



MEMORANDUM OF SETTLEMENT

Between

CITY OF VANCOUVER

(The "Employer")

And

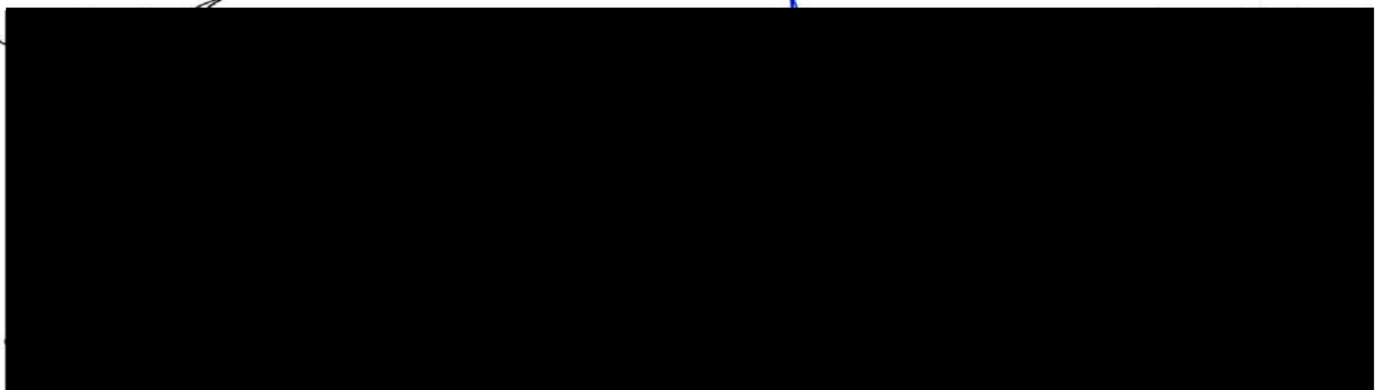
**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES, MOVING PICTURE TECHNICIANS,
ARTISTS AND ALLIED CRAFTS FO THE UNITED STATES AND CANADA, LOCAL 118**

(The "Union")

The parties hereby agree to recommend to their respective principals the attached package of documents as agreed on August 26, 2024 as a basis for new Collective Agreements to replace the Collective Agreements expiring on December 31, 2022. Signed on behalf of:

IATSE Local 118

City of Vancouver





- Explanatory notes in italics are intended for context
- It is intended that all Union and Employer proposals that are not addressed in the Memorandum of Settlement are withdrawn.
- Other than as set out in this document, the provisions of the existing Collective Agreement remain unchanged and are to be continued.
- Except as specifically indicated, all changes apply upon the date of ratification, which is the date both Parties have ratified the settlement.

1. Article 2 – Term of the Agreement

This Agreement shall be for a term of **Four (4)** years with effect from **2023** January 01 to **2026** December 31, both dates inclusive.

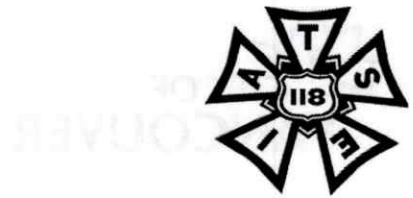
The operation of Sub-Sections (2) and (3) of Section 50 of the Labour Relations Code shall be specifically excluded from, and shall not be applicable to this Agreement.

General wage increases to all hourly wage rates in the pay plan, Schedule "A"

- January 1, 2023 - 4.5%
- January 1, 2024 - 4.0%
- January 1, 2025 – 3.5%
- January 1, 2026 – 3.0%

Remuneration - One Time Lump Sum Retention Payment

The Employer shall provide employees who remain active employees as of September 5, 2024 a one-time lump sum Retention Payment equal to three and half percent (3.5%) of all regular straight time wages earned in the 2022 calendar year. The Retention Payment will be made as soon as practicable following ratification of the Collective Agreement.



