 – FULL SEASON CREW

SECTION 3-1 EMPLOYEE DEFINITION

- a) Full Season Crew are defined as employees who are:
 - a. Directly hired by the Employer
 - b. Heads of Departments and Supervisors of other Departments
 - c. Salaried employees based on a forty (40) hour work weeks, fifty-two (52) weeks of the year.
 - d. Salaried employees based on a forty (40) hour work week, for twenty (20) or more, continuous weeks of the year employed.
 - e. Qualify for overtime in lieu
- b) Departments and roles of Full Season Crew
 - a. Head Scenic Carpentry

SECTION 3-2 EMPLOYEE SELECTION

- a) Head of Scenic Carpentry:
 - a. The Employer reserves the right to select and contract Heads of Department, providing only that the contract is for an entire opera season (July 1st through June 30th)
 - b. If a contract with a Head of Department is terminated by the Employer, or The Employee, The Employer may select and contract a replacement for the remainder of the opera season.
 - c. Primary role to lead and manage the construction and fabrication of the scenic elements for the opera season
 - d. Supervises the Welding department.
 - e. Supervises the scenic shop usage (shop supervisor)
 - f. At times is called upon to lead/ participate in set-up/ take-down crews at performance and event venues.
 - g. At times will participate as a running crew member for performances and rehearsals but, has working conditions as per Schedule 3-2.
 - h. A complete job description will be provided to the employee.
- b) Other Heads & Assistant Head Full Season positions
 - a. The employer reserves the right to create Full Season Positions as it deems necessary for its operations.
 - b. The Employer reserves the right to select and contract Full Season Employees in Head or Assistant Head roles, providing only that the contract is for an entire opera season (July 1st through June 30th), and is based upon a 40 hour work week for twenty (20) or more continuous weeks of the opera season.
 - c. If a contract with a Full Season employee is terminated by the Employer, or The Employee, The Employer may select and contract a replacement for the remainder of the opera season.

SECTION 3-3 CONDITIONS OF EMPLOYMENT

- b. Call Block
 - A call block is deemed to be the following:
 - i. A "call block" is typically a four (4) hour block of time.
 - ii. Any work day as well as any day requiring Overtime
 - iii. Any other "call" to work
- c. Computation of time
 - i. The minimum remuneration for any call shall be four (4) hours pay, at the applicable rate. Referred to as the Call Block.
 - ii. Hours shall be calculated to the next full hour.
 - 1. A ten minute grace period will be granted before extra hours are calculated. The Edmonton Opera will not use this grace period for any time other than for matters of safety for the crew.
 - iii. Employees shall be paid;
 - 1. one and one-half (1.5) times the base hourly for hours exceeding eight (8), and;
 - 2. two (2) times the base hourly rate for all hours exceeding twelve (12).
 - iv. For each type of call, on a Sunday, Employees shall be paid;
 - 1. one and one-half (1.5) times the base hourly rate for all hours less than twelve (12), and;
 - 2. two (2) times the base hourly rate for all hours exceeding twelve (12).
 - v. Full Season Employees have the opportunity to defer payment of overtime to instead be taken as time in lieu.
 - 1. Hours worked are equal to hours taken as time off (this is a deferral of working hours, not overtime accumulation)
 - 2. Employees have the ability to bank eighty (80) hours at a time for use as time off at a later date.
 - 3. The Employer and Employee will mutually agree to the defer of overtime.

