

Memorandum Of Agreement

Between

Ballet British Columbia

And

I.A.T.S.E Local 118

1. Term

The term of the Agreement is from July 1st, 2022 – June 30th, 2028.

2. Article 9 - CANCELLATION OF CALL

Amend Article 9.1 to read:

9.1 The Employer shall cancel a call by notifying the Business Agent of cancellation prior to twenty-four (24) hours before the time of call. In the event such notice is not given to the Business Agent prior to that time, then, unless the Union consents to such cancellation, the Employer shall pay to the Employees designated by the Business Agent to fill the call an amount equal to that remuneration which the Employees would have earned through four (4) hours of work at normal time in their respective work categories. If the time of a call is extended without prior notice of twenty-four (24) hours before the original time of call and if the call is subsequently cancelled, then this Article 9 shall be applied with reference to the original time of call.

3. Article 11 - Overtime

Amend Article 11.3 to read:

11.3

- a. All time worked on a Public Holiday shall be paid for at double the straight time rate of pay.
- b. When a Public Holiday falls on a Sunday the next day shall be paid as a Sunday, per article 11.1 (c).

c. The following shall be Public Holidays for the Purposes of this Agreement:

- i. New Year's Day
- ii. Family Day
- iii. Good Friday
- iv. Victoria Day
- v. Canada Day (Dominion Day)
- vi. B.C. Day
- vii. Labour Day
- viii. National Day for Truth and Reconciliation
- ix. Thanksgiving Day
- x. Remembrance Day
- xi. Christmas Day
- xii. Boxing Day
- xiii. 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.

4. Article 26.8

Amend Article 26.8 to read:

The second person called in any department shall be called as an assistant. They will be engaged for the “run of show” (per Article 6) if they are part of the show crew, having duties during the run. Otherwise, they may be called as assistant just for load-in, load-out, and/or any work calls outside of the run.

- a) The second person called in the Carpentry department may be called as Head Fly, in which case the third person for that department shall be called as an assistant.
- b) Additional people in the Video Department may be called as Camera Operators or Live Stream Operators, in which case the first person called after the Camera Operators or Live Stream Operators shall be called as an assistant.
- c) Additional people in the Electrics Department may be called as Followspot Operators, in which case the first person called after the Followspot Operators shall be called as an assistant.
- d) For any new Special Operator positions that are created 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.”

And add “Head Rigger to Schedule “A” below Head Wardrobe & Switcher Operator, Robo Operator, Shader Operator, Playback Operator & Livestream Operator” to Schedule “A” below Camera Operator.

5. Article 27.2

Amend Article 27.2 to read:

MINIMUM CREW shall be 4 Heads of Department (Head Carpenter, Head Electrician, Head Sound, and Head Props). If any other Departments are activated, a Head shall be called for that Department. A sufficient number of crew shall be called to carry out the duties required for the production. The Employer's Production Manager, or other designated management representative, shall communicate production needs to the Union with sufficient advance notice for a call to be prepared."

6. Wage Rates and Schedule "A"

Wage Rates and Schedule "A" to be adjusted as follows:

Year 1: July 1, 2022 = +4.5% (equal to CPI change, no COLA at end of year)

Year 2: July 1, 2023 = +2.7% (equal to CPI change, no COLA at end of year)

Year 3: July 1, 2024 = +3.0% (end of year COLA calculation per Article 25)

Year 4: July 1, 2025 = +2.5% (end of year COLA calculation per Article 25)

Year 5: July 1, 2026 = +2.0% (end of year COLA calculation per Article 25)

Year 6: July 1, 2027 = +2.0% (end of year COLA calculation per Article 25)