Remuneration – One Time Lump Sum Recognition Payment

The Employer shall provide employees who remain active employees as of September 19, 2024, a one-time lump sum Recognition Payment equal to one percent (1.0%) of all regular straight time wages earned in 2023 up to and including November 16, 2023. The Recognition Payment will be made as soon as practicable following ratification of the Collective Agreement.



2. Article 9.1 – Overtime

The Parties agreed to add language to manage scheduling and excess overtime more effectively.

9.1 Overtime

(b) The following provisions are applicable to each employee:

- (i) Where less than forty (40) hours are worked by an employee in any week by reason of there being insufficient work available or by reason of an employee declining to perform work which is available although the employee is able to work, the amount by which the time worked is less than 40 hours (hereinafter called the “deficiency”) shall be debited at straight time. With less than seven (7) calendar days of notice, employees will be able to decline work only when operationally feasible. The Employer will make reasonable efforts to accommodate an employee who is able to work but is declining to perform work offered.
- (ii)
- (v) Subject to Clause 9.1(b)(vi) where an employee at any time accumulates in the “Hours of Work Pool” a number of hours which after deducting all accumulated deficiencies up to the date of such calculation is not less than eighty (80) hours, the employee shall be entitled upon application to the Employer to receive payment for the hours in excess of forty (40). The Employer may, at its discretion, pay out Hours of Work Pool banked in excess of 120 hours at the applicable straight time rates.



3. Article 10.1 (i) Vacations and Public Holidays

The Parties agreed to remove this clause and have employees leaving on superannuation treated as set out under Clause 10.1 (f).

10.1 Vacations

- (f) Employees who leave the service after completion of twelve (12) consecutive months of employment shall receive vacation for the calendar year in which termination occurs on the basis of one-twelfth (1/12) of their vacation entitlement for that year for each month or portion of a month greater than one-half worked to the date of termination.

PROVIDED THAT:

- (g) "Calendar year" for the purposes of this Agreement shall mean the twelve-month period from 1 January to 31 December inclusive;
- (h) In all cases of termination of service for any reason, adjustment will be made for any overpayment of annual vacation;
- ~~(i) Employees leaving on superannuation, or upon leaving at reaching maximum retirement age, are entitled to vacation as follows:~~
- ~~_____ if retiring prior to 1 April, they receive half of the usual annual vacation;~~
 - ~~- if retiring 1 April or later, they receive the full annual vacation.~~



4. Article 10.3 (a) – Public Holidays

The Parties agree to add National Day for Truth and Reconciliation to the list of public holidays to reflect the recent amendment to the Employment Standards Act.

10.3 Public Holidays

- (a) All employees covered by this Agreement are entitled to a holiday with pay on the following public holidays, namely: New Years Day, Family Day, Good, Friday, Easter Monday, Victoria Day, Canada Day, British Columbia Day, Labour Day, National Day for Truth and Reconciliation, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any other day appointed by Council of the City of Vancouver to be a civic holiday.

5. Article 11 (a) – Medical Coverage

The Parties agree that they will sign a LOU stating that if the Medical Services Plan was reintroduced in its previous form then this language would become effective and put back in the Collective Agreement as of the date MSP was reintroduced.

~~(a)~~ Medical Coverage

~~(i)~~ Medical Services Plan

~~All Regular Full-Time Employees effective the first day of the month following the date of hire, shall be entitled to be insured under the Medical Services Plan established under the Medical Services Act of British Columbia with the Employer paying seventy five percent (75%) and each employee paying twenty five percent (25%) of the premium therefor; and~~



6. Article 11 (a) (ii) – Extended Health Care Plan

Effective the first of the month, following one full calendar month after the Parties' ratification of the Collective Agreement.

