

**COLLECTIVE AGREEMENT**

**BETWEEN**

**THE CENTENNIAL AUDITORIUM & CONVENTION CENTRE CORPORATION**

**AND**

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYES,  
MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS  
OF THE UNITED STATES, ITS TERRITORIES AND CANADA (I.A.T.S.E.),  
LOCAL 300**

**COVERING THE PERIOD JANUARY 1, 2017 TO June 30, 2023**

THE CENTENNIAL AUDITORIUM & CONVENTION CENTRE CORPORATION  
 - and -  
 INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYES,  
 MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS  
 OF THE UNITED STATES, ITS TERRITORIES AND CANADA (I.A.T.S.E.), LOCAL 300

<u>Article</u>	<u>SECTION A - GENERAL</u>	<u>Page</u>
A1. TERM OF AGREEMENT.....		1
A2. UNION PLEDGE .....		1
A3. GENERAL .....		1
A4. GRIEVANCES .....		2
A5. AGREEMENT CONTEXT - UNION MEMBERS ON PERMANENT STAFF - UNION MEMBERS ON CALL .....		3
A6. DEFINITION OF THE BARGAINING UNIT AND STAFFING OF EVENTS .....		4
A7. UNION SECURITY .....		6
A8. OCCUPATIONAL HEALTH AND SAFETY .....		7
A9. VOTING TIME .....		7
A10. CENSURE .....		7
A11. MATERNITY, ADOPTION & PARENTAL LEAVE .....		8
A12. TRAINING/FAMILIARIZATION .....		10
A13. "YELLOW CARD" SPECIFICATIONS .....		10
A14. UNION/MANAGEMENT COMMITTEE.....		10
A15. DISCRIMINATION AND FAIR EMPLOYMENT PRACTICE .....		10
A16. PAY DAYS.....		10
A17 INTERPERSONAL VIOLENCE LEAVE.....		11
 <u>SECTION B - PERMANENT EMPLOYEES</u> 		
B1. UNION MEMBERS ON PERMANENT STAFF .....		12
B2. SICK LEAVE PAY.....		12
B3. COMPASSIONATE LEAVE .....		13
B4. GROUP INSURANCE .....		14
B5. PUBLIC HOLIDAY .....		14
B6. ANNUAL VACATIONS .....		15
B7. HOURS OF WORK .....		16
B8. POSTING OF SCHEDULES .....		16
B9. REST/MEAL PERIOD .....		17
B10. PREMIUM PAY .....		17
B11. CALL OUT .....		18
B12. STANDBY .....		18
B13. WORKERS' COMPENSATION.....		18
B14. JURY AND WITNESS DUTY .....		19
B15. SEVERANCE PAY .....		19
B16. PENSION PLAN.....		19
B17. PHOTO CALLS.....		20
B18. MOTION PICTURES .....		20
B19. CREDITS.....		20
B20. RATES OF PAY .....		20
B21. FILLING OF VACANCIES.....		20
B22. PROBATION AND EVALUATION .....		21
 <u>SECTION C - TEMPORARY, CASUAL AND PART-TIME EMPLOYEES</u> 		
C1. UNION MEMBERS ON CALL .....		22
C2. RELIEF TECHNICIANS .....		22
C3. EMPLOYMENT OF UNION MEMBERS.....		23
C4. PREMIUM PAY .....		23
C5. REST/MEAL PERIOD .....		24
C6. VACATIONS .....		24
C7. WORK ON PUBLIC HOLIDAYS .....		24
C8. WORKERS' COMPENSATION.....		24
 <u>SCHEDULE "A" WAGES .....</u>		
		26

