



## COMPREHENSIVE SETTLEMENT PROPOSAL

### CITY OF VANCOUVER - IATSE LOCAL 118

The Employer presents the following Settlement Proposal for the Union's consideration. If acceptable, it would form the basis of an agreement in principle for renewal of the Collective Agreement Language proposals are submitted on an E&OE basis and concept proposals are contingent on development of mutually agreeable language.

It is intended that all Union and Employer proposals not addressed in the Proposal for settlement would be withdrawn. The content of this Proposal is proposed as a package. Unless and until accepted by the Union, the Employer reserves the right to withdraw the Proposal or specific proposals included herein.

The Employer proposes the inclusion of the following fully executed "Green Sheets":

1. **Clause 11 Maternity and Parental Leave**
2. **Schedule A Footnote**
3. **Schedule E Renewal and Amendment**
4. **Letter of Understanding: Addition of Contraceptives**

The Employer proposes the following:

5. **Amend – Article 2: Term of Agreement**

This Agreement shall be for a term of ~~four~~three (34) years with effect from ~~2016-2020~~ January 01 to ~~2019-2022~~ December 31, both dates inclusive.

**6. Amend Schedule A Rates of Pay – General Wage Adjustments**

- a. General Wage Adjustments shall be two percent (2.0%), effective on October 1, 2020 of the first year of the renewal of the term of the Collective Agreement and January 1st of each year of the second and third year term of the renewal Collective Agreement.
- b. Retroactive payments resulting from the General Wage Adjustments shall be processed as soon as possible following the date of ratification and shall apply to and include all members who, at the time of processing such payments, have retired or are no longer working for the Employer but were employed during the term of the renewal Agreement.

**7. Amend Schedule "B" - WAGES, BENEFITS AND WORKING CONDITIONS FOR CASUAL EMPLOYEES**

SCHEDULE "B"

This is Schedule "B" referred to in  
Clauses 4, 5 and 24

WAGES, BENEFITS AND WORKING CONDITIONS FOR CASUAL EMPLOYEES

The provisions of this Schedule shall only apply to those employees hired from time to time by the Employer to perform relief or maintenance work on a casual basis at the Orpheum, Queen Elizabeth Theatre and Queen Elizabeth Playhouse, hereinafter referred to as Casual Employees.

9. Hourly Rates

Add and amend the following classifications to Schedule "B" Article 9 – Hourly Rate and Classifications

Class Title
<u>Assistant Electrician</u> - at rate consistent with Assistant Properties
<u>Assistant Carpenter/Ground Rigger</u> - at rate consistent with Assistant Properties
Head Projectionist/Video/ <u>Camera Operator</u> - at rate consistent with Head Projectionist/Video
<u>High Rigger</u> - October 2020 rate at \$55.87

**8. Amend Schedule "C" - SUPPLEMENTARY VACATIONS - EXPLANATION OF THE TABLE  
SCHEDULE "C"**

This is Schedule "C" referred to in Clause 10.2

**SUPPLEMENTARY VACATIONS - EXPLANATION OF THE TABLE**

In the table the figure to the left of the oblique stroke shows the number of working days of regular annual vacation. i.e., 15 days from the second to the ~~ninth-seventh~~ calendar year of service; 20 days from the ~~10th-8th~~ to the ~~17th-15th~~; 25 days from the ~~18th-16th~~ to the ~~25th-23rd~~; 30 days in the ~~26th-24th~~ and all subsequent calendar years of service.

The figure to the right of the oblique stroke shows the number of working days of supplementary vacation, and appears in the calendar year in which they are credited to an employee. These supplementary vacation days may be taken in any of the years beginning with the one in which they were credited but prior to the one in which the next 5 days are credited.

Example:

An employee hired in 2002 is in their (11th) calendar year during 2012. The employee in 2012 will be credited with 5 supplementary working days which may be taken at any time between 2012 and 2016, both years included. In 2017 the employee will be credited with a further 5 supplementary working days, etc.

The working day entitlement is based upon a five day work week.

