

# COLLECTIVE AGREEMENT

BETWEEN:



THEATRICAL STAGE EMPLOYEES

**IATSE** LOCAL  
**118**

Vancouver Stagehands

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

AND

**LIVE NATION<sup>®</sup>**

**LIVE NATION CANADA INC.**

**JULY 01, 2024 TO JUNE 30, 2028**

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This Collective Agreement dated for reference this \_\_\_\_\_. Day of March, 2025

BETWEEN:

**LIVE NATION CANADA INC.  
(hereinafter called 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 AND CANADA, LOCAL 118  
(hereinafter called the “Union”), OF THE SECOND PART**

- A. The Employer is an employer within the meaning of the “Labour Relations Code”. Nothing in this collective Agreement shall be construed so as to contravene any Federal or Provincial statute or regulation.
- B. The Union is the bargaining authority for the following Employees of the Employer employed within the jurisdiction of work, as described in Article 5 hereof:

Carpentry Department:

Stage Carpenters and Assistants  
Fly Operator and Assistants  
Carpenter Grip  
Fly Grip  
Car and Truckloaders  
High Riggers  
Ground Riggers

Electrical Department:

Stage Electricians and Assistants  
Spotlight Operators  
Preset Operator  
Electrical Grip

Video Department:

Video Operators & Assistants  
Video Projectionists  
Video Grip

Property Department:

Properties Handler and Assistants  
Property Grip

Sound Department:

Sound Operator and Assistants  
Sound Grip

Wardrobe Department:

Head Wardrobe  
Dressers  
Stitchers

Projection Department:

Projectionists

Hair and Wigs Department:

Heads, Assistants and Grips

Make-up Department:

Heads, Assistants and Grips

**(Which employees are hereinafter called the “Employees”)**

NOW, THEREFORE, THIS AGREEMENT WITNESSETH that for and in consideration of the premises, the parties hereto covenant and agree as follows:

1. **GENERAL PURPOSE**

- 1.1 The general purpose of this Agreement is to establish and maintain mutually satisfactory working conditions, hours of work and wages, and to provide for Union security and machinery for the prompt and equitable disposition of grievances for all Employees and Employers who are subject to the provisions of this Agreement.
- 1.2 Pursuant to the provisions of Section 53 of the Labour Relations Code, the Employer and the Union agree to the establishment of a consultation committee for the purposes of consulting regularly during the term of the collective agreement about workplace issues. Such meetings will be held at least once every two months and at other times mutually agreed to between the parties.

2. **UNION RECOGNITION**

- 2.1 The Employer acknowledges and recognizes that the Union is the bargaining agent for all persons defined as Employees herein and employed by the Employer in the work described in Article 5 hereof.

3. **TERM OF AGREEMENT**

- 3.1 This Agreement shall be effective from July 1, 2024 to June 30, 2028, both dates inclusive.
- 3.2 After the expiry date of this Agreement and until a new Agreement is signed, this Agreement and all its provisions shall remain in full force and effect without prejudicing the position of the revised Agreement in making any matter retroactive in such revised Agreement.
- 3.3 Notwithstanding the above, it is agreed that the Employees may strike and the Employer may lockout after this Agreement's expiry date. The parties must give written notice of their intent to strike or lockout, according to the provisions of the Labour Relations Code.
- 3.4 The operation of subsections (2) and (3) of Section 50 of the Labour Relations Code is hereby excluded from and shall not be applicable to this Agreement.

4. **UNION SECURITY**

- 4.1 The Employer shall hire, to perform work referred to in Article 5, only persons who are, at the time of hiring, members in good standing of the Union or who are approved by the Union, and shall hire for each particular job that person supplied by the Union but subject always to Articles 6 and 15 hereof and the following exceptions:
- (a) Under no conditions shall the employer contract out bargaining unit work;
- (b) If circumstances arise during the course of the setting up or running 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;

- (c) Nothing herein shall restrict a person hired for a particular job from assisting any other Employee working in another Department as described in Article 4.1(b), provided that such assistance is temporary and does not affect the ability of that Employee to properly perform the duties for which the Employee was hired; as determined mutually by the Employer, the Stage Carpenter, and the Union's designated representative. Any decrease or reduction in the size of a crew required by a lack of work shall be accomplished by the dismissal of that person or those persons designated by the Union provided that the Employer shall have the same right to request specific Employees and the Union shall have the same obligation to provide full disclosure as described in Article 8.

## **5. JURISDICTION OF WORK**

- 5.1 The exclusive jurisdiction of the Employees covered by this Agreement shall include all work of a kind and nature usually performed by stage hands such as handling, erecting, dismantling, transporting, preparing, maintaining and operating sets, scenery, properties, sound equipment, lights and lighting equipment, and stage equipment and machinery of all kinds and description, as well as the unpacking, packing, cleaning, pressing, dressing, maintaining and quick changing of theatrical costumes, as well as the application, maintaining and/or care of hair of all kinds, types and description, whether it be the natural hair of actors or any natural or synthetic wig or hairpiece, as well as the application, maintaining and/or care of make-up of all kinds, types and description as required, and all activities incidental thereto, in connection with:
  - (a) Any and all entertainments, rehearsals, performances and displays on any stage in the theatre complex;
  - (b) Any and all entertainments, full technical rehearsals, performances and displays performed in any room in the theatre by a company of or engaged by the Employer;
  - (c) Any and all entertainments, technical rehearsals, performances and displays in any room for which an admission is charged;
  - (d) All work of a nature or kind usually performed by stage hands in the theatre that is required in connection with television productions, closed circuit television, teleprompters, film projectors, filming and filming production work for both theatrical and television presentation which are produced or executed anywhere within such theatre in or on its grounds. In instances where a musical touring group, i.e. "rock band" uses a teleprompter for the purposes of queuing lyrics, the hiring of Local 118 bargaining unit person(s) to operate such teleprompter will be optional.
  - (e) For the purposes of this Agreement, the term theatre shall include: BC Place, the PNE site, the Vancouver Civic Theatres, the Queen Elizabeth Theatre Complex, and any other place of business in respect of which the Union becomes certified under the Labour Relations Code during the term hereof.
- 5.2 When the Employer intends to record a show for a broadcast or taping in any medium, said Employer or their agent shall negotiate crewing with the Union's Representative at least one week prior to the scheduled date.