Schedule "A" - Wages

Increase:	4.5%	2.7%	3.0%	2.5%	2.0%	2.0%
Effective Date:	July 1st, 2022	July 1st, 2023	July 1st 2024	July 1st, 2025	July 1st, 2026	July 1st, 2027
POSITION:						
HEAD CARPENTER	\$ 45.89	\$ 47.13	\$ 48.54	\$ 49.75	\$ 50.75	\$ 51.77
HEAD ELECTRICIAN	\$ 43.46	\$ 44.63	\$ 45.97	\$ 47.12	\$ 48.06	\$ 49.02
HEAD FLY	\$ 43.46	\$ 44.63	\$ 45.97	\$ 47.12	\$ 48.06	\$ 49.02
HEAD PROPERTIES	\$ 43.46	\$ 44.63	\$ 45.97	\$ 47.12	\$ 48.06	\$ 49.02
HEAD SOUND	\$ 43.46	\$ 44.63	\$ 45.97	\$ 47.12	\$ 48.06	\$ 49.02
HEAD WARDROBE	\$ 43.46	\$ 44.63	\$ 45.97	\$ 47.12	\$ 48.06	\$ 49.02
HEAD VIDEO	\$ 43.46	\$ 44.63	\$ 45.97	\$ 47.12	\$ 48.06	\$ 49.02
CAMERA OPERATOR	\$ 43.46	\$ 44.63	\$ 45.97	\$ 47.12	\$ 48.06	\$ 49.02
SWITCHER OPERATOR	\$ 43.46	\$ 44.63	\$ 45.97	\$ 47.12	\$ 48.06	\$ 49.02
ROBO CAM OPERATOR	\$ 43.46	\$ 44.63	\$ 45.97	\$ 47.12	\$ 48.06	\$ 49.02
SHADER OPERATOR	\$ 43.46	\$ 44.63	\$ 45.97	\$ 47.12	\$ 48.06	\$ 49.02
PLAYBACK OPERATOR	\$ 43.46	\$ 44.63	\$ 45.97	\$ 47.12	\$ 48.06	\$ 49.02
LIVE STREAM OPERATOR	\$ 43.46	\$ 44.63	\$ 45.97	\$ 47.12	\$ 48.06	\$ 49.02
PROJECTIONIST	\$ 43.46	\$ 44.63	\$ 45.97	\$ 47.12	\$ 48.06	\$ 49.02
HEAD WAREDOBE	\$ 43.46	\$ 44.63	\$ 45.97	\$ 47.12	\$ 48.06	\$ 49.02
HEAD HAIR	\$ 43.46	\$ 44.63	\$ 45.97	\$ 47.12	\$ 48.06	\$ 49.02
HEAD RIGGER	\$ 59.77	\$ 61.38	\$ 63.22	\$ 64.80	\$ 66.10	\$ 67.42
FOLLOW SPOTS	\$ 41.11	\$ 42.22	\$ 43.49	\$ 44.58	\$ 45.47	\$ 46.38
ASSISTANT CARP	\$ 40.44	\$ 41.53	\$ 42.78	\$ 43.85	\$ 44.73	\$ 45.62
ASSISTANT ELECTRICIAN	\$ 40.44	\$ 41.53	\$ 42.78	\$ 43.85	\$ 44.73	\$ 45.62
ASSISTANT FLY	\$ 40.44	\$ 41.53	\$ 42.78	\$ 43.85	\$ 44.73	\$ 45.62
ASSISTANT PROPS	\$ 40.44	\$ 41.53	\$ 42.78	\$ 43.85	\$ 44.73	\$ 45.62
ASSISTANT SOUND	\$ 40.44	\$ 41.53	\$ 42.78	\$ 43.85	\$ 44.73	\$ 45.62
ASSISTANT VIDEO	\$ 40.44	\$ 41.53	\$ 42.78	\$ 43.85	\$ 44.73	\$ 45.62
GROUND RIGGER	\$ 40.44	\$ 41.53	\$ 42.78	\$ 43.85	\$ 44.73	\$ 45.62
GRIPS	\$ 38.27	\$ 39.30	\$ 40.48	\$ 41.49	\$ 42.32	\$ 43.17
DRESSER	\$ 38.27	\$ 39.30	\$ 40.48	\$ 41.49	\$ 42.32	\$ 43.17
CAR LOADER	\$ 45.89	\$ 47.13	\$ 48.54	\$ 49.75	\$ 50.75	\$ 51.77
HIGH RIGGER	\$ 59.77	\$ 61.38	\$ 63.22	\$ 64.80	\$ 66.10	\$ 67.42

Signed on behalf of:
Ballet BC



Signature

Kathy MacKenzie

Name

Managing Director

Title

December 9, 2024

Date

on behalf of:
I.A.T.S.E Local 118



Signature

Joe Sawan

Name

Business Agent

Title

November 13th, 2024

Date