**TABLE SHOWING REGULAR ANNUAL VACATION AND SUPPLEMENTARY VACATION  
ENTITLEMENT IN WORKING DAYS FOR THE YEARS 2012 TO 2020 BY YEAR HIRED**

Yr. Hired	ENTITLEMENT YEAR									
	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029
2030	--	--	--	--	--	--	--	--	--	--
2029	--	--	--	--	--	--	--	--	--	--
2028	--	--	--	--	--	--	--	--	--	15/-
2027	--	--	--	--	--	--	--	--	15/-	15/-
2026	--	--	--	--	--	--	--	15/-	15/-	15/-
2025	--	--	--	--	--	--	15/-	15/-	15/-	15/-
2024	--	--	--	--	--	15/-	15/-	15/-	15/-	15/-
2023	--	--	--	--	15/-	15/-	15/-	15/-	15/-	15/-
2022	--	--	--	15/-	15/-	15/-	15/-	15/-	15/-	20/-
2021	--	--	15/-	15/-	15/-	15/-	15/-	15/-	20/-	20/-
2020	--	15/-	15/-	15/-	15/-	15/-	15/-	20/-	20/-	20/-
2019	15/-	15/-	15/-	15/-	15/-	15/-	20/-	20/-	20/-	20/5
2018	15/-	15/-	15/-	15/-	15/-	20/-	20/-	20/-	20/5	20/-
2017	15/-	15/-	15/-	15/-	20/-	20/-	20/-	20/5	20/-	20/-
2016	15/-	15/-	15/-	20/-	20/-	20/-	20/5	20/-	20/-	20/-
2015	15/-	15/-	20/-	20/-	20/-	20/5	20/-	20/-	20/-	20/-
2014	15/-	20/-	20/-	20/-	20/5	20/-	20/-	20/-	20/-	25/5
2013	20/-	20/-	20/-	20/5	20/-	20/-	20/-	20/-	25/5	25/-
2012	20/-	20/-	20/5	20/-	20/-	20/-	20/-	25/5	25/-	25/-
2011	20/-	20/5	20/-	20/-	20/-	20/-	25/5	25/-	25/-	25/-
2010	20/5	20/-	20/-	20/-	20/-	25/5	25/-	25/-	25/-	25/-
2009	20/-	20/-	20/-	20/-	25/5	25/-	25/-	25/-	25/-	25/5
2008	20/-	20/-	20/-	25/5	25/-	25/-	25/-	25/-	25/5	25/-
2007	20/-	20/-	25/5	25/-	25/-	25/-	25/-	25/5	25/-	25/-
2006	20/-	25/5	25/-	25/-	25/-	25/-	25/5	25/-	25/-	30/-
2005	25/5	25/-	25/-	25/-	25/-	25/5	25/-	25/-	30/-	30/-
2004	25/-	25/-	25/-	25/-	25/5	25/-	25/-	30/-	30/-	30/5
2003	25/-	25/-	25/-	25/5	25/-	25/-	30/-	30/-	30/5	30/-
2002	25/-	25/-	25/5	25/-	25/-	30/-	30/-	30/5	30/-	30/-
2001	25/-	25/5	25/-	25/-	30/-	30/-	30/5	30/-	30/-	30/-
2000	25/5	25/-	25/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-
1999	25/-	25/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5
1998	25/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-
1997	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-
1996	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-
1995	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-
1994	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5
1993	30/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-
1992	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-



Without Prejudice - E.&O.E

SIGNED ON BEHALF OF THE EMPLOYER

Per:

Natalie Lee DIRECTOR, VCS  
Authorized Signatory

Sanky LR Consultant  
Authorized Signatory

March 24, 2022  
Date MM/DD/YY

SIGNED ON BEHALF OF THE UNION

Per:

Rex Linford  
Authorized Signatory

Corin Gutteridge  
Corin Gutteridge  
Authorized Signatory

March 21st, 2022  
Date MM/DD/YY

(End of document)



October 20, 2021  
**WITHOUT PREJUDICE TO E&EO**  
**CITY OF VANCOUVER - IATSE LOCAL 118**  
**GREEN SHEET**

The Parties agree to amend Clause 11 as follows:

**1. Clause 11(i) Maternity and Parental Leave**

**(i) Maternity and Parental Leave**

**(a) Length of Leave**

**(1) Birth Mother**

A pregnant employee shall be entitled to up to seventeen (17) consecutive weeks of maternity leave and up to ~~thirty-five (35)~~sixty-one (61) consecutive weeks of parental leave, all without pay. The parental leave must immediately follow the maternity leave.

