

**Memorandum Of Agreement**  
Between  
**Granville Island Theatre District**  
And  
**I.A.T.S.E. Local 118**

**1. TERM**

The term of the Agreement is from January 1, 2026 to December 31, 2027

**2. TABLE OF CONTENTS**

Amend table of contents as required.

**3. ARTICLE 2 – NON-DISCRIMINATION**

Add Article 2.2:

**2.2 DEFINITIONS**

**(a) DISCRIMINATION**

Discrimination includes where a person makes a distinction based on age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed, religion, political belief, disability, family status, marital status (including single status), gender identity, gender expression, record of offences (in employment only), sex (including pregnancy and breastfeeding), sexual orientation, or any other protected grounds under the British Columbia Human Rights Code, that has the effect of imposing burdens, obligations or disadvantages on an individual or a class of individuals, not imposed upon others or which withholds or limits access to opportunities, benefits, and advantages available to other individuals or classes of individuals.

**(b) WORKPLACE HARASSMENT**

Workplace Harassment includes engaging in a course of vexatious comment or behaviour against an individual in a workplace where such behaviour is known or ought reasonably to be known to be unwelcome.

Workplace harassment includes sexual harassment, such as:

- (i) engaging in a course of vexatious comment or conduct against an individual in a workplace because of sex, sexual orientation, gender identity or gender expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome; and**

- (ii) making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the individual and the person knows or ought reasonably to know that the solicitation or advance is unwelcome.

Workplace harassment also includes all other forms of harassment that are prohibited under applicable human rights legislation.

- (i) displaying or circulating offensive pictures or materials;
- (ii) making remarks, jokes or innuendo that demean, ridicule, humiliate, intimidate, or offend;
- (iii) sending or making offensive or intimidating emails, texts, or phone calls;
- (iv) making unwelcome sexual flirtation, advances, or propositions, or engaging in any other unwelcome verbal, visual or physical conduct of a sexual nature, including unnecessary touching of an individual, sexually oriented comments or teasing, jokes about gender specific traits, displaying sexually suggestive objects or pictures, sexually explicit or offensive jokes, stories, cartoons, nicknames or comments of a sexual nature; and;
- (v) making unsolicited, unwelcome negative or derogatory comments about a co-worker's/contractor's job performance or artistic creation;
- (vi) bullying

Workplace harassment does not include reasonable action taken by GITD or a supervisor relating to the management and direction of employees or the workplace.

(c) **WORKPLACE VIOLENCE**

Workplace Violence includes the attempted or actual exercise of physical force by a person against an individual in a workplace that causes or could cause physical injury to the individual and any statement or behaviour that a person could reasonably interpret as a threat to exercise physical force against an individual in a workplace.

**4. ARTICLE 8 – JURISDICTION OF WORK**

Amend Article 8.2 (d) to read:

- (d) Lessee Personnel may operate G.I.T.D.-provided systems provided this does not ~~displace the number of workers that have been historically engaged.~~ **reduce required staffing levels as determined by crew minimum and operational requirements.**

**5. ARTICLE 9 – MINIMUM CREWS**

Amend Article 9.3 to read:

No worker shall be required to program more than one control interface at a time, nor operate an additional control interface while programming. ~~No equipment operator shall be required to operate multiple control interfaces at the same time unless they are physically and mentally capable of doing so safely. This does not prohibit a worker from pushing one “go” button on two~~

~~control interfaces simultaneously, provided both are within arm's reach.~~ **Equipment operators may operate multiple control interfaces where such operation is reasonable, within physical reach and does not compromise the safe and effective operation of any system. Determination of appropriate console operation shall be based on the complexity of the systems in use and shall be made by the employer**

**6. ARTICLE 10 – HIRING**

Amend Article 10.3 (c)(iii) and 10.4 to read:

**10.3 (c)(iii)**

**Declined work is not required to be made up by the G.I.T.D. Permanent Part-Time Employees. Notwithstanding the foregoing, any Permanent Part-Time Employee who declines more than fifty percent (50%) of annual engagements shall lose their permanent status and be laid off in accordance with this Agreement.**

~~Declined work does not need to be made up by the G.I.T.D. Permanent Part-Time Employees that decline more than 50% of the annual engagement shall lose their permanent status and be laid off in accordance with this agreement.~~

**10.4 First Right of Refusal**

**Permanent employees shall have first right of refusal for any and all work that becomes available, prior to casual employees being called, and the Employer will endeavor to utilize the permanent employees for additional work outside their expertise, offering them first right of refusal for any work not already taken by another permanent employee.**

**7. ARTICLE 11 – CALLING PROCEDURES FOR CASUAL EMPLOYEES**

8.