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- vi. For work performed between 22:00 hours and 08:00 hours, Employees shall be paid one and one-half (1.5) times the base hourly rate, except when section 3-3-B-V is in effect.
 - vii. For work exceeding forty (40) hours per week, Employees shall be paid one and one-half (1.5) times the base hourly rate, except when section 3-3-B-V is in effect.
 - viii. At no time will the payable hourly rate exceed two (2) times the base hourly rate.
 - ix. After any paid or unpaid break, any continuation of work shall be paid hourly, rounded to the nearest half-hour.
 - x. Employees who self-schedule have the ability to work less-than four (4) hours in a call block should they deem it effective. Such self-scheduling should be in consultation with the Employer.
- d. Meal Breaks
- i. A meal break should be scheduled after each four (4) hour work period.
 - ii. If a meal break is not granted after five (5) hours of work, a meal infringement premium of two (2) times the base hourly rate is payable, until a meal break is granted.
 - iii. Meal breaks must be taken in the following manner:
 - a. One (1) hour unpaid, or;
 - b. One-half (0.5) hour paid.
 - iv. Meal breaks between 22:00 hours and 08:00 hours will be one-half (0.5) hour with a hot meal provided by the Employer.
- e. Work breaks
- i. Work breaks will be taken at the approximate mid-point of the call.
 - ii. A fifteen (15) minute work break will be allowed for each four (4) hour call.
 - iii. A twenty (20) minute work break will be allowed for each five (5) hour call.
 - iv. In consultation with the Employer and the Steward, an employee may opt to work continuously through their break. Should this occur, the break-time shall be deducted off the end of the day.
- f. Rest breaks
- i. A minimum eight (8) hour rest period is required, for each Employee, between the end of work one day, and the beginning of work the next.
 - ii. If the minimum rest period is not provided, affected Employees will be paid two (2) times the rate in effect during the last hour of work prior to the beginning of the rest period.
 - a. This rate will remain in effect until the required eight (8) hour rest period has elapsed.
- g. General Holidays
- i. Employees shall take all general holidays falling on regular work days as paid time off.
 - ii. Employees required to work on general holidays shall be paid two (2) times the base rate for all hours worked on a recognized General Holiday – or - if the employee defers overtime to time-in-lieu it shall accumulate at double the hours worked (ie: 1 hour worked = 2 hours paid time off)
 - iii. The recognized General Holidays are:
 - New Years' Eve (after 18:00 hours) New Years' Day
 - Family Day
 - Good Friday
 - Easter Sunday
 - Victoria Day
 - Canada Day
 - August Civic Holiday
 - Labour Day
 - Thanksgiving
 - Remembrance Day
 - Christmas Eve (after 18:00 hours)
 - Christmas Day
 - Boxing Day

A day shall be defined as 00:00 hours to 23:59 hours.

SECTION 3-4. STEWARD

- a. Employees working at any fabrication facility, rented, leased, owned or otherwise occupied by the Employer, will be allowed a Steward, elected or appointed from all Employees working at the facility.
- b. The Union will inform the Employer of the identity of the Steward(s), elected or appointed.

SECTION 3-5. HEADS OF DEPARTMENT DUTIES

- a. Heads of Department shall:

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- i. Inform the Director of Production of all additional labour required beyond the basic crew list.
- ii. Report and be responsible to the Director of Production.
- iii. Supervise the individuals in their department and provide performance evaluations as deemed necessary.
- iv. Account for the expenditure of funds allocated, to their department, for a production.
 - a. All expenditures must be pre-authorized by the Employer.
 - b. All overtime must be pre-authorized by the Employer
- v. Attend production meetings as required.
- vi. Responsible for the monitoring and enforcement of safety policies & procedures as stated by the employer and its agents.
- vii. The Head of Department, and/or the supervising Head of Department will report, to the Employer, all hours of workers in their department(s).
- viii. Assist with the assignment of Fabrication Employee Classification
- ix. Work with / supervise project specific Heads of Department as per the requirements of the Employer and as assigned by the Director of Production.