In the event the birth mother dies or is totally disabled, an employee who is the parent of the child shall be entitled to both maternity and parental leave without pay.

**(2) Birth or Adoptive Parent**

An employee who is the birth or adoptive parent shall be entitled to up to ~~thirty-seven (37)~~sixty-two (62) consecutive weeks of parental leave without pay. The employee shall commence the leave within ~~fifty-two (52)~~seventy-eight (78) weeks of the child's birth or date the child comes within the care and custody of the employee.

SIGNED ON BEHALF OF THE EMPLOYER

Per:

Authorized Signatory

Authorized Signatory

October 21, 2021

Date

SIGNED ON BEHALF OF THE UNION

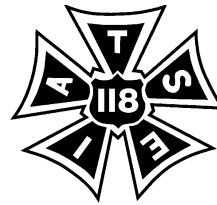
Per:

Authorized Signatory

Authorized Signatory

October 21st, 2021

Date



October 20, 2021  
**WITHOUT PREJUDICE E&EO**  
**CITY OF VANCOUVER - IATSE LOCAL 118**  
**GREEN SHEET**

The Parties agree to amend Schedule A as follows:

**1. Schedules A Footnote**

Footnotes for Pay Plan Structure 2020-2022:

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

SIGNED ON BEHALF OF THE EMPLOYER

Per:

\_\_\_\_\_  
 Authorized Signatory

\_\_\_\_\_  
 Authorized Signatory

October 21, 2021

\_\_\_\_\_  
 Date

SIGNED ON BEHALF OF THE UNION

Per:

\_\_\_\_\_  
 Authorized Signatory

\_\_\_\_\_  
 Authorized Signatory

October 21st, 2021

\_\_\_\_\_  
 Date





October 20, 2021  
 WITHOUT PREJUDICE E&EO  
 CITY OF VANCOUVER - IATSE LOCAL 118  
**GREEN SHEET**

The Parties agree to Renew Schedule E and amend the language as follows:

**1. Renewal of Schedule E – Hiring of Casual Employees**

1. Time of Call  
 (b)(i) required certificates (e.g. Electrical ~~FE~~~~BR~~ – Full Entertainment)
  
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 ~~he/she or they~~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.

SIGNED ON BEHALF OF THE EMPLOYER  
 Per:

\_\_\_\_\_  
 Authorized Signatory

\_\_\_\_\_  
 Authorized Signatory

October 21, 2021

\_\_\_\_\_  
 Date

SIGNED ON BEHALF OF THE UNION  
 Per:

\_\_\_\_\_  
 Authorized Signatory

\_\_\_\_\_  
 Authorized Signatory

October, 21st, 2021

\_\_\_\_\_  
 Date



October 20, 2021  
 WITHOUT PREJUDICE TO E&EO  
**CITY OF VANCOUVER - IATSE LOCAL 118**  
**GREEN SHEET**

**LETTER OF UNDERSTANDING**

Between

**CITY OF VANCOUVER** (The “Employer”)

And

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

**RE: Additional Coverage for Contraceptives**

The Union and the Employer agree as follows:

1. Effective the first day of the month after the Collective Agreement is ratified by both Parties, the Extended Health Care Plan (the “Plan”) shall include coverage for contraceptive drugs, both oral and non-oral (devices), when prescribed by a doctor and as approved by Health Canada, subject to the terms and conditions of the Plan.
2. This coverage is in addition to coverage for contraceptives that may have been previously provided for treatment of an illness or injury.
3. This LOU is entirely without prejudice except to enforce its operation.

SIGNED ON BEHALF OF THE EMPLOYER

Per:

\_\_\_\_\_  
 Authorized Signatory

\_\_\_\_\_  
 Authorized Signatory

October 21, 2021

\_\_\_\_\_  
 Date

SIGNED ON BEHALF OF THE UNION

Per:

\_\_\_\_\_  
 Authorized Signatory

\_\_\_\_\_  
 Authorized Signatory

October 21st, 2021

\_\_\_\_\_  
 Date