ALPHABETICAL INDEX

Article Page

SECTION A - GENERAL

AGREEMENT CONTEXT - UNION MEMBERS ON PERMANENT STAFF - UNION MEMBERS ON CALL .....	3
CENSURE .....	7
DEFINITION OF THE BARGAINING UNIT AND STAFFING OF EVENTS .....	4
DISCRIMINATION AND FAIR EMPLOYMENT PRACTICE.....	10
GENERAL .....	1
GRIEVANCES .....	2
INTERPERSONAL VIOLENCE LEAVE .....	11
OCCUPATIONAL HEALTH AND SAFETY .....	7
MATERNITY, ADOPTION & PARENTAL LEAVE .....	8
PAY DAYS.....	10
TERM OF AGREEMENT .....	1
TRAINING/FAMILIARIZATION .....	10
UNION PLEDGE.....	1
UNION SECURITY .....	6
UNION/MANAGEMENT COMMITTEE .....	10
VOTING TIME.....	7
"YELLOW CARD" SPECIFICATIONS .....	10

SECTION B - PERMANENT EMPLOYEES

ANNUAL VACATIONS .....	15
CALL OUT .....	18
BEREAVEMENT LEAVE.....	13
CREDITS .....	20
FILLING OF VACANCIES .....	20
GROUP INSURANCE.....	14
HOURS OF WORK.....	16
JURY AND WITNESS DUTY.....	19
MOTION PICTURES.....	20
PENSION PLAN .....	19
PHOTO CALLS .....	20
POSTING OF SCHEDULES .....	16
PREMIUM PAY.....	17
PROBATION AND EVALUATION.....	21
PUBLIC HOLIDAY.....	14
RATES OF PAY.....	20
REST/MEAL PERIOD.....	17
SEVERANCE PAY .....	19
SICK LEAVE PAY .....	12
STANDBY.....	18
UNION MEMBERS ON PERMANENT STAFF .....	12
WORKERS' COMPENSATION .....	18

SECTION C - TEMPORARY, CASUAL AND PART-TIME EMPLOYEES

EMPLOYMENT OF UNION MEMBERS .....	23
PREMIUM PAY .....	23
RELIEF TECHNICIANS .....	22
REST/MEAL PERIOD.....	24
UNION MEMBERS ON CALL .....	22
VACATIONS .....	24
WORK ON PUBLIC HOLIDAYS.....	24
WORKERS' COMPENSATION .....	24
SCHEDULE "A" WAGES .....	26

**COLLECTIVE AGREEMENT made this 19<sup>th</sup> day of November, 2020.**

**Between:**

**THE CENTENNIAL AUDITORIUM & CONVENTION CENTRE CORPORATION  
hereinafter called "TCU PLACE"**

**- and -**

**INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYES,  
MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS  
OF THE UNITED STATES, ITS TERRITORIES AND CANADA (I.A.T.S.E.), LOCAL  
300  
hereinafter called the "Union"**

**SECTION A - GENERAL**

**ARTICLE A1. TERM OF AGREEMENT**

Revised

a) This Agreement shall come into force and take effect as and from the first (1st) day of January **2017**, and shall continue in force until the **thirtieth (30<sup>th</sup>)** day of June **2023**, and from year to year thereafter in accordance with the provisions of the ***Saskatchewan Employment Act***

Revised

b) Either party wishing to renegotiate or terminate this Agreement shall give notice, in writing, of such desire to the other party **NOT LESS THAN sixty (60) days** and **NOT MORE THAN one hundred and twenty (120) days** prior to the expiry date of this Agreement.

c) If notice to renegotiate has been given by either party and negotiations are not concluded on the expiry date of this Agreement, **THEN** this Agreement shall remain in force until a new Agreement is entered into.

**ARTICLE A2. UNION PLEDGE**

The Union agrees, both for itself and its members, that it will cooperate with TCU PLACE in the development, extension and improvement of business, and will do everything in its power to improve services in order that a maximum of harmony may exist in the work place and the community.