SECTION 3-6. REMUNERATION

- a. The Employer agrees to pay Employees a salary for each position, as prescribed in Schedule C of this Agreement.
- b. The Employer agrees to:
 - i. Minimum vacation pay equivalent to eight (8) percent of Gross Wages
 - ii. An Employer RSP contribution equivalent to two percent (2%) of Gross Wages so long as the employee matches or exceeds the contribution, except in the case of Permit employees where no such Employer RSP contribution shall occur. If an employee wishes to increase their contribution, the Employer will match contributions up to four percent (4%) of gross wages.
 - iii. The Employer shall provide health & wellness benefits consistent with the current benefits, offered by the Employer, to Employees working outside this agreement.
- c. The Employer agrees to deduct from an Employee's Gross Wages:
 - i. An Employee RSP contribution of two percent (2%) unless a higher contribution is requested by the Employee, in writing.
 - ii. Union Dues:
 - 1. Members: at five percent (5%)
 - 2. Permit workers: at ten percent (10%)
 - iii. Work Permit Fee (if applicable).
- d. Gross Wages is defined as wages (including all premiums) plus Vacation Pay.
- e. The Employer will forward, to the Union, the following:
 - i. Employer RSP Contribution (2%), or higher as per C-6-B-ii
 - ii. Employee RSP Contribution (2%, unless a higher contribution is requested by the Employee, in writing),
 - iii. Employee Union Dues Deducted (5% or 10%), and;
 - iv. Employee Permit Fee Deducted (if applicable)
- f. The Employer will forward, to the Union, a complete remittance breakdown, per Employee, of the items listed in Article C-6-E of this Agreement.

SECTION 3-7 SICK LEAVE & PERSONAL DAYS

- a. Employees are entitled to paid sick leave as per the standard practices of the Employer, and as sick leave applies to the employers non-unionized employees. (ie: full-time administration staff, as they so classify)
- b. Employees are not entitled to personal days. Employees are encouraged to use deferred overtime (time-in-lieu) or vacation days.

SECTION 3-8 TERMINATION

- a. Employees are contracted on an opera season-by-season basis (July 1 to June 30).
- b. Employees will be informed / asked before May 30th of each season if they wish to continue in their current role for the next opera season.
- c. Employees terminated for-cause, without cause, or laid-off during the season are entitled to compensation based upon

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the Alberta Labour Standards pertaining to termination and lay-off practices commiserate to their total years served as a yearly-recurring employee.

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SCHEDULE 1-1 PRODUCTION CREW RATES

	2024-25 <i>per hour</i>	2025-26 <i>per hour</i>	2026-27 <i>per hour</i>	RSP Offer	Vacation Rate
Head Stage Carpenter	33.75	34.00	34.25	4%	6%
Assistant Head Stage Carpenter	31.75	32.00	32.25	4%	6%
Stage Carpenter Hands	28.75	29.00	29.25	2%	6%
Head Fly Operator	33.75	34.00	34.25	4%	6%
Assistant Head Fly Operator	31.75	32.00	32.25	4%	6%
Fly Operator	28.75	29.00	29.25	2%	6%
Fly Loader	28.75	29.00	29.25	2%	6%
High Rigger	37.25	37.50	37.75	2%	6%
Ground Rigger	30.50	30.75	31.00	2%	6%
Head of Properties	33.75	34.00	34.25	4%	6%
Assistant Head of Properties	31.75	32.00	32.25	4%	6%
Property Hands	28.75	29.00	29.25	2%	6%
Head of Lighting	33.75	34.00	34.25	4%	6%
Assistant Head of Lighting	31.75	32.00	32.25	4%	6%
Certified Electrician	33.00	33.25	33.50	2%	6%
Spot Light Operator	31.00	31.25	31.50	2%	6%
Lighting Hand	28.75	29.00	29.25	2%	6%
Head of Sound	33.75	34.00	34.25	4%	6%
Assistant Head of Sound	31.75	32.00	32.25	4%	6%
Sound Hand	28.75	29.00	29.25	2%	6%
Head of Video & Projection	33.75	34.00	34.25	4%	6%
Assistant Head of Video & Projection	31.75	32.00	32.25	4%	6%
Video Hand	28.75	29.00	29.25	2%	6%
Head Wardrobe Dresser	33.75	34.00	34.25	4%	6%
Assistant Head Wardrobe Dresser	31.75	32.00	32.25	4%	6%
Dresser	28.75	29.00	29.25	2%	6%
Head of Make-up	33.75	34.00	34.25	4%	6%
Assistant Head of Make-up	31.75	32.00	32.25	4%	6%
Make-up Hand	28.75	29.00	29.25	2%	6%
Head of Wigs & Hair	33.75	34.00	34.25	4%	6%
Assistant Head of Wigs & Hair	31.75	32.00	32.25	4%	6%
Wigs & Hair Hand	28.75	29.00	29.25	2%	6%
Truck Loader	30.25	30.50	30.75	2%	6%
General Event Technician	31.75	32.00	32.25	2%	6%

