

Memorandum of Agreement

This Memorandum of Agreement between IATSE Local 118 and Theatre under the Stars Musical Society constitutes final settlement of all outstanding collective bargaining issues between the parties hereto with respect to a revised collective agreement. The Terms and provisions contained in this Memorandum of Agreement are subject to ratification by the employees covered by the Agreement and the principals of Theatre under the Stars. All parties signatory to this Memorandum agree to recommend to their respective principals, acceptance of all of the terms and conditions contained herein.

1. Housekeeping – spelling corrections as needed / noted
2. Article 2.1 Term
 - a. Amend date to January 1st **2018** – December 31st **2021** (4 Year agreement)
3. Article 5 Union Security
 - a. Amend Article 5.2 (b) to read, “The Employer can use volunteers to do sound work so long as the use of volunteers does not diminish the work of the Head and Assistant Sound- RFTechnical Positions. ~~If the Employer incurs a loss during a season the Employer can use volunteers to do Sound Work in the following season so long as it does not diminish the work of the Head of Sound Positions~~”
 - b. Combine and amend Article 5.3 and 5.4 to read, “When the Employer makes a call for Employees under article 6.1 the four (4) sound and five (5) scenic Employees from 2011 will have the right of first refusal. Once the first refusal has been given, Employees will be hired and dispatched in accordance with this Collective Agreement.” renumber the remainder of the Article.
 - c. Amend Article 5.8 to read, “All covered work shall be performed by members of the Union except as permitted by Article 5.2”
 - d. Amend Article 5.9 to read, “The Employer agrees not to contract out Covered Work”
 - e. **New** - add Article 5.10 “General Labourers when engaged by the Employer may not perform covered stage work as has been the long-standing practice
4. Article 8 Hours of Work
 - a. Amend Article 8.7 to read, “For computation of time and pay, the performance rate shall be in effect from the day after the opening night of each production until closing night of the season.”
5. Add an Assistant Electrician category to Schedule A at the same rate of pay as Assistant Sound.

6. Letter of Agreement #1

- a. Amend point 4 to read, "The Technical Director will not be in the bargaining unit, and shall not perform bargaining unit work."

7. Amend Schedule A as follows

- a. January 1st 2018 3%
- b. January 1st 2019 2%
- c. January 1st 2020 2%
- d. January 1st 2021 2%
- e. The General Labourer rate shall be \$20/hour for the term of the agreement.

8. Article 8 Hours of Work and 9 Overtime and Holiday Pay

The following proposal (#8) is contingent on further discussion between Cast and Crew (payroll company), IATSE Local 118 (Union), and Theatre Under the Stars Musical Society (Employer); and is only intended to line up the work week with the system used by Cast and Crew. This proposal may be withdrawn without prejudice.

- a. Amend Article 8.1 to read, "A week shall include the period from 00:01 hours Sunday ~~Monday~~ until 24:00 hours the following Saturday ~~Sunday~~."
- b. Amend the first sentence of Article 8.2 (a) to read, "The end of each day is midnight and the end of each week is Saturday ~~Sunday~~ midnight, ..."
- c. Amend the beginning of Article 9.3 to read, "For the purpose of calculating total weekly hours only, the first eight (8) hours of the day shall be considered. The end of each day is midnight and the end of each week is Saturday ~~Sunday~~ midnight,..."

It is agreed that the parties may mutually agree to revise, add, or delete any provision(s) of this Agreement during its term.

IN WITNESS WHEREOF the Parties hereto have executed this Agreement by affixing their signatures hereto this _____ day of _____ 2018.

Signed on behalf of:

Theatre Under the Stars Musical Society

I.A.T.S.E. LOCAL 118