Amend Article 11.1 (d) to read:

d) The Union shall dispatch qualified and competent Employees to the G.I.T.D. based upon the Union’s dispatching procedures and policies. **Whenever possible, Local 118 agrees to provide members who self-identify as BIPOC, woman, non-binary and LGBTQIA2S+ for GITD to consider.**

**9. ARTICLE 16 – HOURS OF WORK / MINIMUM WORK SHIFT**

Amend Article 16.2 (c) & Delete Article 16.6 to read:

**16.2 (c)**

Except as otherwise provided in this Agreement, time shall be calculated by the ~~quarter~~ **half** hour so that an Employee shall be paid to the nearest ~~quarter~~ **half** of the hour. Each

~~quarter-half~~ hour period shall begin on the hour or the respective ~~quarter half~~ hour (e.g., at 09:00 or ~~09:15 9:30~~, not ~~09:05 9:15~~ or ~~09:55 9:45~~). **Employees required to remain on duty beyond a thirty (30) minute call-out increment shall be afforded a ten (10) minute grace period for operational wrap-up, reporting, or transition duties. Time exceeding the ten (10) minute grace period shall be compensated at the next applicable thirty (30) minute increment.**

~~16.6 — Fatigue is a safety hazard in the workplace and to manage that risk the Employer shall not schedule Employees to work excessively:~~

~~a) — Examples of excessively fatiguing work schedules include but are not limited to; working in excess of 12 hours in a day or working in excess of 8 consecutive days:~~

~~b) — Where an Employee working a setup run and strike engagement is given time free from work under this clause, the employer may bring in a relief worker to cover the period of that Employee's absence, which shall not exceed either:~~

~~i) — 12 hours in 1 day for excessive work in a day or~~

~~ii) — 1 day in a work week for excessive consecutive days:~~

## **9. ARTICLE 17 – OVERTIME**

Amend Article 17.1, 17.2 & 17.4 to Read:

17.1 All time referred to in this Article 17.1 shall be deemed “time-and-a-half” and paid for at one and one-half (1.5x) the regular time rate of pay. Time-and-a-half under this Article 17.1 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 in any week; only the first 8 hours of a day shall count towards the forty (40) hours;
- ~~c) The first 8 hours worked on a public holiday and the % in lieu of stat pay will not be paid on that day:~~

17.2 All time referred to in this Article 17.2 shall be deemed “double-time” and paid for at double (2x) the regular time rate of pay. Double-time under this Article 17.2 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 (00:00) and eight a.m. (08:00) regardless of start time of work shift;
- b) All time worked in excess of twelve (12) hours in any one day or work shift;
- c) All time worked on the 7<sup>th</sup> or greater consecutive day;

- d) Where a work shift requires work to commence between midnight (00:00) and prior to six a.m. (06:00), all time worked that day;
- e) All time worked ~~in excess of eight (8) hours~~ on a Public Holiday and the % in lieu of stat pay will not be paid on that day.

17.4 The following shall be Public Holidays for the purposes of this Agreement:

- a) New Year's Day
- b) Family Day
- c) Good Friday
- d) Easter Monday
- e) Victoria Day
- f) Canada Day
- g) BC Day
- h) Labour Day
- i) **National Day for Truth and Reconciliation**
- j) Thanksgiving Day
- k) Remembrance Day
- l) Christmas Day
- m) Boxing Day
- n) 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.