- 5.3 Videotaping will be permitted without hiring Local 118 technical crew under the following conditions:
- (a) Segments taped are limited to the artists' first three songs. An audio feed from the artist's audio console is permitted. Videotape must be for non-commercial use, including promoting the event to facilitate ticket sales.
  - (b) Accredited news gatherers will have unrestricted Local 118 jurisdictional access to the event location for purposes similar to the foregoing, subject to the presenter's approval.
  - (c) Videotaping of the artist's performance by the artist's staff for the artist's archives or other non-commercial use. Only one video camera may be used, and once placed, will remain in that location for the duration of the videotaping.
- 5.4 In instances where a musical touring group, i.e., "rock band" has a personal assistant to take care of hair, wig and/or make-up requirements, or if the artist prefers to apply hair, wig and/or make-up for him or herself, the hiring of Local 118 bargaining unit person (s) will be optional. This clause does not apply to plays, operas, Broadway style musicals, etc.

## **6. CONTRACT FOR RUN**

- 6.1 Employees shall be contracted for the set-up, run and strike of the production for which they are employed and Employees shall be employed in the categories of work for which they were called. Employees shall not be dismissed, except for just cause, as provided under Article 19, and shall not be assigned to other categories of work except that the Employer may:
- (a) Where the work available requires, reduce or increase the size of the crew. To avoid any actual or anticipated breach or similar grievance on the part of the Employer or Employee, crew size will be determined by practice and precedent in the industry as determined by mutual agreement between the Employer and the Union in consultation with the Technical Director of the Theatre, or the Employer signatory to this Agreement and the Union;
  - (b) Assign Employees to other categories of work by mutual agreement between the Employer and the Union;
  - (c) Assign Employees to other categories of work to provide temporary assistance within a Department or in other Departments provided that such temporary assistance does not affect the ability of that Employee to properly perform duties for which the Employee was hired, to the mutual agreement of the Employer, the Stage Carpenter, and the Union's designated representative.
  - (d) In the event of a "hold-over", the Employer shall notify the Union not less than fourteen (14) calendar days prior to the original closing date of the production.
  - (e) Except where stipulated by Venue Contract, the Department Head of a crew of less than 12 persons will be expected to work alongside that crew. On calls of 12 or more, the Department Head is primarily responsible for directing the work of that crew, and is expected to work alongside that crew when doing so does not result in a lack of effective direction.

- (f) On all calls of forty (40) crew or more, the Employer will hire a Local 118 steward if necessary, who will assist the Head Carpenter with crew scheduling. The Steward will be paid at Department Head rate for as long as necessary, in consultation between the Union and the presenter.

## **7. REMUNERATION**

7.1 The rates of remuneration will be increased as follows:

For 2024-25 an increase of 3.0%

For 2025-26 an increase of 3.0%

For 2026-27 an increase of 2.5%

For 2027-28 an increase of 2.5%

The rates (before any COLA) are listed in Schedule 'A'

7.2 Where, on any call, an Employee is required or requested to be available to perform work in, or in fact performs work in, a work classification for which a higher remuneration is provided for hereunder (other than an assignment to provide temporary assistance), then the Employee shall be paid that higher rate of remuneration for the entire call. Decisions made with respect to the preceding statement shall be in consultation with the Business Agent and the representative of the Employer.

7.3 On any run of a production, when a Spotlight Operator or Department Head is engaged, these persons shall be paid the applicable rate for that category for the entire setup, run and strike of the production. For rock concerts where there is a pre-tour rehearsal period of two (2) or more days, Spotlight Operators will only be paid at the Spotlight Operators rate for the entire day(s) on which follow spots are used.

## **8. TIME OF CALL**

8.1 Subject to this Article 8 and Article 9, 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 five (5) days 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;
  - (iii) if the Employer wishes specific persons, 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 are available (in which case the Employer may again specify a list with alternates), and shall endeavour 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 specific 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.

- (c) Where a call is in respect of work to be carried out during or prior to a performance by Employees working the performance, such calls shall commence at least thirty (30) minutes prior to commencement of the performance.
- (d) Where an Employee is called to work the opening performance and where said performance requires a setup before the performance, the Employee shall be called no less than one (1) hour before house opening. Should the setup time be greater than one (1) hour before house opening then this Article 8.1(d) shall not apply.

## **9. CANCELLATION OF CALL**

- 9.1 The Employer shall cancel a call by notifying the Business Agent of cancellation prior to sixteen (16) 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 such cancellation, the Employer shall pay to the Employees designated by the Business Agent to fill the call an amount equal to that remuneration which the Employees would have earned through four (4) hours of work at normal time in their respective work categories. Where notice of cancellation can reasonably be given by the Union to the Employees, such 16-hour cancellation requirement shall not apply if any performance is cancelled due to a strike, war, inclement weather, terrorism or other calamity such as fire, earthquake or hurricane. However, if the cancellation of such does not occur until Employees have reported to work, such Employees will be paid a four (4) hour minimum call. If the time of a call is extended without prior notice of sixteen (16) hours before the original time of call and if the call is subsequently canceled, then this Article 9.1 shall be applied with reference to the original time of call.

## **10. HOURS OF WORK**

- 10.1 The normal work week shall consist of forty (40) hours, based on an eight (8) hour day and a six (6) day week. However, owing to the nature of theatrical operation, hours of work shall not be fixed with respect to time of day or day of week, but shall be as prescribed by the Employer on reasonable notice subject to the overtime provisions herein.
- 10.2 For the purpose of computing pay for normal time and overtime:
- (a) The end of each day is midnight and the end of each week is Saturday midnight, except where an Employee works a continuous period of time which starts before midnight and ends after midnight in which case the end of the day shall be the end of that continuous period of work.
  - (b) A break in a work period of less than eight and one half (8.5) hours duration shall not constitute the ending of a work day.
  - (c) Time shall be calculated by the half hour so that an Employee shall be paid for a full half hour period if any portion of a half hour period is worked.
  - (d) If an Employee, at the call of the Employer, completes a period of duty in any day and is recalled to duty by the Employer on the same day after a break of two (2) hours or greater has elapsed since the completion of that period of duty, and as a



result of such recall works a further period of time, the Employee shall be paid one (1) hour travel time at the applicable daily rate.

