

IATSE 118 – Vancouver Opera Association

October 17th, 2023

Memorandum of Agreement

In accordance with our Zoom conference of October 6th, 2023, this Memorandum of Agreement between IATSE Local 118 and Vancouver Opera Association 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 Vancouver Opera Association. All parties signatory to this Memorandum agree to recommend to their respective principals acceptance of all of the terms and conditions contained herein.

1. Term of the agreement is for three (3) years, from July 1st, 2023 – June 30th, 2026.
2. Wages will be increased as follows:
 - a) Wage increase for 2023-2024, applied July 1st, 2023, will be 3.6%
 - b) COLA (if any) will be applied per Article 25.1 on June 30th, 2024
 - c) Wage increase on July 1st, 2024 will be equal to the CPI change number available in June, via the StatsCan website (by geography, all items, for Vancouver. For reference only, current web address for 2023 May number – which is available in June - is <https://www150.statcan.gc.ca/t1/tbl1/en/cv.action?pid=1810000402>) but in no event will the change be less than zero.
 - d) COLA (if any) will be applied per Article 25.1 on June 30th, 2025
 - e) Wage increase on July 1st, 2025 will be equal to the CPI change number available in June, via the StatsCan website (for reference only: as listed above) but in no event will the change be less than zero.
 - f) COLA (if any) will be applied per Article 25.1 on June 30th, 2026
3. Article 25 – Include a URL for the relevant StatsCan page, for reference purposes only, to make it easier to find
“The Employer agrees that, at the end of any given contract year, should the average Consumer Price Index for Vancouver, as published by Statistics Canada (for reference only, the current page is located at:
<https://www150.statcan.gc.ca/t1/tbl1/en/cv.action?pid=1810000402>), indicate an increase in CPI higher than the percentage increase in remuneration for that contract year, the Schedule "A" wage scale will be increased, prior to the calculation of the increase for the following contract year, and Schedule A will be adjusted accordingly. This Cost of Living Adjustment (COLA) will be calculated by taking the difference of the published CPI increase and the percentage increase in remuneration, to the nearest 1/10%. The number used will be the one available at the end of June (i.e. the May number).”
4. Insert Article 26.2 as follows, and renumber remaining items in Article 26:
“The second person called in any department shall be called as an assistant. For any

Special Operator positions within a department, where that Special Operator position pays more than grip rate, the Special Operators may be called as additional crew before an Assistant is called, if no Assistant is required for them to carry out their duties.”

5. Amend Article 11.3 to include “(ix) National Truth & Reconciliation Day” and re-number remaining items
6. Add the following skill positions to Schedule A:
 - Assistant Wardrobe
 - Livestream Operator
 - Shading Operator
7. Update Article 26.7 to read: “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 c-wrench, and if it is a scenic carpentry or steel call, a hammer.”
8. Update references in Article 26.6 Travel Expenses, for reference only:
 - a) 26.6(b) CRA Rate for 2023, for reference, is \$0.68 per km
 - b) 26.6(c) Pink Contract per diem rate for 2023, for reference, is \$148.00
9. Update Article 27 with reference to “...Policy Statement...from July 2023...” and append most recent version to agreement
10. Add Article 26.11:

“Training Trust Fund
Beginning July 1st, 2024, the Employer agrees to contribute an annual amount of \$3,000, for each remaining year of the contract, to the International Training Trust Fund. All contributions shall be made payable to the IATSE Entertainment and Exhibition Industries Training Trust Fund (IATSE Training Trust Fund), and sent to PO Box 51317 Los Angeles, CA, 90051-5617, 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.”

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 17th day of October, 2023.

Signed on behalf of:
Vancouver Opera Association

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



Name:

Name: Joe Sawan

Title:

Title: Business Agent

Schedule 'A' – Rate Sheet for July 1, 2020 to June 30th, 2023

Increase from previous year:	3.60%	Per StatsCan	Per StatsCan
Position	2023-24	2024-25	2025-2026
Stage Carpenter	\$ 51.17	TBD – June 2024	TBD – June 2025
Production Carpenter	\$ 51.17		
Production Electrician	\$ 49.76		
Head Electrician	\$ 48.46		
Head Fly Operator	\$ 48.46		
Head Properties	\$ 48.46		
Head Sound	\$ 48.46		
Head Wardrobe	\$ 48.46		
Production Hair & Wigs	\$ 49.76		
Head Hair & Wigs	\$ 48.46		
Head Make-up	\$ 48.46		
Production Video	\$ 48.46		
Projectionist (Video/Film)	\$ 48.46		
Livestream Operator	\$ 48.46		
Shading Operator	\$ 48.46		
Camera Operator	\$ 48.46		
Spot Operator	\$ 45.86		
Special Operator	\$ 45.86		
Assistant Carpenter	\$ 45.17		
Assistant Electrician	\$ 45.17		
Assistant Fly operator	\$ 45.17		
Assistant Properties	\$ 45.17		
Assistant Sound	\$ 45.17		
Assistant Wardrobe	\$ 45.17		
Ground Rigger	\$ 45.17		
Supervisory Hair & Wigs	\$ 45.17		
Assistants Supervisory Make-up	\$ 45.17		
Assistants Preset Operator	\$ 45.17		
Grips	\$ 42.08		
Dresser	\$ 42.08		
Hair & Wigs Attendants	\$ 42.08		
Make-up Attendants	\$ 42.08		
Loader (Car/Truck)	\$ 50.45		
High Rigger	\$ 65.67		