

Memorandum Of Agreement
Between
Theatre Under the Stars (TUTS)
And
I.A.T.S.E. Local 118

1. Term

The term of the Agreement is from January 1st, 2026 – December 31st, 2029.

2. Article 5 – UNION SECURITY

Remove Article 5.3:

~~5.3—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.~~

3. Article 6 – HIRING OF EMPLOYEES

New Article - Amend Article 6.1 to read:

6.1 The positions of Head Stage Carpenter, Head Sound, Head Lighting, Assistant Sound, and Follow Spot Operator, along with any position averaging 35+ hours per week for 4 consecutive weeks, shall be considered Full Time Seasonal positions. Subject to the TUTS Roster in Appendix 5 of I.A.T.S.E. Local 118 Constitution and By-Laws, the Employer shall have the option to post these Full Time Seasonal positions to the existing local 118 membership and hire as deemed appropriate by the Employer. All other casual day calls shall continue to be filled by Union dispatch.

(New 6.1 per above. Old 6.1 becomes 6.2, and so on. Update references throughout Agreement as needed.)

4. Article 8 – HOURS OF WORK

Amend Article 8.6 to read:

8.6 For the purpose of pay computation according to this Agreement, a performance shall be deemed to be a working period of five (5) hours, beginning no less than one (1) hour before the commencement of the performance, and ending at the time of the final curtain. All time paid for a performance shall be paid at the appropriate performance rate as provided in Schedule “A”.

5. Article 9 – OVERTIME AND HOLIDAY PAY

Amend Article 9.2(f) to read:

9.2(f) All time worked on a Public Holiday. When a Public Holiday falls on the seventh (7th) consecutive day of employment, the next day shall be deemed a Public Holiday for the purpose of this Article. The following shall be Public Holidays for the purpose of this Agreement:

- New Years Day
- Family Day
- Good Friday
- Easter Monday
- Victoria Day
- Canada Day
- BC Day
- Labour Day
- National Truth and Reconciliation Day
- Thanksgiving Day
- Remembrance Day
- Christmas Day
- Boxing Day
- Any other day that is duly proclaimed as a General or Statutory holiday

6. SCHEDULE "A" WAGES

Amend ACHEDULE "A" to read:

Position	Jan 1 st , 2026	Jan 1 st , 2027	Jan 1 st , 2028	Jan 1 st , 2029
	Year 1	Year 2	Year 3	Year 4
	5%	3%	3%	3%
Assistant Technical Director	\$34.26	\$35.29	\$36.35	\$37.44
Head Stage Carpenter	\$34.26	\$35.29	\$36.35	\$37.44
Head Scenic Carpenter	\$42.32	\$43.59	\$44.90	\$46.25
Head Scenic Artist	\$42.32	\$43.59	\$44.90	\$46.25
Head Lighting	\$34.26	\$35.29	\$36.35	\$37.44
Head Sound	\$34.26	\$35.29	\$36.35	\$37.44
Scenic Carpenter	\$37.61	\$38.74	\$39.90	\$41.10
Scenic Artist / Painter	\$37.61	\$38.74	\$39.90	\$41.10
Assistant Stage Carpenter	\$29.86	\$30.76	\$31.68	\$32.63
Assistant Sound-RF Technician	\$29.86	\$30.76	\$31.68	\$32.63
Assistant Electrician	\$29.86	\$30.76	\$31.68	\$32.63
Grips	\$28.86	\$29.73	\$30.62	\$31.54
High Riggers	\$40.29	\$41.50	\$42.75	\$44.03
General Labour	\$26.25	\$27.04	\$27.85	\$28.69
Performance Rate	\$182.98	\$188.47	\$194.12	\$199.94

Signed on Behalf of:
Theatre Under the Stars - TUTS

I.A.T.S.E. Local 118



Signature



Signature

Patrick Roberge

Name

Joe Sawan

Name

President, Board of Directors

Title

Business Agent

Title

November 23rd, 2025

Date

November 20th, 2025

Date