If an Employee is released prior to the completion of a minimum call (as defined in Article 15) and is recalled for a further period of duty after a break of two (2) hours or greater has elapsed, that Employee is eligible for one (1) hour travel time at the applicable daily rate less that amount of time that remained in the call from which the Employee was released and/or the call to which the Employee returns.

## **11. OVERTIME**

- 11.1 All overtime referred to in this Article 11.1 shall be paid for at time and one half the straight time rate of pay. Overtime under this Article 11.1 consists of each of the following separate categories of work and arises when work falls within any of the following categories which are mutually exclusive:
- (a) Time worked in excess of eight (8) hours in any day;
  - (b) Time worked in excess of forty (40) hours straight time in any week;
  - (c) Time worked on Sunday (subject to Article 11.2).
  - (d) Time worked during a Statutory Holiday or day in lieu shall be considered as "straight time" for the purposes of calculating 11.1(b) above.
- 11.2 All overtime referred to in this Article 11.2 shall be paid for at double the straight time rate of pay. Overtime under this Article 11.2 consists of each of the following separate categories of work and arises when work falls within any of the following categories which are mutually exclusive:
- (a) All time worked between midnight and 8:00 a.m. regardless of time of call;
  - (b) All time worked in excess of eleven (11) hours in any one day or shift;
  - (c) All time worked in excess of eight (8) hours on Sunday;
  - (d) Where a call requires work to commence between midnight and before 6:00 a.m., all time worked that day.
- 11.3
- (a) All time worked on a Public Holiday shall be paid for at double the straight time rate of pay except when a Public Holiday falls on a Sunday.
  - (b) When a Public Holiday falls on a Sunday the next day shall be deemed a Public Holiday for the purpose of Article 11.3(a).
  - (c) The following shall be Public Holidays for the purposes of this Agreement:
    - i) New Year's Day
    - ii) Family Day
    - iii) Good Friday
    - iv) The day proclaimed for celebration of the Queen's birthday
    - v) Canada Day (Dominion Day)
    - vi) BC Day
    - vii) Labour Day
    - viii) National Day for Truth and Reconciliation
    - ix) Thanksgiving Day
    - x) Remembrance Day
    - xi) Christmas Day
    - xii) Boxing Day
    - xiii) Any other day duly proclaimed by Federal or Provincial authority as a public holiday in the area in which the place of employment is located.

## **12. VACATION PAY**

12.1 The Employer shall pay to each Employee, in addition to the remuneration required under this Agreement, vacation pay equal to eight percent (8%) of their straight time rate for that classification for all hours worked. Such additional payment shall be considered wages for the purposes of Article 17 "Payment of Monies"

## **13. MEAL BREAKS**

13.1 Either of the following shall be defined as constituting a "meal break":

- (a) One unbroken, unpaid hour, within which the Employee can eat their meal;
- (b) One unbroken paid half hour within which an Employee can eat their meal. The rate of pay shall be that which is applicable to the beginning of the half hour meal period.

13.2 No unpaid meal break shall be allowed during a call of five (5) hours or less.

13.3 The Employer shall not call an unpaid meal break for the crews:

- (a) Less than two (2) hours from the beginning of a call, or
- (b) Less than four (4) hours from the previous unpaid meal break.

13.4 No meal break shall be set so as to result in an Employee who is working the performance, returning from such meal break at a time less than thirty (30) minutes prior to commencement of the performance.

## **14. MEAL PREMIUM**

14.1 Employees shall be allowed one meal break immediately following every four (4) hour period of duty; provided, however, that if any Employee is required to remain on duty after such four (4) hour period, the Employee shall be paid at one and one half times the rate applicable at the beginning of the fifth hour until relieved for a meal break.

14.2 If one call of the workday can be completed in five (5) continuous hours or less from the commencement of the call or from the end of the previous meal break, then Article 14.1 shall not apply. If the call extends beyond five (5) hours, the Employees shall be paid at one and one half (1 1/2) times the rate applicable at the beginning of the sixth hour. In the event that a meal break falls due during a performance and the time of call has been set no earlier than thirty (30) minutes prior to the commencement of the performance, the meal break shall be postponed without premium to the completion of that performance.

14.3 For show crew on single day engagements, two (2) five (5) hour calls may be completed without meal premium.

## **15. MINIMUM CALL**

- 15.1 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.
- 15.2 When an Employee is called to work for a period which does not exceed four (4) hours and the period commences after midnight and before 6:00 a.m. then the entire minimum call period shall be overtime.
- 15.3 When an Employee is required to return to work after an unpaid 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.
- 15.4 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 Article 15.1.

## **16. SAFETY**

- 16.1 The Employees will not be required to work under unsafe conditions and shall not be required to work in any unsafe location without adequate safety equipment.
- 16.2 Safety procedures will be followed and safety equipment provided by the Employer will be used by the Employees.
- 16.3 The Union agrees that any Employee dispatched by the Union to perform job functions where a certification is required by government regulation (such as Forklift Operator, Lift Operator, Head Electrician, etc.) shall be certified, and the Employee shall provide proof of certification to the Employer.