Revised

**ARTICLE A3. GENERAL**

Regulations: It is agreed that the **Chief Executive Officer** shall have the right to make such rules and regulations as may be deemed necessary for the conduct and management of TCU PLACE; and the Union further agrees that its members shall obey all directions given by authorized representatives of TCU PLACE provided that they are not inconsistent with the terms of this Agreement. It is agreed that the **Chief Executive**

**Officer shall exercise their rights in a fair and just manner.**

New

**For the purpose of this agreement, the Management Representatives, Management and Director, refer to the Chief Executive Officer, or their designate.**

New

**ARTICLE A4. GRIEVANCES**

**Within fifteen (15) calendar days of a difference arising over the interpretation, application, operation or any alleged violation of the Agreement, the union may file a grievance(s).**

**The parties will approach the resolution of grievances in a problem-solving manner. Whenever possible, the Union will discuss complaints with Management prior to filing a formal grievance. If a matter cannot be resolved through discussion, the grievance procedure shall be as follows:**

**Step One** The grievance shall be referred, in writing, stating the general nature of the grievance and the remedy sought, signed by the Union, to the Chief Executive Officer, within fifteen (15) calendar days of the difference in order to be considered as such. The Chief Executive Officer may request a meeting to discuss the details of the grievance prior to rendering a decision. The Chief Executive Officer will render their written decision within ten (10) calendar days of receipt of the grievance or the meeting when a meeting has been requested by the Chief Executive Officer.

**Step Two** A grievance that is unresolved at the Chief Executive Officer level may be referred to arbitration by notifying the Chief Executive Officer in writing within forty-five (45) calendar days of the response at Step One.

**The above time limits may be changed or extended by mutual agreement of the parties in writing.**

**Arbitration**

- a) When either party requests a matter be submitted to arbitration, the request shall be made in writing addressed to the other party of the Agreement.**
- b) Arbitration shall consist of a single arbitrator.**

- c) In the event either party does not agree to a single arbitrator within the ten (10) calendar days, the Minister of Labour shall be requested to appoint the Arbitrator.
- d) Each party shall pay its own costs and expenses in connection with the arbitration and both parties shall share equally the costs and expenses of the single arbitrator.
- e) The arbitration hearing will be at a mutually agreed location and wherever possible at a City of Saskatoon facility.
- f) The decision of the arbitrator shall be final and binding and enforceable on all parties, but in no event shall the Arbitrator have the power to change this Agreement or to alter, modify or amend any of its provisions. However, the Arbitrator shall have the power to dispose of any discharge or a discipline grievance by any arrangement which, in its opinion, it deems just and equitable.

**ARTICLE A5. AGREEMENT CONTEXT - UNION MEMBERS ON PERMANENT STAFF, UNION MEMBERS ON CALL**

Union members on permanent staff are those individuals hired by TCU PLACE and employed on a permanent basis in the classifications listed in Article B1 of this Agreement.

Union members on call are those employees of TCU PLACE or its lessee other than permanent employees.

- a) Section B contains clauses and pay rates for Union members employed on a permanent basis. Those items specifically provided for in Section B shall apply only to Union members on the permanent staff of TCU PLACE.
- b) Section B contains clauses and pay rates for Union members employed on a permanent part-time basis. Permanent Part-time means a position which is filled for less than the full negotiated work week.
- c) Section C contains clauses and pay rates for Union members on call.
- d) Committees to be Heard  
Any Committee or steward of this Union shall, upon written request, be accorded a prompt hearing by the Chief Executive Officer, TCU PLACE Board of Directors, in their respective order.

**ARTICLE A6. DEFINITION OF THE BARGAINING UNIT AND STAFFING OF EVENTS**

- a) TCU PLACE Board of Directors recognizes the Union as the sole and exclusive bargaining agent for all persons employed in the unit defined by the Saskatchewan Labour Relations Board in its Certification Order issued the fifteenth (15th) day of May, A.D., 2007, as follows:

“All employees, employed as stage electricians, sound technicians, stage carpenters, facilities technicians, projectionists and stage hands by the Centennial Auditorium and Convention Centre Corporation in Saskatoon, Saskatchewan, are an appropriate unit of employees for the purpose of bargaining collectively.”