*Permit Members do not receive RSP contributions.

SCHEDULE 2-1 FABRICATION CREW RATES

	2024-25 <i>per hour</i>	2025-26 <i>per hour</i>	2026-27 <i>per hour</i>	RSP Offer	Vacation Rate
Head Scenic Carpenter	33.75	34.00	34.25	4%	6%
Assistant Head Scenic Carpenter	31.75	32.00	32.25	4%	6%
Scenic Carpenter - level 3	30.25	30.50	30.75	4%	6%
Scenic Carpenter - level 2	28.25	28.50	28.75	2%	6%
Scenic Carpenter Assistant	23.75	24.00	24.25	2%	6%
Scenic Carpenter Intern	20.00	20.00	20.00	None	6%
Head Welder	33.75	34.00	34.25	4%	6%
Assistant Head Welder	31.75	32.00	32.25	4%	6%
Welder	28.25	28.50	28.75	2%	6%
Welder Assistant	23.75	24.00	24.25	2%	6%
Welder - Intern	20.00	20.00	20.00	None	6%
Head of Properties	33.75	34.00	34.25	4%	6%
Assistant Head of Properties	31.75	32.00	32.25	4%	6%
Property Builder	28.25	28.50	28.75	2%	6%
Property Builder Assistant	23.75	24.00	24.25	2%	6%
Head of Scenic Artist	33.75	34.00	34.25	4%	6%
Assistant Head Scenic Artist	31.75	32.00	32.25	4%	6%
Scenic Artist	30.25	30.50	30.75	4%	6%
Painter	28.25	28.50	28.75	2%	6%
Painter Assistant	23.75	24.00	24.25	2%	6%
Scenic Artist - Intern	20.00	20.00	20.00	None	6%
Head of Wardrobe	33.75	34.00	34.25	4%	6%
Assistant Head of Wardrobe	31.75	32.00	32.25	4%	6%
First Stitcher	31.25	31.50	31.75	4%	6%
Stitcher - level 3	30.25	30.50	30.75	4%	6%
Stitcher - level 2	29.25	29.50	29.75	2%	6%
Stitcher Assistant	23.75	24.00	24.25	2%	6%
Lead Cutter – level 2	36.25	36.50	36.75	4%	6%
Cutter – level 1	32.25	32.50	32.75	2%	6%
Specialty Craft - level 2	32.75	33.00	33.25	4%	6%
Specialty Craft - level 1	31.25	31.50	31.75	2%	6%
Stitcher Intern	20.00	20.00	20.00	None	6%
Head of Make-up	33.75	34.00	34.25	4%	6%
Assistant Head of Make-up	31.75	32.00	32.25	4%	6%
Make-up Hand	29.25	29.50	29.75	2%	6%
Make-up Intern	20.00	20.00	20.00	None	6%
Head of Wigs & Hair	33.75	34.00	34.25	4%	6%
Assistant Head of Wigs & Hair	31.75	32.00	32.25	4%	6%
Wigs & Hair Hand	29.25	29.50	29.75	2%	6%
Wigs & Hair Intern	20.00	20.00	20.00	None	6%
Warehouse Hands	29.25	29.50	29.75	2%	6%

*Permit Members do not receive RSP contributions.