## **17. PAYMENT OF MONIES**

- 17.1 The Employer shall pay, through the I.A.T.S.E. Local 118 Trust Account, the following:
  - (a) Wages
  - (b) CPP and EI contributions as required under Federal and Provincial statutes.
  - (c) Trust Account administration fee (includes WCB premiums).
  - (d) Health and Welfare contributions as described in Article 18.
- 17.2 All monies are due and payable within one (1) week following presentation of a statement from the I.A.T.S.E. Local 118 Trust Account for services rendered by Stage Crew, or on demand, as specified by the Union.
- 17.3 Nonpayment of monies owing to the I.A.T.S.E. Local 118 Trust Account shall constitute a breach of this Agreement, and the Union shall not be held liable for work stoppage.
- 17.4 On request from the Employer, the Head Carpenter or designate (s) shall endeavor to provide an accurate estimate of monies owed for services rendered. These estimates shall be updated as required during the set-up, run and strike in order to expedite show settlement and payment to the Union. Although every effort will be made to be as accurate as possible, it is understood by the Employer that the actual final invoice

amount presented to the Employer by the IATSE Local 118 Trust Account may be at variance with any estimate given.

17.5 The Union agrees that any change to the Trust Account administration fee shall only be implemented after the Employer is provided with thirty (30) days prior written notice.

## **18. HEALTH AND WELFARE PLAN / RETIREMENT SAVINGS PLAN**

### **18.1 Health and Welfare Plan**

(a) The Employer will pay to the I.A.T.S.E. Local 118 Trust Account eight percent (8%) of the straight time grip rate plus Vacation Pay for that rate as per Schedule "A" for every hour worked for every Employee under this Agreement.

### **18.2 Retirement Savings Plan**

(a) Each Local 118 member will have 5% of gross wages deducted by the Local 118 Trust Account. These amounts will be deposited to the credit of the individual Employees' account for retirement purposes. The Employer will pay to the I.A.T.S.E. Local 118 Trust Account five percent (5%) of gross wages for every Local 118 member. These amounts will be deposited to the credit of the individual Employees' account for retirement purposes.

## **19. REMOVAL OF EMPLOYEE**

19.1 The Employer shall have the right to refuse to hire or dismiss from a position any person supplied by the Union or any Employee, as the case may be for which the Employer has just cause. If after refusal to hire a person or dismissal of any Employee, the Employer cannot show just cause, then the Employer shall recompense that person or Employee for wages lost as a result of this refusal to hire or dismissal. "Just cause" in this Agreement shall include, but shall not be limited to:

- (a) Breach of any reasonable regulations from time to time made by the Employer governing the duties and functions of the Employees necessary for the conduct and management of the Employer's business insofar as such rules and regulations do not conflict with the terms of this Agreement, including but not limited to the Employer's Workplace Harassment Policy attached as Schedule "D" to this Agreement;
- (b) Insubordination or failure to obey the proper instructions of superiors including, but not limited to, the Stage Manager, Director or Designer;
- (c) The fact that the Union is unable to demonstrate that a person is experienced or trained for the particular duties assigned to perform or is performing; and
- (d) Unsatisfactory performance of duties.

19.2 Any Employee dismissed pursuant to this Article shall not be an available member in good standing of the Union for the purposes of Article 4 of this Agreement. It is understood that this Article may be waived by mutual agreement between the Employer and the Union.

19.3 Any Employee dismissed wrongfully pursuant to Article 19 will be eligible for payment of all lost wages except for those hours worked for other Employers, or for time the Employee was not available for work to the local while under investigation.

## **20. GRIEVANCE PROCEDURE**

- 20.1 All differences between the Union and the Employer and any Employee bound by this Agreement concerning its interpretation, application, operation or any alleged violation thereof including any question as to whether any matter is covered by this Article shall be finally and conclusively settled without stoppage of work by the following method:
- (a) Any such difference shall in the first instance be discussed between the Steward and the Stage Manager or other person authorized by the Employer;
  - (b) If no settlement is reached, the Steward and the Stage Manager or other such person shall report to the Business Agent of the Union and the senior employed management official of the Employer respectively and they shall meet as soon as possible and if no settlement is reached between them within five (5) days, they shall refer the difference to a single arbitrator to be selected by them whose decision shall be final and binding on all persons bound by this Agreement. If the Business Agent and senior employed management official of the Employer cannot agree on a single arbitrator within five (5) days, either party may request the Minister of Labour to appoint such a single arbitrator. The costs of and incidental to the settlement of any difference shall be borne equally by the Union and the Employer.

## **21. LOCK OUT AND STRIKES**

- 21.1 During the term of this Agreement, the Employer shall not lock out any Employee and no Employee shall strike and the Union shall not declare or authorize a strike of Employees.
- 21.2 It is understood and agreed that refusal to cross a legal picket line shall not constitute a breach of this Agreement.

## **22. MANAGEMENT RIGHTS**

- 22.1 All matters relating to conditions and the work of Employees not inconsistent with or specifically dealt with by this Agreement or not otherwise regulated by law are understood to be within the prerogatives and rights of management, provided, however, that the Employer will not alter significantly the conditions or the work of Employees without prior notice to and bona fide consultation with the Union through the President and the Business Agent or either of them.

## **23. EXISTING TERMS AND CONDITIONS**

- 23.1 All explicit or implicit terms and conditions of work and understanding between the Union and Employer, which are not contrary to this Agreement, shall continue in full force and effect.

## **24. UNION RIGHT OF ENTRY**

- 24.1 (a) An authorized representative or representatives of the Union shall be permitted by the Employer, upon prior notification, to enter and inspect, free of any interference, Employee work areas when such entrance or inspection is required, in the Union's opinion, in connection with any investigations or matters pertaining in any way to this Agreement, but such representatives shall not interrupt or interfere with any work in progress.
- (b) The Steward designated to represent the Employees on the production shall be permitted to perform Union business provided such business pertains to the current production, without loss of pay. The Steward shall advise the Employer's representative prior to leaving their duties.

## **25. COST OF LIVING ADJUSTMENTS**

25.1 The Employer agrees that should the average Consumer Price Index for Vancouver, as published by Statistics Canada, indicate a higher than 3.0% rise in the cost of living for the contract period July 1, 2024 to June 30, 2025 the Schedule "A" wage scale will be increased according to section (a) which follows:

- (a) For any percent point to the nearest tenth that the Consumer Price Index exceeds 3.0% of the July 2024 C.P.I., Schedule "A" rates will be increased by that % point on a month to month basis;
- (b) Should an increase be granted on the above basis and the Consumer Price Index subsequently drops before June 30, 2025, the basic wage will be decreased by the same amount but not below the established Schedule "A" rate for the contract period July 1, 2024 to June 30, 2025. Any such increase or decrease will become part of the established schedule "A" rates in Schedule "A".