- b) All work engaged in TCU PLACE other than in the meeting rooms that are normally performed by Stage Electricians, Sound Technicians, Stage Carpenters, Projectionists and Stage Hands shall be performed by members of the Union. However, should TCU PLACE hire persons to perform such work in the meeting rooms, they shall be members of the Union.
- c) i) The parties agree that, where there is no "Yellow Card", the determination of staff requirements for all events in the Main Theatre shall be the subject of mutual agreement between Management's representative and the Stage Carpenter.
- ii) Except for events as described in A6 c) iii), it is agreed that the minimum staff requirement for all events (including setup, take out, rehearsal, etc.) in the Main Theatre shall be the three (3) permanent employees defined in Article B1 a) as:

Stage Lighting Technician  
Audio Technician  
Stage Carpenter

- iii) For dinners on stage and trade shows, or an event of a type which has not historically been presented in the Main Theatre, which is sponsored and promoted solely by TCU PLACE, A6 c) i) shall apply to staffing and hours worked.

- c) iv) Summer Months (July, August, September):

Staffing requirements for non-traditional events in the main stage area, including banquets, weddings and cabarets, shall be the subject of mutual agreement between Management's representative and the Stage

Carpenter. In these cases, call-in employees will work on an "as required" basis. Permanent employees normally laid off during July, August and September and called back shall be required to work as relief technicians under Article C2 a) through f). Section B8 b) will not apply in this instance. However, Article B1 c) will apply. This means that these permanent employees referred to herein shall work on an as-required basis.

- v) Any hours of work required to prepare for and staff events referred to in A6 c) iii) shall be distributed as equally as possible between the House Crew and/or their Relief.
- d) Notwithstanding A6 b), the parties agree that where there is no "Yellow Card", the staff requirements for all events in the Convention Centre, rehearsal and dressing rooms, lobby areas and meeting rooms shall be determined by Management, but subject to the following:
- i) Except as agreed in A6 d) viii), the Facilities Technician will be the minimum staff for all events and rehearsals of events in the Convention Centre; and when Stage preparation, Electrical Distribution, Stage Lighting and/or audio work is being performed in the Convention Centre.
  - ii) In addition to the Facilities Technician, for concerts and performances in the Convention Centre, a minimum of one I.A.T.S.E. member shall be called for a minimum of a move-in and move-out.
  - iii) For any event in the Convention Centre (other than a "Yellow Card" event), staff above the minimums set out in this Article shall be the subject of mutual agreement between Management's representative and the Facilities Technician and/or the Stage Carpenter.
  - iv) For concerts/theatrical performances/dance bands travelling with semi-trailer(s), at least two (2) Loaders shall be called for move-in and move-out. Additional Loaders will be engaged at the request of the lessee.
  - v) For any event which uses follow spots, one (1) Operator shall be called for each follow spot used.
  - vi) When TCU PLACE stage lighting equipment, sound systems, projectors and audio-visual equipment are used, such equipment shall be set up and operated by Union members.
  - vii) When TCU PLACE risers, music stands, pianos or organs are used, such equipment shall be set up by Union members.
  - viii) For meetings or dinners in the Convention Centre held in any one (1) of



the three (3) possible meeting areas, or the West Room; which meet both of the following criteria:

1. Have minimal technical requirements; i.e., do not use specialized lighting, audio, or staging and do not use moving picture projection (film or video).
2. Do not use the permanently-installed stage lighting or audio systems of TCU PLACE

The Facilities Technician will not be called specifically to run the event.

However, should said events use TCU PLACE equipment, i.e. self-contained amplified lecterns, projection screens, slide or overhead projectors, the Facilities Technician or other member of the House Crew will set up and take down such equipment whenever they are available to do so.