SCHEDULE 2-2

FABRICATION CREW CLASSIFICATION

Employees working as Fabricators must have a unique set of skills, training, experience. In order for employees to be classified at a higher level they must show the necessary skill, talent and motivation to better their work product.

The below is a matrix to guide the classification process. This Matrix is not a binding contract for employee classification advancement as many factors come into consideration when classifying an employee. The Employer and the Union may mutually amend this Schedule at any point during the term of the collective agreement.

Employee classification is completed by the Director of Production, the Head of Department, the Supervising Head of department and in consultation with the Union Steward. Employees are encouraged to submit portfolios, proof of training, proof of experience to achieve a higher classification.

Scenic Carpentry Department

Scenic Carpentry Intern

- Typical Employee:
 - 0-2 years out of post-secondary training
 - Minimal experience, mostly in working in an education environment.
- Typical Duties / Expectations:
 - Basic shop construction and safety.
 - Requires substantial supervision and instruction from the Head & Assistant Head of department.
 - Does not work alone on projects
 - Open-minded; must actively participate and learn in order to develop skills; takes notes as needed.
 - Must be able to safely lift 50 lbs.

Scenic Carpenter Assistant

- Typical Employee
 - 1-4 years out of post-secondary training
 - Minimal experience, most from an education environment with some experience working in shops, possibly non-union.
 - Someone looking to gain experience and knowledge
 - Typically a permit worker with The Union.
- Typical Duties / Expectations
 - Understands basic construction techniques and knowledge of the shop tools and their safe operation.
 - Requires constant supervision from the Head & Assistant Head & Sr. Scenic Carpenters of the department.
 - Mostly works with a team mate but from time-to-time is given small tasks to complete.
 - Will often be tasked with moving items, cleaning and catching pieces being milled.
 - Must be able to safely lift 50 lbs.
 - Willingness to wear PPE as required.

Scenic Carpenter - level 2

- Typical Employee:
 - 3+ years of experience working in professional settings
 - Has built scenery before and a more intermediary knowledge of scenic construction.
 - Someone who is still in the early stages of making a career out of being a scenic carpenter.
 - Typically a full-member of The Union
- Typical Duties / Expectations
 - Extensive knowledge of scenic shop safety and non-destructive tool operation.
 - Can work alone on projects but is not ready to lead a team or supervise others.
 - Capable of consistent milling practices on various tools and quickly assembling standard scenic elements like flats and risers accurately.
 - Build items like stairs from a drawing with minimal assistance.

Scenic Carpenter - level 3

- Typical Employee:
 - 5+ years of experience working in professional setting
 - Has a career as a scenic carpenter
 - Has worked for numerous professional scenic shops.

- o Extensive history with Edmonton Opera, working in the shops.
- Typical Duties:
 - o Extensive knowledge of scenic shop safety and the ability to monitor others in the shop for safe practices
 - o Able to understand and plan all fabrication tasks.
 - o Ability to work with any skill level of carpenter and help them improve.
 - o Build items with geometric challenges (i.e. curves, aggressive angles etc.)
 - o Capable of detail-oriented projects like mouldings or decorative handrails.
 - o Able to design and fabricate jigs to accelerate processes.

Welding Department

Welder Intern

- Typical Employee:
 - o 0-2 years out of post-secondary training
 - o Minimal experience, mostly in working in an education environment.
- Typical Duties / Expectations:
 - o Basic shop construction and fabrication.
 - o Requires substantial supervision from the Head & Assistant Head of department.
 - o Does not work alone on projects
 - o Understands differences in metals (i.e. non-ferrous vs ferrous)
 - o Has understanding and could demonstrate proper technique in MIG welding.
 - o Often tasked with helping move large items; often working closely with Head Welder to accelerate processes.
 - o Will often have opportunity to learn TIG welding and cutting techniques.
 - o Expected to put effort into learning skills; note taking expected as required to retain information.

