

**Introduction:**

This report intends to summarise the GITD / IATSE local 118 Collective bargaining agreement (CBA) for GITD technical theatre workers (Employees) and members of the Local. It does not articulate every clause, condition or term of the CBA. You may hold a different perspective than the committee on what gains and compromises have been made. To analyze the particulars of the CBA in detail please refer to the Local website contract ratification page or [<click here>](#)

**Highlights / Executive Summary:**

Initial wages: \$23.23 / \$24.24 / \$25.25 / \$26.77\*/ 30.50\*\*/\$35.00\*\*

\* This wage is for a permanent position that the GITD is calling a “Venue Technical Coordinator”. It’s similar in function to an ATD who also is a working crew chief/head technician

\*\* Rates for Audio Engineers (see below)

Bargaining was long but amicable.

The Bargaining committee is recommending the Bargaining Unit (BU) accept (vote yes on) the collective bargaining agreement

**Gains, Concessions and the third kind of thing:**

[ ] indicates the location of a provision within the CBA. The items listed are in comparison to conditions *at the time of certification*. Credit where it is due: some listed gains were voluntary Employer actions.

Gains:	Concessions:
<ul style="list-style-type: none"> <li>+ Employees shall not perform certain non-technician jobs [8]</li> <li>+ Minimum crew levels and crew ratios to lessee theatre technicians. [9]</li> <li>+ Permanent Employees [10]</li> <li>+ first right of refusal for GITD stage roster [10]</li> <li>+ Casual calling through Local [11]</li> <li>+ Severance pay and temporary medical coverage for laid-off permanent employees [13]</li> <li>+ Minimum notice of shift cancellation [14]</li> <li>+ setup run and strike provision [15]</li> <li>+ Fatiguing work protection [16]</li> <li>+ Double time for 7th or greater consecutive day [17]</li> <li>+ Pay in lieu of stat pay [17]</li> <li>+ Federal stat holidays [17]</li> <li>+ Better than ESA Vacation pay for permanent employees [18]</li> </ul>	<ul style="list-style-type: none"> <li>- Non-union personnel may do technical theatre work under certain conditions [8]</li> <li>- Work is not departmentalized.</li> <li>- Unpaid meal break permitted within 3 hours of last unpaid meal break [19]</li> <li>- 1 worker may be required to remain on duty at job site during 30 min (paid) break, if given advance notice [19]</li> <li>- No sunday premium [17]</li> </ul>

Report on GITD bargaining gains and concessions as of 02 Jan 2023

- + Only 1 unpaid break in an 8 hour period [19]
- + Meal break infringement premium [20]
- + Better than ESA leaves of absence [21]
- + Sick day provisions [22]
- + Employees shall not work alone [23]
- + Partial Cost of Living Adjustment [25]
- + Employer contributions to Local's RRSP and Health & Welfare program [26]
- + Informal discipline option [27]
- + Employee Training [31 & 32]
- + Paygrade for Audio Engineers [Sched A]
- + Base wages increased by \$3/hr (13%-15%) since the time of certification [Sched A]

The third kind: (both/neither/unclear)

- Persons working under another IATSE CBA may do theatre technician work (e.g.: Carousel Theatre workers, 891 workers, Fringe) [8]
- Traditionally closed religious or ceremonial practices may occur without the crew in the room where the closed practice is occurring (cultural accommodation piece) [8]
- Employees may do work outside the jurisdiction of work under certain conditions [8]
- Splitting of the "engagement for run" between multiple technicians is permitted in certain circumstances [15]
- reduced pay increase until employer reaches 5% RRSP and 5% H&W contributions [24, Sched A]
- partially increased annual pay increases in exchange for partial Cola [25 / Shed A]
- Employee RRSP contribution [24], no Employee H&W contribution
- GITD will not tour, produce or co-produce. [LOA]
- building facilities work is not part of the jurisdiction of work [LOA]

**Misc stats:**

- 2 May 2019 - Certification:
- 5 Aug 2020 - 1st bargaining session:
- 01 Jan 2023? - Bargaining complete
- 29 - Months spent in bargaining
- 75 - Approximate Hours Spent bargaining
  - 55 since 7 Jan 2021
  - 20 before 7 Jan 2021
- 250 - Approximate Hours of Committee Work
  - 150 since 7 Jan 2021
  - 100 before 7 Jan 2021
- 55 - CBA Flesch Readability score  
text is likely to be understood by a reader who has at least a 9th-grade education (age 15). Approximately 10,600 words