(ii) Extended Health Care Plan

All Regular Full-Time Employees effective the first day of the month following the date of hire, shall be entitled to be insured under the Extended Health Care Plan. The provision of the benefits shall be subject to the requirements of the Plan. The Plan shall contain, among other benefits, coverage for:

- (1) Eye exams to a maximum payable of ~~\$100.00~~ **\$125.00** per person per twenty-four (24) month period;
- (2) Vision care to a maximum payable of ~~\$450.00~~ **\$650.00** per person per twenty-four (24) month period, including coverage for laser eye surgery;
- (3) Hearing aids to a maximum payable of \$700.00 per person in a five (5) calendar year period;
- (4) Orthopedic shoes to a maximum payable of \$400.00 for adults/\$200.00 for children in a calendar year and orthotics to a maximum payable of \$300.00 every five years;
- (5) Diabetic equipment and supplies, and ostomy supplies;
- (6) see below . . .
- (7) see below . . .
- (8) Dispensing fees will be eligible for reimbursement in accordance with the terms of the Plan, up to the maximum dispensing fee per prescription eligible for reimbursement under the British Columbia PharmaCare program;
- (9) In cases where an eligible drug can be substituted with an available generic drug, the Extended Health Care Plan shall reimburse the price of the lower cost generic drug, unless the physician indicates "no substitutions" on the prescription.

(10) In vitro fertilization treatment to a lifetime maximum per person of \$3,000.00



The EHB lifetime maximum coverage under this Plan will be ~~\$1,000,000~~ **\$2,000,000** per person. The Plan has an annual deductible of \$100.00.

The Employer shall pay one hundred percent (100%) of the premium.

Effective January 1, 2025:

- (6) Clinical psychologist services (~~\$600.00~~ **\$1,200.00** maximum payable per person in a calendar year);
- (7) Chiropractor and naturopath services to a combined maximum of \$500.00 per calendar year; physiotherapist and massage practitioner services to a combined maximum of ~~\$600.00~~ **\$700.00** per calendar year; podiatrist services to a maximum of \$350.00 per calendar year; and acupuncture treatments to a maximum of \$250.00 per calendar year;



Effective January 1, 2025:

7. Article 11 (b) – Dental Services Plan

Effective 2008 March 11, the Employer and the Union have established a dental plan for all regular employees effective the first day of the month following the date of hire on the following basis:

- (i) Basic Dental Services (Plan A) paying for 80% of the approved schedule of fees.
- (ii) Prosthetics, Crowns and Bridges (Plan B) paying for 50% of the approved schedule of fees.
- (iii) Orthodontics (Plan C) paying for 50% of the approved schedule of fees to a lifetime maximum of \$3000 for adults and dependent children as defined by the Plan;
- (iv) The Employer shall pay ~~seventy-five~~ eighty percent ~~(75%)~~ (80%) and the employees shall pay ~~twenty-five~~ twenty percent ~~(25%)~~ (20%) of the premiums for the above benefits.

8. Article 11 Employee Benefits (e) - Sick Leave, Gratuity Plan, Workers' Compensation and Family Illness

A. Sick Leave

(1) Sick Pay Plan

(g) Full sick leave credits will be given for absence in the following circumstances:

- (1) Accident on job (Workers' Compensation case)
- (2) Leave due to illness, either with or without pay.
- (3) Maternity or Parental Leave.

9. Article 11 Employee Benefits (D) - Family Illness

D. Family Illness

Where no one other than the employee can provide for the needs of an immediate member of the employee's family (spouse, child, parent) during an illness, or the immediate family member is hospitalized and remains in hospital, an employee shall be entitled, after notifying the employee's immediate Supervisor, to use up to three (3) accumulated sick leave days per calendar year for this purpose. In exceptional circumstances the employee's Manager may approve additional leave.

In order to comply with the requirements regarding eligibility for EI Rebates, only those employees who have more than twelve (12) days' sick leave credits are entitled to use sick leave for family illness as outlined herein. The use of sick leave days for family illness will affect the calculation of an employee's Gratuity benefits.