- ix) Where an admission fee is charged for the viewing of a motion picture film (16 mm or wider), a Union Projectionist will be called.
- x) Where TCU PLACE is the sponsor of an event for which there is a Contract Rider, a copy will be given to the Stage Carpenter prior to the event.
- e) Loaders shall be employed whenever requested by the lessee or whenever an event carries its equipment in a vehicle or combination of vehicles which have a cargo capacity in excess of 1350 cubic feet, however, loaders will not be required when the contract (not casual, locally hired) employees of the event perform the duties of truck loaders. In this case, Union members shall not be required to go on the truck.

When TCU PLACE must provide employees for loading and unloading sets, equipment or other stage properties arriving by train or bus on the occasion of a performance at TCU PLACE, it agrees to employ for this purpose, members of the Union.

#### **ARTICLE A7. UNION SECURITY**

- a) TCU PLACE agrees that all new permanent employees, as a condition of employment, shall within thirty (30) days after the date of commencement of employment, apply for and maintain membership in the Union.
- b) When the Union so requests, in writing, TCU PLACE will check off or deduct Union dues from those employees covered by this Agreement, and the amount

so deducted shall be paid monthly to the Treasurer of the Union.

- c) All resolutions of City Council, where applicable, which affect employees covered by this Agreement, shall be forwarded to the Secretary of the Union.
- d) Provided there is no disruption of work, requests from the Union's Representative to have access to the work place, for official Union business, will not be unreasonably denied.

**ARTICLE A8. OCCUPATIONAL HEALTH AND SAFETY**

- a) TCU PLACE shall observe all reasonable precautions and provide all safety devices or appliances that may be reasonably required for the ample protection of employees. All employees shall cooperate with TCU PLACE in the prevention of accidents and shall, from time to time, as the occasion requires, make such representations to TCU PLACE as to prevention of accidents as may be necessary.
- b) The Union shall be allowed membership on the appropriate Occupational Health and Safety Committee and both parties shall adhere to all pertinent legislation regarding Occupational Health and Safety.
- c) Time spent by employees in performance of their duties as members of the Occupational Health and Safety Committee shall be considered as time worked and payment made on the basis of straight time earnings only.

**ARTICLE A9. VOTING TIME**

Employees shall, on Provincial or Federal Election days, be allowed time off for voting in accordance with *The Saskatchewan and Canada Election Acts*, respectively, and no deductions shall be made from their pay on this account.

**ARTICLE A10. CENSURE**

- a) If the Employer intends to censure an employee, and such censure shall become part of the employee's record, then the employee shall have the right to the presence of a Union representative at any meeting called for such purposes.
- b) Whenever it is found necessary to censure an employee, then written particulars of the matter shall be given to the employee - copy to the Union within thirty (30) working days following the date of censure.
- c) If the above procedures are not followed, then such expression of censure shall not become part of the employee's record.
- d) Employees shall have the right to examine their personal file upon request.

- e) In the event of termination or dismissal, an employee shall have the right of appeal to the Grievance Procedure as set out in Article A4 of this Agreement.

#### **ARTICLE A11. MATERNITY, ADOPTION & PARENTAL LEAVE**

New

##### **Maternity Leave**

- a) An employee who has completed at least thirteen (13) weeks within the fifty-two weeks of employment with the Employer immediately preceding the day on which the requested leave is to commence, and who provides the Director with a medical certificate from a qualified medical practitioner certifying that the employee is pregnant and specifying the estimated date of birth, or submits confirmation of being the primary caregiver of the newly adopted child during the period of leave, shall be entitled, upon written application, to maternity leave without regular pay. The request for maternity leave, indicated the date on which the employee wishes to commence the leave, together with the required medical certificate, must be submitted not later than four (4) weeks prior to the date on which the employee wishes to commence leave.
- b) Maternity leave may be for a period of up to nineteen (19) consecutive weeks.
- c) Maternity leave must be taken during the period that begins thirteen (13) weeks before the estimated day of birth and ends nineteen (19) weeks after the day of birth.
- d) Where the pregnancy of an employee would reasonably interfere with the performance of her duties, her Manager may require her to take a maximum of thirteen (13) weeks leave prior to the estimated date of birth.