#### **10. ARTICLE 22 – SICK DAY BANK**

Amend Article 22.6 to Read:

**22.6 The Employer may request reasonably sufficient proof of illness; however, a medical practitioner's note or similar documentation shall not be required for absences of five (5) consecutive days or less or for the first two (2) instances of sick leave in a calendar year. For absences exceeding five (5) consecutive days or for the third and subsequent instances of sick leave in a calendar year, the Employer may request reasonably sufficient proof, including a medical note where reasonable in the circumstances. The Employer shall not require documentation where it would be unreasonable or impractical to obtain, and self-attestation by the Employee shall be accepted as sufficient proof where appropriate.**

~~The G.I.T.D. reserves the right to require satisfactory proof of illness before any paid sick leave is granted.~~

## **11. ARTICLE 23 HEALTH AND SAFETY**

Amend Article 23 to Read:

**The Employer and the Union recognize the shared responsibility upon the GITD, the Union, and each individual to abide by WorkSafeBC regulations, and all other applicable legislation. It is agreed that the Employer and the Union shall fully cooperate and ensure compliance with GITD's safety rules and practices. It is further agreed by GITD and the Union that WorkSafeBC regulations are the final arbiter of safety regulation.**

### **23.01 Regulatory Compliance**

- (a) The health and safety of all employees is of primary importance, and commitment to the fundamental value of human life must never be taken lightly. Therefore, the Employer has an obligation to each employee to provide safe and healthy working conditions, and to promote positive attitudes toward health and safety within the organization.**
- (b) It is agreed that Part 2 of the BC Workers Compensation Act, and the Occupational Health & Safety Regulation is incorporated into and forms part of this Agreement. The Employer and the Union agree to abide by those provisions unless this Agreement provides otherwise.**
- (c) Under the Act, employees have the following health and safety rights:**
  - (i) the right to know about the dangers in the workplace. The Employer is responsible for providing adequate direction and instruction of workers in the safe performance of their duties.**
  - (ii) the right to participate in workplace health and safety activities through the Joint Health & Safety Committee or Worker Representative.**
- (d) All levels of Management have the responsibility to ensure:**
  - (i) potential health and safety hazards are identified, and appropriate action taken as soon as possible;**
  - (ii) employees have been adequately trained to recognize health and safety hazards, to work safely, and to protect themselves and other employees from occupational illness and injury;**
  - (iii) government regulations are complied with; and,**
  - (iv) Company and industry safe work practices are followed.**
- (e) All employees have a responsibility:**
  - (i) to become familiar with and follow safe work practices;**
  - (ii) to protect themselves and fellow employees from occupational illness and injury;**
  - (iii) to detect and report hazardous conditions and practices to their supervisor or Employer; and,**
  - (iv) to maintain a neat, clean, and safe work environment.**

- (f) All young or new employees shall be provided with the orientation and training as required by Occupational Health and Safety Regulation 3.23.
- (g) The Employer agrees to comply with applicable by-laws and regulations regarding workplace smoking.

**23.02 General Duties of Workers**

**(1) Every worker must**

- (a) take reasonable care to protect the worker's health and safety and the health and safety of other persons who may be affected by the worker's acts or omissions at work, and
- (b) comply with the OHS provisions, the regulations and any applicable orders.

**(2) Without limiting subsection (1), a worker must**

- (a) carry out the worker's work in accordance with established safe work procedures as required by the OHS provisions and the regulations,
- (b) use or wear protective equipment, devices and clothing as required by the regulations,
- (c) not engage in horseplay or similar conduct that may endanger the worker or any other person,
- (d) ensure that the worker's ability to work without risk to that worker's health or safety, or to the health or safety of any other person, is not impaired by alcohol, drugs or other causes,
- (e) report to the supervisor or employer
  - (i) any contravention of the OHS provisions, the regulations or an applicable order of which the worker is aware, and
  - (ii) the absence of or defect in any protective equipment, device or clothing, or the existence of any other hazard, that the worker considers is likely to endanger the worker or any other person,
- (f) cooperate with the joint committee or worker health and safety representative for the workplace, and
- (g) cooperate with the Board, officers of the Board and any other person carrying out a duty under the OHS provisions or the regulations.