25.2 The Employer agrees that should the average Consumer Price Index for Vancouver, as published by Statistics Canada, indicate a higher than 3.0% rise in the cost of living for the contract period July 1, 2025 to June 30, 2026 the Schedule "A" wage scale will be increased according to section (a) which follows:

- (a) For any percent point to the nearest tenth that the Consumer Price Index exceeds 3.0% of the July 2025 C.P.I., Schedule "A" rates will be increased by that % point on a month to month basis;
- (b) Should an increase be granted on the above basis and the Consumer Price Index subsequently drops before June 30, 2026, the basic wage will be decreased by the same amount but not below the established Schedule "A" rate for the contract period July 1, 2025 to June 30, 2026. Any such increase or decrease will become part of the established schedule "A" rates in Schedule "A".

25.3 The Employer agrees that should the average Consumer Price Index for Vancouver, as published by Statistics Canada, indicate a higher than 2.5% rise in the cost of living for the contract period July 1, 2026 to June 30, 2027 the Schedule "A" wage scale will be increased according to section (a) which follows:

- (a) For any percent point to the nearest tenth that the Consumer Price Index exceeds 2.5% of the July 2026 C.P.I., Schedule "A" rates will be increased by that % point on a month to month basis;
- (b) Should an increase be granted on the above basis and the Consumer Price Index subsequently drops before June 30, 2027, the basic wage will be decreased by the same amount but not below the established Schedule "A" rate for the contract period July 1, 2026 to June 30, 2027. Any such increase or decrease will become part of the established schedule "A" rates in Schedule "A".

25.4 The Employer agrees that should the average Consumer Price Index for Vancouver, as published by Statistics Canada, indicate a higher than 2.5% rise in the cost of living for the contract period July 1, 2027 to June 30, 2028 the Schedule "A" wage scale will be increased according to section (a) which follows:

- (a) For any percent point to the nearest tenth that the Consumer Price Index exceeds 2.5% of the July 2027 C.P.I., Schedule "A" rates will be increased by that % point on a month to month basis;
- (b) Should an increase be granted on the above basis and the Consumer Price Index subsequently drops before June 30, 2028, the basic wage will be decreased by the same amount but not below the established Schedule "A" rate for the contract period July 1, 2027 to June 30, 2028. Any such increase or decrease will become part of the established schedule "A" rates in Schedule "A".

25.5 For reference purposes only: the current (2024) URL for the Statistics Canada CPI number is:  
<https://www150.statcan.gc.ca/t1/tbl1/en/cv.action?pid=1810000402>  
 with Vancouver specified as the geographic region

## **26. SPECIAL CONDITIONS**

26.1 Sound Assistant

- (a) A sound operator will be designated as a sound assistant if two or more mixing consoles are used on a production, i.e., main mix and monitor mixing boards.

26.2 Minimum Crews

- (a) For the purposes of this Agreement productions shall be grouped into four (4) categories:

- Class A: No sound and minimal lighting; no props or scenery; minimum house crew, two (2) – Head Carpenter and Head Electrician.
- Class B: Straight Truck (20 ft. or greater), no hanging pieces; minimum crew, six (6) - four department heads plus two.
- Class C: One Semi-Trailer, single truss supported by ground hoists, no hanging pieces; minimum crew, eight (8) - four department heads plus four.
- Class D: One Semi-Trailer, two trusses supported by ground hoists, no

hanging pieces; minimum crew, ten (10) - four department heads plus six.

- (b) Where scenery, drapes, lights and/or sound equipment are hung, add Head Fly Operator or High Rigger, and Fly Grip (to load counterweights) or Ground Rigger, where applicable.
- (c) Should special circumstances prevail, any of these categories may be increased or decreased by mutual agreement between the Employer and the Union representative.

### 26.3 Car and Truckloaders

- (a) A minimum of four (4) Car/Truckloaders (in addition to the minimums of Article 26.2) will be hired where one semi-trailer or more is to be unloaded or loaded. Two heavily-stacked straight trucks of 20 – 30 foot box length will be considered the equivalent of one semi-trailer.
- (b) Where only one semi-trailer or equivalent is unloaded or loaded, Car/Truckloaders will, if requested, assist with stage work after unloading is completed during the set-up, and prior to loading during the strike. Decisions as to the commencement of loading during the strike will be made by the Employer.
- (c) Where there is only one heavily-stacked straight truck of 20 – 30 foot box length to be loaded or unloaded, crew on the set-up or strike will be reclassified as Car/Truckloaders. In this case, those crew members reclassified as Car/Truckloaders shall continue to work on stage after unloading is completed or before loading commences.
- (d) Where there are only minimally-stacked straight trucks of 20 – 30 foot box length, unloading and loading to a level loading dock may be performed by the set-up and strike crew as part of their set-up and strike duties.

### 26.4 Assistant Fly operator the Employer agrees to this classification only under the following conditions, which must be taken in their entirety:

- (a) A fly operator may be designated as a fly assistant if 3 or more fly operators shall be employed, and
- (b) Such designation shall be approved by the Technical Director or the Employer's designated representative after consultation with the Steward and/or Business Agent and shall not be unreasonably withheld if justification warrants such hiring. It shall be understood that a common sense and practical attitude shall prevail from both sides.
- (c) In the case of a traveling show which employs a fly operator then there will not be any need for a fly assistant, provided the road fly operator is available to work on the fly floor.

### 26.5 Wardrobe

- (a) All Wardrobe personnel will be prepared to supply their own basic hand sewing supplies. Hiring of Wardrobe personnel will not depend on the person's ability to supply equipment such as irons, ironing boards or sewing machines.