10. New Clause Article 11 (k) - Indigenous Spiritual or Ceremonial Leave

(k) Indigenous Spiritual or Ceremonial Leave

Where an employee applies to attend, as a responsibility or obligation, an Indigenous spiritual/ceremonial event, the Employer will grant the leave. The employee will identify in writing the spiritual/ceremonial event, the customary practice involved, the employee's role in the event, and the duration of the event.

The first day of up to three (3) separate leaves per year shall be paid. Any unpaid time may be addressed by accessing earned banks, vacation or leave without pay.



11. Article 21 Grievance Procedure

21.1 Individual Grievances

Any difference concerning the dismissal, discipline or suspension of an employee or the interpretation, application or operation of this Agreement, or any alleged violation thereof, including any question as to whether any matter is arbitrable, shall be dealt with without stoppage of work in the following manner:

(a) Meeting with Supervisor

- (1) An employee with a complaint shall raise it with their immediate Supervisor or the Supervisor who is directly responsible for the decision giving rise to the complaint. This will be done by the employee or Union Representative notifying the Supervisor within twenty-one (21) calendar days of the incident giving rise to the complaint, or of the date when the employee first became aware of the incident, whichever is later.
- (2) A meeting shall be held within fourteen (14) calendar days of the date on which the Supervisor is advised of the complaint. If this is not possible, the complaint may be referred to Step 1 of the formal grievance procedure. The purpose of this meeting is to review the circumstances giving rise to the incident, and to determine whether the complaint can be satisfactorily resolved without using the formal grievance procedure. At the option of the employee, a Union Representative may be present at the meeting.
- (3) If the employee is not satisfied with the Supervisor's response or if the Supervisor does not respond within seven (7) calendar days of the meeting, the Union Representative may choose to advance the complaint to Step 1 of the formal grievance procedure.

(b) Step 1

- (1) A Union Representative may file a grievance by notifying the General Manager or designate in writing or by e-mail, followed up in writing, and copied to the ~~General Manager of Human Resources~~ Chief Human Resources Officer or designate within fourteen (14) calendar days of the date the response from the Supervisor was given or due. The grievance must specify the nature of the issue, the alleged violation of the Collective Agreement and the remedy sought.
- (2) A grievance meeting will be held with the General Manager or designate within twenty-one (21) calendar days of the Union Representative filing the grievance. If the General Manager or designate is unable to meet within twenty-one (21) calendar days, the Union has fourteen (14) calendar days from the date the meeting should have been held to refer the matter to Step 2.

- (3) The Chief Human Resources Officer or designate will respond in writing within fourteen (14) calendar days of the meeting.
 - (4) If the grievance is not resolved at Step 1, or the General Manager or designate does not respond within fourteen (14) calendar days of the meeting, the Union may refer the grievance to Step 2.
- (c) Step 2
- (1) A Union Representative may advance the grievance to Step 2 by notifying the ~~General Manager, Human Resources~~ Chief Human Resources Officer within fourteen (14) calendar days of the date the Step 1 response was received or was due.
 - (2) Upon receiving the notice that the grievance has been referred to Step 2, the ~~General Manager, Human Resources~~ Chief Human Resources Officer or designate and the Union shall make every reasonable effort to meet within twenty-one (21) calendar days of the Union Representative advancing the grievance to Step 2.
 - (3) The ~~General Manager, Human Resources~~ Chief Human Resources Officer or designate will respond in writing within twenty-one (21) calendar days of the meeting.
 - (4) If the grievance is not resolved at Step 2, the Union may advance the grievance to arbitration by advising the ~~General Manager, Human Resources~~ Chief Human Resources Officer in writing within twenty-eight (28) calendar days of the date of the Step 2 response.



12. Article 26 – Human Rights

The Parties agree to amend Clause 26 to update the language to reflect current legislation.

26. HUMAN RIGHTS

The Employer and Union agree that any form of discrimination (including sexual harassment) under the prohibited grounds of the B.C. Human Rights Code shall not be tolerated in the workplace. The prohibited grounds of discrimination under the BC Human Rights Code are: indigenous identity, race, colour, ancestry, place of origin, political belief, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, age and criminal or summary conviction for an offence that is unrelated to the employment of that person.