**23.03 Health and Safety Representative(s)**

- (a) A Health and Safety Representatives shall be established in accordance with the following:
  - (i) one (1) Worker Representative for the Union, appointed by the Union.
  - (ii) one (1) Employer Representative for the Employer, appointed by the Employer.

- (b) The Worker and Employer Representatives shall have the same duties and functions as a joint health & safety committee, to the extent practicable.**
- (c) The Employer agrees to fully cooperate with the Worker and Employer Representatives and shall provide them with full access for carrying out their inspections, investigations and shall furnish all reports, plans and records pertinent to the work of the Committee.**

**23.04 Other Employer Obligations to Support Committee**

- (1) The Employer must provide the joint committee with the equipment, premises and clerical personnel necessary for the carrying out of its duties and functions.**
- (2) On request of the joint committee, the employer must provide the committee with information respecting**

  - (a) the identification of known or reasonably foreseeable health or safety hazards to which workers at the workplace are likely to be exposed,**
  - (b) health and safety experience and work practices and standards in similar or other industries of which the employer has knowledge,**
  - (c) orders, penalties and prosecutions under the OHS provisions or the regulations relating to health and safety at the workplace, and**
  - (d) any other matter prescribed by regulation.**

**23.05 Health and Safety Education Leaves**

- (a) The Employer shall provide one (1) day of paid educational leave in each year for Worker Representatives to attend Health, Safety and Environmental courses that will enhance the members skills and understanding so that they more effectively participate in health & safety responsibilities.**
- (b) The Employer must provide the educational leave under this Article without loss of pay or other benefits and must pay for, or reimburse the worker for, the costs of the training course and the reasonable costs of attending the course.**
- (c) Aside from the mandatory eight (8) paid hour's annual training for each Committee member as required by WorkSafeBC, payment to attend seminars and/or upgrading on health and safety mater relevant to the workplace will be subject to the agreement of the Employer.**

**23.06 Representatives Recommendations**

**The Employer shall respond in writing within twenty-one (21) working days, to any formal recommendation of the Worker Representatives.**

### **23.07 Unresolved Safety Issues**

**The Workers Representatives may refer unresolved safety issues to the Joint Labour/ Management Committee for possible resolution. This provision does not limit any right to seek a resolution from WorkSafeBC.**

### **23.08 Investigations**

- (a) The Representatives shall accompany all government inspectors during inspections and investigations.**
- (b) In the case of a fatality or serious injury arising from an incident or condition at work, the Union shall be notified immediately and one (1) of its representatives shall join the Health and Safety Representative's' investigation at the workplace.**

### **23.09 Reporting Unsafe Conditions**

**The Occupational Health and Safety Regulation requires that whenever a person observes what appears to be an unsafe or harmful condition or act, the person must report it as soon as possible**

**to a supervisor or to the Employer, and the person receiving the report must investigate the reported unsafe condition or act and must ensure that any necessary corrective action is taken without delay.**

### **23.10 Right to Refuse Unsafe Work**

**It is recognized that every employee has the right to refuse work if they have reasonable cause to believe that to perform the work would create undue hazard to the health or safety of any person. For the purpose of this Article, all rules, procedures and outcomes will be as outlined in Section 3.12 of WorkSafe B.C. Occupational Health and Safety Regulation which are as follows:**

- (a) A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.**
- (b) A worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to Article 23.08(a) must immediately report the circumstances of the unsafe condition to their supervisor or Employer designate.**
- (c) A supervisor or Employer designate receiving a report made under Article 23.08(b) must immediately investigate the matter and:**
  - (i) ensure that any unsafe condition is remedied without delay, or**
  - (ii) if in their opinion the report is not valid, must so inform the person who made the report.**

**(d) If the procedure under Article 23.08(c) does not resolve the matter and the worker continues to refuse to carry out the work process or operate the tool, appliance or equipment, the supervisor or employer must investigate the matter in the presence of the worker who made the report and in the presence of:**

- (i) a worker member of the joint committee.**
- (ii) a worker who is selected by a trade union representing the worker, or**
- (iii) if there is no joint committee or the worker is not represented by a trade union, any other reasonably available worker selected by the worker.**