- (b) Wardrobe personnel shall not be held responsible for the safekeeping of valuables or other personal belongings of performers.
- (c) If any Employee is requested by the Employer to furnish sewing machines, irons, ironing boards and/or large kits of sewing supplies or hair and makeup supplies, the Employee shall bring such equipment if they can, and provided the Employer receives an invoice, the Employer shall pay the Employee the following in respect of the Employee's provision of such equipment:

- Sewing machine - \$60/day
- Commercial steamer - \$60/day
- Iron & ironing board - \$30/day
- Extensive sewing kit\* - \$30/day

Hair / make-up kit - \$75/day

\*Such kit is understood to be equipment beyond the standard flashlight/scissors, etc. normally required by a dresser.

## 26.6 Travel Expenses

Should Employees be required to travel outside the following Municipalities: Vancouver, Burnaby, New Westminister, North Vancouver, West Vancouver, or Richmond, the following conditions shall apply:

- (a) Accommodation expenses shall be paid by the Employer. Accommodation shall be the same as that provided to others, i.e. Musicians.
- (b) Should an Employee be requested and is agreeable to use a personal vehicle for the Employer's business; the Employee shall be compensated at the rate of thirty-three (33) cents per traveled kilometer. Personal vehicle use shall be in accordance with current insurance requirements. It shall not be a condition of employment that an Employee provides a vehicle.
- (c) Meal expenses shall be paid by the Employer. Such expenses shall be reimbursed as follows: Breakfast \$8.00, Lunch \$12.00, Supper \$18.00, and miscellaneous \$10.00.
- (d) Additional legitimate expenses shall be reimbursed upon presentation of a receipt.

26.7 If requested by the Employer, the Employee agrees to provide their own tools for every call for which such tools are requested. These tools shall include a Multi-tool, a crescent wrench, and if it is a scenic carpentry or steel call, a hammer.

26.8 Head Video will be required where a production uses a video system, complete with controlling station and camera(s) or controlling station and playback. Camera Operator(s) and switchers will be called as required by the production.

The Head Electrician will be the department head responsible if:

- (a) a production only has video controlling systems (computer) located at FOH, fed to electronic lighting systems (e.g. LED walls); and
- (b) a production has no touring video personnel; and
- (c) The effect is operated by the Lighting Director.

26.9 Employees hired as Steel Climbers are required to provide their own CSA certified harness and lanyard, approved ropes of a proper length and any other climbing personal protective equipment required to safely perform their job. Employees hired as steel climbers shall be paid at the rate of Stage Carpenter as outlined in Schedule "A" to this Agreement.

26.10 Employees hired as High Riggers are required to provide their own CSA certified harness and lanyard, approved ropes of a proper length and any other climbing personal protective equipment required to safely perform their job.

## 27. SEXUAL HARASSMENT

27.1 It is the Employer's obligation to provide a harassment free workplace. The Union and the Employer recognize the right of all employees to work in an environment free from harassment and agree that harassment will not be tolerated in the work place. The Employees shall be subject to the Employer's Workplace Harassment Policy attached as Schedule "D" to this Agreement.

## 28. SCHEDULES

It is agreed between the Employer and the Union that all Schedules annexed hereto are an integral part of this Agreement.

## 29. SAVINGS CLAUSE

If any portion of this Agreement shall by Provincial, Federal or other law, or by decision of any court be declared or held illegal, void or unenforceable, the remaining portions of this Agreement shall continue to be valid and in full force and effect.

## 30. SIGNATORIES

IN WITNESS WHEREOF the Parties hereto have affixed their hands through their respective officers on this 5th day of March 2025.

For the Union:

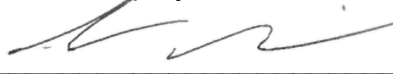


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Joe Sawan

Business Agent, I.A.T.S.E Local 118

For the Employer:



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Wayne Zronik

President, Business Operations

## SCHEDULE "A" WAGE RATES

Rate Sheet for July 1, 2024 to June 30<sup>th</sup>, 2028 (before any COLA, if applicable)

Y to Y Increase:	3.0%	3.0%	2.5%	2.5%
Position:	2024-25	2025-26	2026-27	2027-28
Stage Carpenter	\$ 50.74	\$ 52.26	\$ 53.57	\$ 54.91
Head Electrician	\$ 48.04	\$ 49.48	\$ 50.72	\$ 51.99
Head Fly Operator	\$ 48.04	\$ 49.48	\$ 50.72	\$ 51.99
Head Properties	\$ 48.04	\$ 49.48	\$ 50.72	\$ 51.99
Head Sound	\$ 48.04	\$ 49.48	\$ 50.72	\$ 51.99
Head Wardrobe	\$ 48.04	\$ 49.48	\$ 50.72	\$ 51.99
Head Video	\$ 48.04	\$ 49.48	\$ 50.72	\$ 51.99
Head Hair & Wigs	\$ 48.04	\$ 49.48	\$ 50.72	\$ 51.99
Head Make-up	\$ 48.04	\$ 49.48	\$ 50.72	\$ 51.99
Projectionist (Video/Film)	\$ 48.04	\$ 49.48	\$ 50.72	\$ 51.99
Camera Operator	\$ 48.04	\$ 49.48	\$ 50.72	\$ 51.99
Spot Operator	\$ 45.44	\$ 46.80	\$ 47.97	\$ 49.17
Assistant Carpenter	\$ 44.71	\$ 46.05	\$ 47.20	\$ 48.38
Assistant Electrician	\$ 44.71	\$ 46.05	\$ 47.20	\$ 48.38
Assistant Fly operator	\$ 44.71	\$ 46.05	\$ 47.20	\$ 48.38
Assistant Properties	\$ 44.71	\$ 46.05	\$ 47.20	\$ 48.38
Assistant Sound	\$ 44.71	\$ 46.05	\$ 47.20	\$ 48.38
Assistant Video	\$ 44.71	\$ 46.05	\$ 47.20	\$ 48.38
Assistant Hair and Wigs	\$ 44.71	\$ 46.05	\$ 47.20	\$ 48.38
Assistant Make-up	\$ 44.71	\$ 46.05	\$ 47.20	\$ 48.38
Ground Rigger	\$ 44.71	\$ 46.05	\$ 47.20	\$ 48.38
Preset Operator	\$ 44.71	\$ 46.05	\$ 47.20	\$ 48.38
Grips	\$ 42.34	\$ 43.61	\$ 44.70	\$ 45.82
Dresser / Stitcher	\$ 42.34	\$ 43.61	\$ 44.70	\$ 45.82
Hair & Wigs Attendants	\$ 42.34	\$ 43.61	\$ 44.70	\$ 45.82
Loader (Car/Truck)	\$ 50.74	\$ 52.26	\$ 53.57	\$ 54.91
Steel Climber	\$ 50.74	\$ 52.26	\$ 53.57	\$ 54.91
High Rigger	\$ 66.05	\$ 68.03	\$ 69.73	\$ 71.47