13. Schedule A - Rates of Pay Housekeeping

Class No.	Class Title	Salary Step	2020 Oct. 01	2021 Jan. 01	2022 Jan. 01	
9210	Theatre Technician	A	37.95	38.71	39.48	
		B	39.51	40.30	41.11	
		C	41.16	41.98	42.82	
657	Resident Stage Carpenter	A	39.51	40.30	41.11	
		B	41.16	41.98	42.82	
		C	42.91	43.83	44.71	
653	Technical Director	A	44.77	45.67	46.58	
		B	46.71	47.64	48.59	
		C	48.68	49.65	50.64	

Footnotes for Pay Plan Structure ~~2020-2022~~ 2023-2026

Eligibility for advancement from one step (increment) to the next is as follows:

- (a) Step A to Step B – 12 Months of employment to move from Step A to Step B
- (b) Step B to Step C – 24 Months of employment to move from Step B to Step C



14. Schedule B Article 6 - Benefits

6. Benefits

- (a) The Employer shall pay the following amounts in lieu of all benefits including vacation, public holidays, medical, extended health, dental, group life insurance, sick leave, gratuity and pension:
- (1) to each employee, an amount equal to eight percent (8%) of an employee's straight-time rate for all hours worked; plus
 - (2) to a designated Trust Fund, an amount equal to four point five percent (4.5%) of the sum of: the straight-time Grip rate plus the percentage payable pursuant to Clause 6(a)(1) for the straight-time Grip rate for every hour worked by each employee; plus
 - (3) to the I.A.T.S.E. Local 118 Savings Trust Account, sixty cents (60¢) per hour for every hour worked by an employee who is a card member of I.A.T.S.E. Local 118. As of January 1, 2025, this sixty cents (60¢) shall be replaced by 2.0% of an employee's gross wages;

No other benefits shall be provided to Casual Employees unless expressly provided for.

- (b) the Employer shall deduct from each employee who is a card member of I.A.T.S.E. Local 118, fifty cents (50¢) for every hour worked, As of January 1, 2025, this fifty cents (50¢) shall be replaced by 5.0% of an employee's gross wages and shall remit same to the I.A.T.S.E. Local 118 Savings Trust Account. This amount together with the amount referred to in 6(a)(3) shall be submitted on an individual basis on the appropriate form supplied by the Health and Welfare Plan, and upon submission the Employer's responsibility ceases.

15. Schedule B Clause 3 – Minimum Call

The Parties agree to introduce a two hour daily for staff meetings, training and investigation meetings.

3. Minimum Call

- (a) Except as provided in (d), ~~W~~when an employee is called to work the employee shall be paid not less than four (4) continuous hours at the applicable rate of pay.
- (b) When an employee is required to return to work after an unpaid one (1) hour meal break, the employee shall be paid not less than two (2) continuous hours at the applicable rate of pay, except in the case of a strike after a performance at which time an employee shall be paid not less than three (3) hours at the applicable rate of pay.
- (c) When an employee is required to return to work after a break of greater than one (1) hour, it shall be considered as an additional minimum call as provided in Clause 3(a).
- (d)** An employee, who at the direction of the Employer, is called to work for the purposes of a hybrid or video conference meeting, and who is not required to be physically present, shall be paid not less than two (2) continuous hours at the applicable rate of pay.
- (e)** In any case where an employee reports for a regular shift but, unreasonably refuses to commence work, or commences work but, unreasonably refuses to continue working, the employee shall not be entitled to receive the minimum payments set forth in subsections (a), (b), (c) or (d).

16. Schedule B Clause 5. Public Holidays

The Parties agree to bring casual overtime rates for Public Holidays in line with regular employees.