**(e) If the investigation under Article 23.08(d) does not resolve the matter and the worker continues to refuse to carry out the work process or operate the tool, appliance or equipment, both the supervisor, or the Employer designate, and the worker must immediately notify an Occupational Safety officer, who must investigate the matter without undue delay and issue whatever orders are deemed necessary. If the Occupational Safety Officer deems the work is safe to perform the work will be performed.**

**23.11 Reassignment of Work**

**(a) If a worker refuses work under Article 23.08, the Employer must not require or permit another worker to do the refused work unless:**

- (i) the matter has been resolved under Article 23.08(c), (d), or (e), or;**
- (ii) the Employer has, in writing, advised the other worker and a person referred to in Article 23.08(d)(i), (ii) or (iii) of all of the following:**

- 1. the refusal;**
- 2. the unsafe condition reported under Article 23.08(b);**
- 3. the reasons why the task would not create an undue hazard to the health and safety of the other worker or any other person;**
- 4. the right of the other worker under Section 3.12 to refuse unsafe work**

**(b) Employees who are due to work on a scheduled work period or shift after a shift during which there has been a stoppage of work arising from a work refusal, are deemed, for the purpose of calculating wages and benefits, to be at work during their work period or shift.**

**23.12 No Discriminatory Action:**

**(a) A worker must not be subject to discriminatory action as defined in Section 150 of Part 3 of the Workers' Compensation Act because the worker has acted in compliance with Section 3.12 or with an order made by an officer.**

- (b) Further to the provisions of Section 3.12 of the Occupational Health and Safety Regulation, a worker may refuse to perform any work activity which they have reason to believe is likely to endanger someone.

#### **23.13 Cessation of Work**

Any one or all employees working in the immediate proximity when a fatal accident has occurred may, without discrimination, refrain from working the balance of the shift.

#### **23.14 Notification of Injury or Illness**

- (a) Any employee suffering an injury or illness while at work must report immediately to First Aid and/or the Employer as soon as possible.
- (b) The Workers Health and Safety Representative shall be notified immediately of each injury or illness.

#### **23.15 Injured Employee - Daily Earnings**

- (a) Where an employee is injured on the job to the extent that they are required to obtain treatment at a medical facility or doctor's office, and the doctor recommends that the employee not return to work on that day, the Employer shall maintain the employee's normal daily earnings for the day of injury.
- (b) The Employer shall provide transportation at no cost to the employees if medical treatment is required.

#### **23.16 First Aid Training**

- (a) The Employer understands the importance of having qualified First Aid attendants and, therefore, upon an employee's request, the Employer will provide the employee with the opportunity to complete First Aid training leading to a recognized certification, subject to operational requirements, course availability, and reasonable limits on class size.
- (b) The Employer will pay the reasonable tuition, materials, and examination/certification fees for the approved course.

#### **23.17 Duty to Accommodate**

- (a) The Employer and the Union recognize the legal obligations associated with the duty to accommodate and commit to accommodate bargaining unit employees as provided herein. All employee related legislation is considered as incorporated into the Collective Agreement.
- (b) The central purpose of the duty to accommodate in employment is to promote, within the bounds of reason, the ability of individuals to fairly and equally participate in the workplace through the elimination of the discriminatory effects of workplace standards.

**(c) Accommodation is that which is needed in the circumstances to avoid discrimination and may require modification of job duties, work schedules, policies, procedures, equipment, or the workplace environment itself. It may also entail providing leaves of absence, training, transfers, and/or bundling of duties, among other things. The duty to accommodate is limited only by the standard of undue hardship, which is to be assessed on a case-by-case basis having regard to various factors.**

**(d) The Employer, Union and the employee will work together co-operatively to provide a reasonable accommodation to the point of undue hardship.**

### **23.18 Certifications**

Any employee hired to perform job functions where a certification is required by government regulation (such as: Forklift Operator, Lift Operator, Electrician, etc.) shall be certified, and the Employee shall provide proof of certification to the G.I.T.D.

### **23.19 Working Alone**

Employees shall not be required to work alone. If a rental client is unable to provide someone to stay with the technician until the lock up procedure is completed, another venue staff member must be present to ensure safety.