Grip rate shall apply to Employees in the following classifications: Carpenter Grip, Fly Operator Grip, Electrical Grip, Sound Grip, Property Grip and Video Grip.

## **SCHEDULE 'B' IATSE TRAINING TRUST FUND**

Live Nation Canada, Inc. agrees to contribute to the IATSE Entertainment and Exhibition Industries Training Trust Fund:

- (i) CAD\$3,000.00 by June 30, 2025;
- (ii) CAD\$3,000.00 by June 30, 2026;
- (iii) CAD\$3,000.00 by June 30, 2027; and
- (iv) CAD\$3,000.00 by June 30, 2028.

All contributions shall be made payable to the IATSE Training Trust Fund, and sent to 2210 West Olive Avenue, Suite 300, Burbank, CA 91506, with a copy of the statement sent to the Local. The Employer agrees to be signatory to the IATSE Entertainment and Exhibition Industries Training Trust Fund, established June 22, 2011 ("Trust Agreement"), and to abide by and be bound by its terms and conditions, and any amendments thereto, and all policies and procedures of the Fund, including Collection of Contributions Payable by Employers, as related to such contributions due.

## **SCHEDULE 'C' ELECTRONIC DANCE MUSIC SHOWS**

Electronic Dance Music (EDM) shows shall be defined as events that are performed by a disc jockey, not a live band; that have minimal change-overs or other running cues; and where the running time of the show is four (4) hours or more from the scheduled start time to the scheduled finish time of the show.

On such EDM shows only, show crew may take one-half hour meal breaks during the actual show. These meal breaks shall be staggered, so that at least one-half of the show crew is on active duty at any time, to deal with any unexpected situations. All meal breaks for the show crew will be completed prior to the end of the show, so that all show crew are on active duty for the start of the load-out.

## **SCHEDULE 'D' WORKPLACE HARASSMENT POLICY**

The Employer is committed to providing its workers with a workplace free of discrimination and harassment. All individuals are required to conduct themselves in a professional manner on company premises, or while performing work off premises, and refrain from engaging in harassing behavior.

In order to provide a pleasant, professional and productive work environment, it is important that we maintain an atmosphere characterized by mutual respect and professionalism at all times. To that end, the Employer prohibits harassment and conduct that is disrespectful and unprofessional. Even if such behavior is not intended to be offensive or is not directed at a particular person, it violates the Employer's policy. Unlawful harassment of workers in any form is unacceptable conduct and will not be tolerated.

This policy applies to all persons involved in the operations of the Employer, and prohibits harassment by any worker of the Employer, including supervisors, managers, and coworkers, as well as third-parties such as clients, vendors, non-workers, and

independent contractors performing work for The Employer, at any location where a worker is engaged in work or work-related activities for the Employer. This policy also applies where harassment is connected to the workplace but arises outside of the workplace or outside of working hours if the harassment either detrimentally affects the workplace or leads to adverse job-related consequences to the victim.

Workplace harassment means engaging in a course of vexatious comment or conduct that is known or ought to reasonably be known to be unwelcome. Workplace harassment includes but is not limited to:

- Discriminatory harassment, targets an individual or group of individuals based upon characteristics such as age, ancestry, color, religious creed (including religious dress and grooming practices), family and medical care leave or the denial of family and medical care leave, mental or physical disability (including HIV and AIDS), marital status, domestic partner status, medical condition (including cancer and genetic characteristics), genetic information, military and veteran status, political affiliation, national origin (including language use restrictions), citizenship, race, sex (including pregnancy, childbirth, breastfeeding and medical conditions related to pregnancy, childbirth or breastfeeding), gender, gender identity, and gender expression, sexual orientation, or any other basis protected under provincial or federal human rights legislation. Discriminatory harassment can also be based on the perception that anyone has any of the above characteristics or is associated with a person who has or is perceived as having any of the above characteristics.
- Bullying and personal harassment includes vexatious or objectionable unwelcome conduct, comments, gestures or physical acts that are repeated or, if a single incident, the offending conduct is sufficiently serious to cause a lasting harmful effect on the worker or cause a worker to be humiliated or intimidated, adversely affecting a worker's psychological or physical well-being or amounting to a threat to a worker's health and safety.
- Sexual harassment includes unwelcome and vexatious sexual conduct or comments, an unwelcome sexual solicitation or for a reprisal for refusing that sexual solicitation. Such conduct has the purpose or effect of unreasonably interfering with the individual's work performance or creating an intimidating, hostile, or offensive work environment.

Workplace harassment does not include the reasonable exercise of management functions in the workplace that relate to the management or direction of workers or the workplace. Performance reviews, work evaluation and reasonable disciplinary measures do not constitute harassment in and of themselves, unless comments meeting the standards herein are contained within the review/evaluation.

The Employer prohibits and will not tolerate any form of workplace harassment by any worker, member of management or third party, regardless of whether it is:

- Verbal (for example, epithets, derogatory statements, racial slurs, derogatory comments or jokes, unwelcome sexual advances or requests for sexual favors).
- Physical (for example, assault or inappropriate physical contact).

- Visual (for example, displaying derogatory or sexually suggestive posters, cartoons or drawings, leering or making sexual or derogatory gestures).
- Online and Electronic (for example, offensive computer screensavers and wallpapers, derogatory statements or sexually suggestive postings in any social media platform including Facebook, Twitter, Instagram, Snapchat, etc.).