Schedule B

5. Public Holidays

- (a) All time worked on a Public Holiday shall be paid for at ~~double (2X)~~ time and one-half (1.5X) the straight-time rate of pay ~~excepting when a Public Holiday falls on a Sunday for the first eight (8) hours worked~~ except that any time worked by an employee in excess of forty-four (44) hours in any week shall be credited at double time. Only time worked by the employee for which the employee is entitled to be credited at straight time or time and one-half shall be included in the calculation of the said forty-four hours.
- (b) All time worked in excess of 8 hours on a Public Holiday shall be paid at double (2X) the straight-time rate of pay.
- (c) When a Public Holiday falls on a Sunday the next day shall be deemed a Public Holiday for the purpose of Clause 5(a).
- (d) The following shall be Public Holidays for the purpose of this Clause: New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, British Columbia Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day, National Day for Truth and Reconciliation and any other day designated by Council of the City of Vancouver to be a civic holiday.

Note: (c) and (d) renumbered due to the addition of (b).



17. Renewal of Schedule E – Hiring of Casual Employees

SCHEDULE "E"

LETTER OF UNDERSTANDING

Between the
CITY OF VANCOUVER
(the "Employer")

and the

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES AND MOVING PICTURE TECHNICIANS, ARTISTS
AND ALLIED CRAFTS OF THE UNITED STATES AND CANADA, LOCAL 118**
(the "Union")

HIRING OF CASUAL EMPLOYEES

WHEREAS Schedule "B" of the Collective Agreement between the Employer and the Union describes the wages, benefits and working conditions for Casual Employees;

AND WHEREAS the Employer has the right to hire Casual Employees directly;

The Employer nonetheless agrees that for the term of this Letter of Understanding the hiring of casual employees shall be in accordance with the following procedure.

1. Time of Call

Subject to the provisions of this Clause 1 and Clause 2, time of call shall be at the discretion of the Employer. A call shall be made in the following manner:

- (a) As soon as possible, but not less than forty-eight (48) hours prior to the time of call, the Employer shall advise the Business Agent of the Union of:
 - (i) the time of call;
 - (ii) the number of persons required specifying the category of work for each person; and

- (iii) if the Employer wishes a specific person(s), a list of members of the Union that it wishes to employ including a reasonable number of alternates.
- (b) The Business Agent shall report to the Employer as soon as reasonably possible on whether members of the Union in good standing, qualified to do the work, are available, and shall endeavor to accommodate the Employer's request under (a)(iii) hereof except that nothing herein shall require the Business Agent or the Union to supply the specified person or persons requested. The Union, however, shall be required (upon receiving a written request from the Employer) to provide full disclosure of all information as to why a particular person or persons cannot be provided. Where the Union does not accommodate the Employer's request under (a)(iii) hereof, the Employer may again specify a list with alternatives.

Notwithstanding (a)(iii) and (b), when the Employer asks the Union to provide members to work as temporary employees in the classes of Stage Carpenter, Stage Electrician (Console Operator), Maintenance Electrician or Head Sound Technician, the Union shall provide members selected from a standing list of qualified and experienced members for each class of work. The lists shall be prepared jointly by the Union and Employer. If none of the people on the relevant list are available to work, the Union shall propose another qualified person. Upon request the Union will advise the Employer in writing as to why a person on the list could not be provided.

If the Union is unable to provide a member in good standing and qualified to do the work, the Employer may appoint an employee outside of the bargaining unit to complete the work for the length of the work assignment.

The Employer and the Union will apply the following criteria in developing the lists of Union members qualified to work as temporary employees in the classes of Stage Carpenter, Stage Electrician (Console Operator), Maintenance Electrician and Head Sound Technician:

- (i) required certificates (e.g. Electrical BR – Full Entertainment);
- (ii) demonstrated thorough knowledge of City Theatres and their systems and equipment;
- (iii) demonstrated thorough knowledge of the applicable Collective Agreements; and
- (iv) demonstrated thorough knowledge of the applicable administrative requirements and procedures of the Union and the City.