### **23.20 Working Alone Notice**

The G.I.T.D. must ensure that rental clients are notified of and agree to Article 23.19 upon confirmation of booking.

~~23.1 The Union and the G.I.T.D. shall cooperate in improving rules and practices that will provide protection from injury to all persons.~~

~~23.2 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.~~

~~23.3 Safety procedures will be followed and safety equipment provided by the G.I.T.D. will be used by the Employees.~~

~~23.5 Outstanding safety issues will be resolved by the Labour/Management Committee.~~

~~23.6 An Employee having to cease work due to a compensable injury shall be paid by the G.I.T.D. for the full work shift for which they were called on the day of the injury.~~

~~23.7 The G.I.T.D. will comply with the Worksafe B.C. Industrial Health and Safety Regulation. The G.I.T.D. shall carry such Workers' Compensation Coverage as is required by law.~~

## 10. ARTICLE 31 – TRAINING TIME

Add Articles 31.3 & 31.4:

### **31.3 GITD agrees to contribute to the IATSE Entertainment and Exhibition Industries Training Trust Fund:**

- (i) CAD \$1,000.00 by June 30th, 2026;**
- (ii) CAD \$1,000.00 by June 30th, 2027; and**
- (iii) CAD \$1,000.00 by June 30th, 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.**

### **31.4 Diversity Training**

**All GITD employees may be required to complete diversity and/or sensitivity training at the discretion of GITD management. The cost of the training will be covered by the GITD and the employee will be compensated for their time as per the minimum work shift requirements laid out in this agreement (Article 16). Failure to comply or complete this training to the satisfaction of GITD management may result in disciplinary action as per the disciplinary procedure laid out in this agreement (Article 27.3).**

**11. SCHEDULE A – WAGE RATES**

**Schedule A - Wage Rates**

Pay Grade	Function*	Jan 1 2025	Jan 1 2026	Jan 1 2027
			11.87%	3.23%
1	Helps advance technical needs, develops policy and works as a G.I.T.D. technician.	\$27.71	<b>\$31.00</b>	<b>\$32.00</b>
			14.77%	2.5%
2	supervises, leads, instructs, or directs the workflow of other G.I.T.D. or lessee workers	\$26.14	<b>\$30.00</b>	<b>\$30.75</b>
			15.54%	2.59%
3	works alone or works self-directed, may act as a liaison with lessees.	\$25.10	<b>\$29.00</b>	<b>\$29.75</b>
			16.42%	2.68%
4	technical theatre workers not included in other paygrades, Works as directed	\$24.05	<b>\$28.00</b>	<b>\$28.75</b>
5	<del>program and/or operate an audio console for events where the number of audio sources/inputs is 11 or greater</del>	<del>\$36.24</del>	<del>\$X.XX</del>	<del>\$X.XX</del>
6	<del>program and/or operate an audio console for events where the minimum number of audio sources/inputs is 7 and the maximum number of audio sources/inputs is 10</del>	<del>\$31.58</del>		

\* Functions are not job titles; job titles are within management rights. The Employer may create positions and job titles, the paygrade for such new positions and titles shall be agreed to with the Union. If no agreement can be reached the matter will be referred to the Joint Labour/Management Committee for resolution.

**Hair, Make-Up & Wardrobe Kit Rentals:**

<b><u>Sewing machine</u></b>	<b><u>\$75/day</u></b>
<b><u>Commercial steamer</u></b>	<b><u>\$75/day</u></b>
<b><u>Iron and ironing board</u></b>	<b><u>\$50/day</u></b>
<b><u>Extensive sewing kit*</u></b>	<b><u>\$50/day</u></b>
<b><u>Hair and make-up kit</u></b>	<b><u>\$100/day</u></b>

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

**Signed on Behalf of:**

G.I.T.D.


  
\_\_\_\_\_  
Signature

James 'Wolf' Kokol  
Name

Event Production and Operations Coordinator  
Title

May 12, 2026  
Date

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

  
\_\_\_\_\_  
Signature

Joe Sawan  
Name

Business Agent  
Title

Friday, May 8th, 2026  
Date