Welder/Cutter Assistant

- Typical Employee
 - o 1-4 years out of post-secondary training
 - o Minimal experience, most from an education environment with some experience working in shops, possibly non-union.
 - o Someone looking to gain experience and knowledge
 - o Typically a permit worker with The Union.
- Typical Duties / Expectations
 - o Basic construction techniques and knowledge of the shop tools and their safe operation.
 - o Requires constant supervision from the Head & Assistant Head & Level 3 Carpenters of the department.
 - o Mostly works with a team mate but from time-to-time is given small tasks to complete.
 - o Understands differences in metals (i.e. non-ferrous vs ferrous)
 - o Has understanding and could demonstrate proper technique in MIG welding.
 - o Often tasked with helping move large items; often working closely with Head Welder to accelerate processes.

Welder/Cutter

- Typical Employee:
 - o 3+ years of experience working in professional settings
 - o Has built scenery before and a working knowledge of wood and metal scenic construction.
 - o Someone who could still be in the early stages of making a career out of being a scenic welder/carpenter.
 - o Typically a full-member of The Union
- Typical Duties / Expectations
 - o Extensive knowledge of scenic shop safety
 - o Can work alone on projects but is not ready to lead a team or supervise others.
 - o Can operate and can demonstrate proper technique in TIG welding without additional instruction.
 - o Can read and interpret drawings provided with minimal assistance.
 - o Capable of troubleshooting and maintaining TIG welder and consumables.
 - o Ideally has external welding training of some sort.

Properties Department

Property Builder Assistant

- Typical Employee
 - o 1-4 years out of post-secondary training
 - o Minimal experience, most from an education environment with some experience working in shops, possibly non-union.
 - o Someone looking to gain experience and knowledge
 - o Typically a permit worker with The Union.
- Typical Duties / Expectations

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- o Basic prop construction techniques and knowledge of the shop tools and their safe operation.
- o Requires constant supervision from the Head & Assistant Head of the department.
- o Is given small tasks to complete.

Property Builder

- Typical Employee:
 - o 3+ years of experience working in professional settings
 - o Has built props before and a more intermediary knowledge of build construction and paint.
 - o Someone who is still in the early stages of making a career out of being a prop builder
 - o Typically a full-member of The Union
- Typical Duties / Expectations
 - o Fabricate and assemble props, furniture, and set dressing from a variety of tools using appropriate methods
 - o Assists in the execution of prop rentals
 - o Extensive knowledge of scenic shop safety
 - o Can work alone on projects but is not ready to lead a team or supervise others.

Scenic Art Department

Scenic Painter Intern

- Typical Employee:
 - o 0-2 years out of post-secondary training
 - o Minimal experience, mostly in working in an education environment.
- Typical Duties / Expectations:
 - o Basic prepping such as filling, sanding and priming materials
 - o Assisting the team with various tasks
 - o Requires substantial supervision from the Head & Assistant Head of department.
 - o Does not work alone on projects

Painter Assistant

- Typical Employee
 - o 1-4 years out of post-secondary training
 - o Minimal experience, most from an education environment with some experience working in shops, possibly non-union.
 - o Someone looking to gain experience and knowledge
 - o Typically a permit worker with The Union.
- Typical Duties / Expectations
 - o Preps various types of surfaces for painting and the application of paint by the use of rollers, brushes, sponges, and sprayers
 - o Requires constant supervision from the Head & Assistant Head of department.
 - o Mostly works with a team mate but from time-to-time is given small tasks to complete.

Painter

- Typical Employee:
 - o 3+ years of experience working in professional settings
 - o Has painted scenery before and has a more intermediary knowledge of paint methods
 - o Someone who is still in the early stages of making a career out of being a scenic painter
 - o Typically a full-member of The Union
- Typical Duties / Expectations
 - o Works with the Scenic Artist on specialty finishes
 - o Work may involve preparation of various types of surfaces for painting and the application of paint by use of rollers, brushes, sponges, and sprayers.
 - o Extensive knowledge of scenic shop safety
 - o Can work alone on projects but is not ready to lead a team or supervise others.

