



INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES LOCAL 118 – VANCOUVER, CANADA

Memorandum To Cultch FOH Employees

Date: August 9th, 2021

To: FOH Employees of the Vancouver East Cultural Centre (The Cultch) covered by the IATSE Local 118 Front of House (FOH) Collective Agreement

From: IATSE Local 118 Financial Secretary-Treasure | Alex Livland

Regarding: IATSE membership requirement for employment at the Cultch

Dear Brothers, Sisters and Kin,

It has come to the attention of the IATSE Local 118 that there has been some past miscommunication from the Union to Employees of the Clutch with respect to obligations of membership in IATSE Local 118 for Employees covered by the Cultch Front of House Collective Agreement. I write today to apologize on behalf of IATSE Local 118 for this misunderstanding and to advise that the Union will be welcoming all Cultch FOH Employees into membership immediately as well as offering membership to all new hires of the Cultch FOH team as of the date any new employee passes probation.

Per Article 45.1 of the FOH Collective Agreement, all employees of the FOH Bargaining Unit are required to take IATSE FOH/Special Department Membership as a condition of Employment.

ARTICLE 45 UNION DUES

45.1 All Employees in the Bargaining Unit shall become and remain members in good standing with the Union as a condition of employment with the Employer. All new hires must also become a member of the union and remain a member in good standing as a condition of employment

Benefits of Membership

The universal benefit to belonging to a union is the strength in numbers with one's fellow workers. All workers benefit from the ability to speak, act, and stand together. By having membership in IATSE Local 118 you gain access to the following;

- Ability to attend union meetings and have your voice heard. The Union is governed by its members who collectively make decisions on policies,



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- procedures and the future of IATSE Local 118.
- Ability to join committee such as the (Pride, Young Workers, Training, Organizing, anti-racism)
 - Ability to vote on the leadership of the Union and to run as a candidate. Elections are held each year for rotating 3 year positions on the Executive Board.
 - Ability to join the IATSE Local 118 Health and Welfare plan which all employees currently pay into.
 - Participation in the collective bargaining process to improve your workplace.
 - A sense of community with other individuals of the live event industry who are working together for a common purpose.
 - Access to Training opportunities and the IATSE Local 118 training reimbursement program where individuals can be reimbursed for 50% of the cost of a training course or certification exam (examples: serving it right, WHMIS, OFA, etc)

What does IATSE Local 118 need from you?

We will need you to contact the IATSE Local 118 office and arrange an appointment to fill out membership paperwork. Appointments can be scheduled by emailing office@iatse118.com or by phone 604-685-9553.

(Covid protocols are in place and appointments will be socially distant. Visitors to the office are required to wear a mask)

Are there costs associated with becoming a member of IATSE Local 118?

Yes, there are costs associated with membership in IATSE Local 118 they are outlined below.

Application fees *****WAIVED*****

Application fees are set by the membership, as stipulated in the Local's Constitution and Bylaws, to cover the cost of processing applications. Application fees for IATSE FOH/Special Department membership are \$20. \$10 goes to Local 118 and \$10 is sent to IATSE International in New York to process the application.

However, The IATSE Local 118 Executive has decided to cover the cost of all application fees for current FOH Employees of the Cultch as long as they apply for membership before January 1st 2021.



Union Dues

IATSE Local 118 collects dues from individuals working under IATSE Local 118 Agreements. Dues are used to fund the operations of the local, which allows the Union to represent its members in the workplace. the two ways dues are collected are;

Working dues: Working dues are assessed to each employee and are deducted off of your paycheck. For FOH/Special Department members these dues are assessed at 2% of gross earnings. This has been happening for all FOH employees since your date of hire. There will be no changes to this once you have been admitted into membership.

Quarterly dues: Quarterly dues are assessed to each Union member at the start of each quarter (Jan 1st, April 1st, July 1st, Oct 1st). for FOH/Special Department Members Minimum dues are \$15 a quarter or \$60 for the year

As FOH/Special Department Employees at the Cultch you are required to maintain good standing with IATSE Local 118 and ensure you have paid your quarterly dues prior to the start of each quarter. Members receive dues statements showing any upcoming dues owed prior to the start of each quarter. Failure to maintain good standing could result in suspension from membership which would make you ineligible to work at the Cultch until your good standing is restored.

Ways to pay your quarterly dues

Quarterly dues can be paid by Cheque, Credit Card, E-transfer (email dues@iatse118.com and use password 118dues) or members can be set up on the Pre-Authorized Debits (PAD) automatic bank withdrawal system.

Can I take stage/wardrobe work offered by IATSE Local 118 as a FOH/Special Department Member?

Yes! As a FOH/Special Department member you are eligible to be dispatched for stage work for any category of work you have been qualified for. FOH/Special Department members get preference and are offered work before overhires (permittee) when filling stage work calls when there are no stage members available. To be added to the FOH/Special Department Stage call list please email businessagent@iatse118.com. FOH/Special Department members may also transfer to Stage Membership if they meet the Stage Membership criteria outlined in the Constitution and By-Laws.



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What happens if I leave my position at the Cultch?

For FOH/Special Department Members, Union membership is contingent on employment at an organization covered by an IATSE Local 118 Front of House agreement. If you are to leave your position at the Cultch (other than temporary layoff) your membership in IATSE Local 118 will automatically end at the end of the current quarter. You will no longer be required to pay quarterly due and will be considered to have left IATSE Local 118 membership with honorable status.

I have been employed at the Cultch for many years without being a member, do I have to take membership?

I understand there could be some frustration especially from individuals who have worked at the Cultch for many years. However this oversight needs to be corrected within a reasonable timeline as it is a condition of Employment in the Collective Agreement as well as a requirement in the Constitution and By-Laws of IATSE Local 118. Therefore Cultch FOH Employees will have until **December 31st, 2021** to apply for membership. After this date individuals who have not applied will be prohibited from working at the Cultch until they obtain union membership.

Should you have any questions about the requirement to take FOH/Special Department Membership. Please feel free to contact Financial Secretary-Treasurer Alex Livland at the information below. you can also find out more information on our website at www.iatse118.com

In Solidarity

Alex Livland

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