



I.A.T.S.E. LOCAL 118

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

Dec 3rd, 2024

2024 Union Counter Proposals The Cultch - Stage - I.A.T.S.E. Local 118

Proposal 3

ARTICLE 30 WORK WEEK SCHEDULE

30.5 Split Shifts: Split shifts, which are defined as any shift that has a break longer than one hour, may be scheduled by the Employer provided that:

- (a) no shift of less than 6 hours may be split;
- (b) no segment of a split shift may be less than 2 hours in length;
- (c) no shift may be split more than once; ~~and~~
- (d) all split shifts must be worked within a twelve (12) hour period; ~~and~~
- (e) at least one segment of a split shift must result in a minimum four (4) hours of pay**

Agreed	Employer to Counter	Union to Counter	Tabled	Withdrawn	Impasse
X					

Handwritten initials and signature: HP LM



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Proposal 4

June 1st 2024 - 3%,

June 1st 2025 - 3%,

June 1st 2026 - 3% with a cost of living adjustment for the period of June 1st 2025-May 31st 2026 should the Stats Can CPI for Vancouver (all items) rise above 3%, with the additional increase capped at 1% for a total increase that does not exceed 4%. The calculation shall be an average of all months over that period.

The addition of an "Install Technician" wage scale split between grip and venue, with the intention that this position be a supervised, a qualified grip position, with a new skill list curated by the employer.

The removal of the "intern" wage scale.

Agreed	Employer to Counter	Union to Counter	Tabled	Withdrawn	Impasse
X					

HR LM



Proposal 5

ARTICLE 36 OVERTIME AND TIME BANK

36.5 Overtime will be calculated at two (2) times the straight time rate for the following categories which are mutually exclusive:

...

(e) all time worked on the seventh consecutive day worked, and all subsequent consecutive days worked until a day off is given. ~~Should the total consecutive number of days worked exceed 10, then the overtime rate shall continue until two consecutive days off are given, after which, for the purpose of calculating overtime, the count of days worked shall be reset to zero.~~

CONCESSIONS:

ARTICLE 35 DAYS OFF

35.1 All Employees shall be entitled to receive a minimum of one (1) day off per work week. A day off shall be defined as a period of **thirty-two (32) hours.** ~~twenty-four (24) hours plus the turn-around period of ten (10) hours for a total of thirty four (34) hours.~~

ARTICLE 24 ASSIGNMENT OF DUTIES, RESPONSIBILITIES AND JURISDICTION

24.10 **Temporary/Casual and Part-time Seasonal** Employees shall be contracted for the setup, run and strike of the production for which they are employed, and Employees shall be employed in the categories of work for which they were called. An Employee that works the setup or strike shall work the entirety of that setup or strike. When a setup and strike fall on the same day, Employees that work the setup shall also work the strike.

Agreed	Employer to Counter	Union to Counter	Tabled	Withdrawn	Impasse
X					

LM



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Proposal 6

ARTICLE 46 HEALTH & WELFARE AND PENSION PLANS

~~46.1 Health Plan Contributions: The Employer will pay the following premium into the Union Health and Welfare Trust Fund: Six percent (6%) of Employee's earnings. Earnings shall include Vacation and Holiday pay for each Employee.~~

~~46.2 Registered Savings Plan, Employer Contribution: In addition to the above the Employer shall contribute and remit to the Union R.R.S.P. Plan, four percent (4%) of Employee's earnings. Earnings shall include Vacation and Holiday pay for each Employee.~~

~~46.3 Registered Savings Plan, Employee Contribution: The Employer will deduct an amount equal to that detailed in section 46.2 for every Employee employed under this Agreement and remit same to the I.A.T.S.E. Local 118 R.R.S.P. Plan.~~

46.1 Health and Welfare Plan

The employer will contribute and remit to the I.A.T.S.E. Local 118 Health and Welfare Trust Account six percent (6%) of the employee's earnings, including Vacation and Holiday Pay.

46.2 Retirement Savings Plan Employer Contribution

The Employer will contribute and remit to the I.A.T.S.E. Local 118 Savings Trust Account **four percent (4%)** of I.A.T.S.E. Local 118 member's earnings including Vacation and Holiday Pay for deposit to the individual Employees' retirement savings accounts.

46.3 Retirement Savings Plan Member Contribution

The Employer will deduct and remit to the I.A.T.S.E. Local 118 Savings Trust Account **four percent (4%)** of I.A.T.S.E. Local 118 member's earnings including Vacation and Holiday Pay for deposit to the individual Employees' retirement savings accounts.

NEW ARTICLE

46.4 Retirement Savings Employer Contribution - Non-members

The Employer will pay to Employees who are not members of I.A.T.S.E. Local 118 **four percent (4%)** of the employee's earnings including Vacation and Holiday Pay.

Agreed	Employer to Counter	Union to Counter	Tabled	Withdrawn	Impasse
X					

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Proposal 7

ARTICLE 51 DURATION OF AGREEMENT

51.1 This Agreement shall be effective from ~~June 1, 2021, until May 31, 2024~~ June 1, 2024
until May 31, 2027, both dates inclusive.

Agreed	Employer to Counter	Union to Counter	Tabled	Withdrawn	Impasse
X					

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