Sexual harassment may include but is not be limited to actions such as:

- sex-oriented kidding, teasing or jokes;
- repeated offensive sexual flirtations, advances or propositions;
- verbal abuse of a sexual nature;
- sexually-graphic or degrading comments about an individual or his or her body or appearance;
- the display of obscene or sexually-oriented pictures, photographs, objects or other visual materials; and
- physical contact, such as patting, hugging, pinching or brushing against another's body.

The preceding lists are illustrative only, and not exhaustive. No form of harassment will be tolerated.

All workplace parties have a role in preventing workplace harassment. All workers are responsible for working in compliance with this policy and required to report any incidents of workplace harassment to the Company.

The Employer will make every reasonable, practicable effort to ensure that no worker is subjected to workplace harassment. If The Employer becomes aware of a potential incident of harassment, it will investigate the incident in a fair, timely and confidential manner. The Employer is committed to taking appropriate corrective measures to stop any harassment and avoid future incidents.

Any violation of this policy or related procedures may be grounds for disciplinary action, up to and including termination of employment.

This policy is not intended to discourage or prevent a worker from exercising any other rights, actions or remedies that may be available under the provincial and federal legislation. The worker has the right to file a harassment complaint with the appropriate government authorities.

If a worker needs further assistance dealing with harassment, they should contact their Human Resources representative, Union, a health and safety representative, or the Business Integrity Hotline at 1-888- 497-2555.

Any questions about this policy or its related procedures should be directed to the Employer's Head of Human Resources for Canada. This policy will be reviewed and updated whenever there is a change that affects its effectiveness in preventing workplace harassment and, at minimum, annually.

Any person who believes he or she has been harassed or that he or she has witnessed harassment should file a complaint as set forth below. Retaliation for having reported or intending to report harassment or cooperating with an internal investigation of a harassment claim is strictly prohibited.

## PROCEDURES FOR REPORTING HARASSMENT

The Employer has developed specific procedures for reporting and investigating any incident of harassment.

### Complaint Procedure

Any worker who is the subject of workplace harassment or otherwise becomes aware of an incident of workplace harassment should report the matter, as soon as possible, to a Human Resources representative, who will conduct a formal investigation into the incident.

Complainants are encouraged to complete a formal Complaint using the attached form, and provide this form to a Human Resources Representative.

The Employer will not retaliate against a worker for filing a complaint or for participating in an investigation. The Employer expressly prohibits retaliation by management, supervisors and/or coworkers.

### Harassment Investigations

The Employer is committed to investigating incidents of harassment in a timely, impartial and objective manner where it becomes aware of an incident of workplace harassment or it receives a complaint of workplace harassment.

The harassing incident investigation will be conducted by the Employer's Human Resources Department or, if the circumstances require, a neutral third party. Upon receipt of a complaint of discrimination, harassment or retaliation, a qualified Human Resources representative (or a qualified designee) shall immediately conduct a thorough, timely, fair, objective, impartial and complete investigation of the alleged discrimination, harassment and/or retaliation.

All parties will be afforded appropriate due process. Human Resources has the full responsibility to ensure that complaints involving alleged violations of this policy are investigated and resolved, and to recommend and implement the appropriate sanctions against those found to be in violation of this policy.

Confidentiality will be maintained, consistent with the needs of the investigation. Confidential information will only be disclosed for the purpose of the investigation, as required to take corrective action or as required by law. While the investigation is ongoing, the worker who has allegedly experienced harassment, the alleged harasser(s) and any witnesses should not discuss the incident or complaint or the investigation with each other or other workers or witnesses unless necessary to obtain advice about their rights. The investigator may discuss the investigation and disclose the incident or complaint related information only as necessary to conduct the investigation.

Human Resources will make a determination about whether unlawful discrimination, harassment or retaliation, or any other inappropriate conduct occurred, reaching a reasonable conclusion based on the evidence collected. The investigation will be documented and completed in a timely manner, generally within ninety (90) days, unless extenuating circumstances warrant a longer investigation. Within a reasonable time after the completion of the investigation, the complainant and the alleged harasser will be informed in a written summary about the results of the investigation and any corrective action taken.

Human Resources, along with management, will take immediate and prompt action to remedy the discrimination, harassment and/or retaliation if, following an investigation, it is determined that prohibited conduct did occur. The action shall take into consideration the relevant facts and circumstances including the severity of the offense. Appropriate action will also be taken to deter any future prohibited conduct. A worker found to have acted in violation of this policy will be subject to disciplinary action, up to and including the possibility of immediate termination. Workers should also be aware that provincial agencies have the ability to investigate allegations brought to their attention. Workers believing they have been subjected to unlawful discrimination, harassment or retaliation may file a complaint with the appropriate external agency.

### Record Keeping

The Employer will keep records of the harassment investigation including:

- A copy of the complaint or details about the incident.
- A record of the investigation including notes.
- A copy of any investigation report.
- A summary of the results of the investigation that was provided to the victim and the alleged harasser, if the alleged harasser was a worker.
- A copy of any corrective action taken to address the complaint or incident of workplace harassment.

All records of the investigation will be kept confidential. The investigation documents, including the investigation report will not be disclosed unless necessary to investigate an incident or complaint of workplace harassment, take corrective action or otherwise as required by law.

**Non-retaliation Policy:** The Employer will not retaliate in any way against a worker, potential worker, or former worker for complaining of, or reporting, any form of discrimination or harassment to the Employer's management or Human Resources personnel, or to any provincial or federal government agency. Workers who participate in the investigation of such a complaint or report of discrimination or harassment are also protected against retaliation in any form.

Retaliation against any individual for reporting discrimination or harassment or other inappropriate conduct or for cooperating in any investigation will not be tolerated and will, itself, subject the individual to discipline up to and including termination.

Any worker who makes a harassment complaint in bad faith, maliciously or without a reasonable and probable basis, engages in a reprisal against a worker for filing a harassment complaint or interferes with a harassment investigation will be subject to discipline.