Scenic Artist

- Typical Employee:
 - o 5+ years of experience working in professional setting
 - o Has a career as a Scenic Artist
 - o Has worked for numerous professional scenic shops.
- Typical Duties:
 - o Can execute paint techniques and specialty finishes
 - o Understands color tones, tints, and other various paints.
 - o Able to understand and plan all fabrication tasks.

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- o Ability to work on their own with a project.
- o Extensive history with Edmonton Opera, working in the shops.

Wardrobe Department

Stitcher Intern

- Typical Employee: requirements
 - o Completion of post-secondary program in a fashion studies, costuming, garment construction, or equivalent
 - o Reference letters from program instructors/ theatre employers and/or other industries
 - o Submission of a garment/sewing portfolio and interview
- Typical Duties / Expectations:
 - o Completion of simple garments with direct supervision. Examples: aprons, cotton petticoats, skirts, trousers
 - o Basic alterations with supervision
 - o Preliminary garment construction with supervision Examples flat backing, marking,
 - o Shop housekeeping duties including laundry, fabric prep, basic supply organization etc.
 - o Interns will be subject to an ongoing evaluation process to measure progress and achievements

Stitcher Assistant

- Typical Employee requirements
 - o Completion of post-secondary program in a fashion studies, costuming, garment construction, or equivalent
 - o 1-2 years relevant garment construction experience outside of an educational setting examples; costumer for a small theatre company, drycleaner alteration sewer, cosplay costume maker, factory garment maker
 - o Submission of a garment/sewing portfolio and interview
- Duties / Expectations
 - o Completion of simple garments with minimal supervision
 - o Completion of basic alterations independently
 - o Introduction to more complex garment construction; jackets, linings etc. with supervision Apprentices will be subject to an ongoing evaluation process to measure progress and achievements

Stitcher - level 2

- Typical Employee Requirements
 - o 2+ years experience in a professional theatrical wardrobe shop sewing garments
 - o Comprehensive knowledge of theatrical garment construction, theatrical practices, and wardrobe safety
 - o Duties/Expectations
 - o Ability to confidently construct a range of garments within professional standards and timelines under the direction of a cutter and/or head of wardrobe
 - o Ability to problem solve garment construction problems both independently and collaboratively
 - o Complete a variety of alterations without supervision

Stitcher - level 3

- Typical Employee requirements:
 - o 5+ years of experience working in a professional costume shop
 - o Ongoing team member at Edmonton Opera
 - o Demonstrated high level of expertise in garment construction and/ or additional training and experience in a specialized areas such as millinery, dyeing, etc.
- Duties/Expectations
 - o Confidently construct garments of varying fabric types and complexity within specified timelines and standards with minimum supervision
 - o Dependent upon training, experience, and interest may assist specialty artisans or complete unique projects independently

Lead Stitcher (seasonal name hire position)

- Typical employee requirements:
 - o 5+ years experience in a professional wardrobe setting/ wide range or costuming experiences
 - o Demonstrated high level of expertise in garment construction and/ or additional training and experience in a specialized area such as millinery, dyeing, etc.
 - o Commitment to the full Opera Season schedule
 - o Supervisory experience an asset
- Typical Duties/expectations
 - o Confidently construct a variety of garments/accessories of varying fabric types, complexity, etc. within specified timelines
 - o Project based supervision of apprentice and level 1 stitchers
 - o As part of the core wardrobe team assist with fittings, pre and post production department preparation and other workroom duties as directed by the head of department

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Specialty Craft – level 1 (Milliner /Dyer/ Cobbler/ Breakdown artist, etc.)

- Typical employee requirements
 - 2-5 years experience in a designated specialty area including professional apprenticeships
 - Commitment to ongoing education, apprenticeship opportunities in their designated area
- Typical Duties/ Expectations
 - Complete simple projects independently as per design
 - Complete more advanced projects under the direction of a senior artisan

Specialty Craft – level 2 (Milliner /Dyer/ Cobbler/ Breakdown artist, etc.)

