

Aug 31st changes

17.2 Notification of IATSE 118 Dispatch:

- (a) A call shall be made as soon as possible, but not less than one hundred and twenty (120) hours prior to the time of the call, unless the Employer does not have sufficient information to set the call.
- (b) The Employer shall advise the IATSE 118 Dispatch of the time of the call, the number of persons required, the category of work for each person, the approximate times and lengths of meal breaks, and the approximate duration of the call.
- (c) If the Employer wishes specific persons:
 - (i) To act in the capacity of Crew Chief, a list of the members of the Union that the Employer wishes to employ, including alternates, will be given to the Calling Steward at this time.
 - (ii) By mutual agreement between the Employer and the Union: when construction of a production requires specialized skills, the Employer may name request specific members of the bargaining unit or of the Union. It is understood that the person hired under this provision shall be paid as per the job category for which they are hired.
 - (iii) When a production is being re-mounted within Metro Vancouver the Employer may name request that the bargaining unit members who have filled the running crew positions on the previous production be hired, based upon seniority. It is understood that the person hired under this provision shall be paid as per the job category for which they are hired.
 - (iv) The Union shall endeavor to accommodate the Employer's request.
 - (v) If less than one hundred and twenty (120) hours notice is given for a call, then subsection 17.2 (c) of this Article shall not apply, and nothing shall require the Calling Steward or the Union to supply the specific person or persons requested.
 - (vi) To replace a Regular Employee (Full Time or Part Time) who is on a leave of absence (personal or medical) or on holidays, a list of the members of the Union that the Employer wishes to employ will be given to the calling Steward at this time. It is understood that the person hired under this provision shall be paid at the wage rate of the person they are replacing, but the hours of employment will be as required.

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34.7 For all eligible Employees as defined in Article 41.6:

When a week contains a Statutory Holiday, the references to the hours in 34.6 shall be reduced by eight (8) hours for each Statutory Holiday in that week. The hours the Employee works on the Statutory Holiday are not counted when calculating the Employee's overtime for that week.

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37.1 Runouts:

A Runout shall be the classification for any Arts Club Theatre Production that plays in non-Arts Club Theatre venues within Metro Vancouver and/or up to two (2) out of town location where overnight stay is required (not to exceed three nights out of town). When more than three nights out of town stay is required, the Employee shall be guaranteed a minimum of forty (40) hours employment per week for the week that they are out of town.

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40.5 Should a Statutory Holiday occur while an Employee is on vacation the Employee shall receive an additional day off with pay.

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42.1 After three (3) months employment, Full Time and Part-Time Regular Employees, who work on average twenty (20) hours per week, will be provided with up to ten (10) paid days off per fiscal year. These days do not accrue and are not owed to the Employee, should they not be used during the year. These days can be used as follows:

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(a) Physical Illness and Mental Health

If an absence due to emergency illness goes beyond three (3) consecutive days additional days off are required to recover, the Employer will ask for a medical note to be supplied from a doctor stating the reason for the absence and indicating the projected date of return to work. The cost of the provision of a medical note is the responsibility of the Employee.

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(b) Planned Medical / Dental Appointments

It is possible to take planned personal time off that is needed to attend planned medical or dental appointments upon mutual agreement with the Employees supervisor.

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(c) Family Responsibility Leave

Family Responsibility Leave is time off needed for the care, health or education of any immediate family member, which is defined as a spouse (including common-law partner), child, parent, guardian, sibling, grandchild or grandparent; a spouse or common-law partner's parent/guardian or child; and any person living with the Employee as a member of their family.

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Family Responsibility Leave includes bereavement leave, in the event of the death of an immediate family member. These days do not have to be consecutive, nor start on the date of death. This may also include unplanned or unexpected time off needed to take care of immediate family members, as defined above. Examples include time off needed to care for a sick child or parent or planned time off needed for the care, health or education of an immediate family member.

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42.2 Any personal leave of absence must be approved by the Employee's management supervisor. If an absence is unplanned (i.e. illness), the Employee's management supervisor, must be notified as soon as possible. (Email or text is acceptable, but a telephone call is preferred). If an absence is planned (i.e. doctor's appointment) the Employee must request the day off from the Employer, they will keep a record of these approvals.

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