2. Cancellation of Call

The Employer shall cancel a call made pursuant to Clause 1 by notifying the Business Agent of the Union of cancellation prior to twelve (12) hours before the time of call. In the event such notice is not given to the Business Agent prior to that time, then, unless the Union consents to the cancellation, the Employer shall pay the person or persons designated by the Business Agent to fill the call an amount equal to that remuneration which the person or persons would have earned through four (4) hours of work at normal time in their respective work categories. If the time of a call is extended without prior notice of twelve (12) hours before the original time of call and if the call is subsequently cancelled, then this Clause 2 shall be applied with reference to the original time of call.

3. Where the Union pursuant to Clause 1, is unable to provide members of the Union who are qualified to do the work, it is understood that the Employer may employ such other person or persons as are necessary to perform the work.
4. If circumstances arise during the course of the set-up, run or strike of a production which could not be foreseen until that time and which make it necessary for the function of an employee to be performed by any person employed by the Employer whether such person is a member in good standing of the Union or not, the Employer may employ such person to perform such function so long as those unforeseen circumstances require.

This Letter of Understanding shall expire on December 31, 2022 following which date the Employer shall not be bound by the procedures outlined herein.

ON BEHALF OF THE EMPLOYER:

ON BEHALF OF THE UNION:

"Pam Warner"

"Mike Phelan"

"Todd Ayotte"

Renewed by the 2023-2026 Memorandum of Agreement Dated August 26, 2024



18. Renewal and update to Schedule F (Annex LOU)

SCHEDULE "F"

LETTER OF UNDERSTANDING

TERMS OF EMPLOYMENT IN ~~ORPHEUM~~ THE ANNEX

The ~~Orpheum~~ Annex is a flexible events space that is utilized for a wide variety of events. It is anticipated that it will only be utilized as a traditional theatre some of the time. This Letter of Agreement is to allow the ~~Orpheum~~ Annex to compete on terms similar to other like-sized venues in Metro Vancouver.

1. This Letter of Agreement applies to work that is solely based in the ~~Orpheum~~ Annex and does not apply to work that is an extension of work in the ~~Orpheum~~ Theatre such as VSO rehearsals.
2. There will be no designated Departments in the ~~Orpheum~~ Annex. The Head Theatre Technician will be assigned first and Grips all other positions will be assigned as needed for the work to be performed.
3. The casual hourly rates will equal: Class Title 2020 Oct. 01 2021 Jan. 01 2022 Jan. 01 Orpheum Annex Head Technician 32.46 33.11 33.77 Orpheum Annex Grip 29.21 29.79 — 30.39 those outlined in Schedule B Article 9.
4. At the discretion of the Employer and where operationally feasible, full time technicians from other Vancouver Civic Theatres venues can be reassigned to the ~~Orpheum~~ Annex. At the discretion of the Employer and where operationally feasible, the Theatre Technician from the Annex can be assigned to other Vancouver Civic Theatres venues. In these instances, the full time technicians will be compensated at their existing rate.
5. Members assigned to work as the Head Theatre Technician are expected to be able to set-up and operate the lighting, sound, projection, seating and rigging systems variously available in the ~~Orpheum~~ Annex and to knowledgeably, efficiently and safely direct the work of Grips all other positions pursuant to Schedule B assigned there.
6. The Terms of the Schedule B will otherwise apply.



19. General Housekeeping

Any other housekeeping changes that are mutually agreed to during the drafting of the new Collective Agreement including, but not limited to:

- formatting consistency such as full justification throughout;
- adding formatting to allow for an auto populating table of contents;
- adding formatting to allow for an auto populating index; and
- renumbering due to additions/deletions.



20. Long Term Disability Discussions (not to form part of the Collective Agreement)

The Employer currently has established a Joint Committee regarding Long Term Disability Plan Feasibility with CUPE15. The Employer will meet with an IATSE, Local 118 representative(s) to inform them on the progress of LTD discussions conditional upon IATSE, Local 118 seeking prior approval from CUPE15 before doing so.