- Typical employee requirements
 - 5+ years experience in designated specialty area
 - High level of proficiency and knowledge in designated area
- Typical Duties and Expectations
 - Confidently complete a wide range of projects as per design within designated timelines and budgets
 - Assist the head of department in budgeting and materials sourcing in designated area of expertise
 - Lead projects with assistants as required

Cutter - level 1

- Typical Employee requirements
 - 2+years experience drafting patterns and draping in a professional costume workroom
 - Continued training/apprenticeship outside of Edmonton Opera
- Typical Duties/Expectations
 - Fabricate patterns as per design, sew projects independently and/or supervise 1-2 stitchers in the construction of costumes within the constraints of budgets and timelines
 - Refer to lead cutter for guidance when required

Lead Cutter - level 2

- Typical Employee Requirements
 - Minimum 5 years in cutter role encompassing wide range of experiences including different workrooms, budgets, and period styles
- Typical Duties/Expectations
 - Fabricate patterns as per design within the parameters of budget and timelines
 - Supervise a team of up to 6 stitchers in the construction and alteration of costumes mentor apprentice cutters as required

Make-up Department

Make-up Intern

- Typical Employee requirements:
 - Graduation from post-secondary make-up program or equivalent
 - Experience in a related field example; make-up sales, fashion make-up artist
 - Submission of a portfolio and interview
- Typical Duties/ Expectations
 - Apply simple make-up designs under the direction of head of make-up

Make-up Hand

- Typical Employee requirements
 - Minimum 2 years theatrical make-up experience
 - Demonstrated commitment to ongoing training skills building
 - Submission of a portfolio and interview
- Typical Duties Expectations
 - Apply make-up designs of varying degrees of difficulty within specified timelines as directed by the head of make-up

Wigs & Hair Department

Wigs & Hair Intern

- Typical Employee requirements:
 - Licensed Hair dresser
 - Experience in a related field i.e. salon hair dresser
 - Submission of a portfolio and interview
- Typical Duties/ Expectations
 - Style performers hair as per design with direct supervision
 - Introduction to wig prep, wig styling and wig care under the direction of the Head of Department

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Wigs & Hair Hand

- Typical Employee requirements
 - o Licensed hairdresser
 - o Minimum two years wig styling experience in theatre, film or equivalent
 - o Demonstrated commitment to ongoing training skills building
 - o Submission of a portfolio and interview
- Typical Duties/ Expectations
 - o Style performers hair as per design
 - o Assist in the styling/building/ maintenance/applying and cleaning of wigs as per design under the supervision of the Head of Department

Schedule 2-2:

Initial for Edmonton Opera: _____

SCHEDULE 3-1 FULL SEASON CREW RATES

	BASE SALARY 0-5yrs service 1.5%	Premium 5+yrs service 1.5%	Vacation Accrual
2024-25	68,640.00	72,865.00	8% (4 WEEKS)
2025-26	69,680.00	73,955.00	8% (4 WEEKS)
2026-27	70,720.00	75,065.00	8% (4 WEEKS)

Premium is paid after completing the marker season, moving forward.

Premium is based upon full-time employment

*Permit Members do not receive RSP contributions.

*Vacation time is accrued

Schedule 3-1:

Initial for Edmonton Opera: _____

SCHEDULE 3-2

FULL SEASON CREW WORKING AS PRODUCTION CREW

1. Yearly Staff may be requested and required to work as Production Employees (ie: stage set-up & running crew)
2. Yearly Staff will receive their same, regular wage as per schedule 3-1 when working as Production Employees
3. Yearly Staff will have the same overtime computation and options available as Section 3-3-B
4. Yearly Staff will receive the same work breaks and rest periods when working as Production Employees as described in Section 1-3

Schedule 3-2:

Initial for Edmonton Opera: _____