The onus lies with the Employer to establish that the pregnancy would reasonably interfere with duties, and that no opportunity exists to modify the employee's duties, or to reassign the employee to another job.

New

##### **Adoption Leave**

- a) An employee who has completed at least thirteen (13) weeks within the fifty-two weeks of employment with the Employer must provide notice to their manager four (4) weeks prior to the day on which they intend to

commence the leave, the employee's request for adoption leave, which must include confirmation of being the primary caregiver of the newly adopted child during the period of leave, and advice of the day the employee will commence adoption leave, and advice of the day the employee intends to end adoption leave will be entitled, upon written request, to adoption leave without pay.

- b) Adoption leave consists of a period of not more than nineteen (19) weeks commencing on the day the child becomes available for adoption.

Revised
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### **Parental Leave**

- a) Parental leave will be for a period of up to **fifty-nine (59)** consecutive weeks if the employee is entitled to maternity or adoption leave, or **sixty-three (63)** consecutive weeks if the employee is not entitled to maternity or adoption leave.
- b) Parental leave must be taken during the period that begins **thirteen (13)** weeks before the estimated date of birth or begins the day the child comes into the employee's care and **seventy-eight (78)** weeks after the actual day of birth or the actual day on which the child comes into the employee's care.
- c) The request for parental leave, indicating the date on which the employee wishes to commence the leave, must be submitted no later than four (4) weeks prior to the date of the leave.
- d) Employees who take maternity leave or adoption leave and parental leave must take the two leaves consecutively.
- e) Should an employee not return to work following a parenting leave, they shall be deemed to have terminated their employment with the Employer
- f) Notwithstanding anything contained elsewhere in this Agreement, an employee on parenting leave shall not accumulate either sick or vacation credits during the period of parenting leave, nor shall they be entitled to paid sick leave or statutory holidays.
- g) Employees returning from parenting leave, **within (60) sixty days** shall return to their former **job** and be paid at the same step of the same wage range as in effect at the time or proceeding on said leave, and with no loss of benefits accrued to the commencement of the parenting leave.

- h) **In the event the leave is sixty (60) day or greater the employee may be reinstated to a job comparable to that held by the employee before going on leave.**
- i) Upon request, an employee may be granted an additional leave of absence without pay.
- j) Individual circumstances may justify a variance in the time limits as set out above.

#### **ARTICLE A12. TRAINING/FAMILIARIZATION**

Management will make the facility, its equipment, and the Technicians available from time to time for training/familiarization of stage employees. Schedules for such training/familiarization shall be mutually agreed between the Union and Management.

#### **ARTICLE A13. "YELLOW CARD" SPECIFICATIONS**

Where a "Yellow Card" is presented, the Union and TCU PLACE will honour the conditions thereon. The Union shall, at no time, increase the manpower call specified by the "Yellow Card" without consultation with Management.

Revised

#### **ARTICLE A14. UNION/MANAGEMENT COMMITTEE**

A Union/Management Committee composed of two (2) members from each party shall meet **at least twice per year** as required to discuss matters of mutual concern. The Committee shall not have the authority to alter the terms and conditions of this Collective Agreement.

#### **ARTICLE A15. DISCRIMINATION AND FAIR EMPLOYMENT PRACTICE**

The Employer and the Union agree that there shall be no discrimination, restriction or coercion exercised or practised with respect to hiring or terms and conditions of employment because of race, religion, religious creed, colour, sex, national or ethnic origin, political or religious affiliation or by reason of membership or activity in the Union.

New

#### **ARTICLE A16. PAY DAYS**

**Permanent employees shall be paid semi-monthly. When a payday falls on a Sunday, a statutory holiday or a closed banking day, the date of the payment shall be the date previous to the specific occurrence.**

**Notwithstanding the above paragraph, paydays may be changed to meet operational requirements. The Employer agrees to provide reasonable notice to**

employees and the union informing them of the new pay period structure and the applicable dates in advance of the change being implemented.

New

**ARTICLE A17. INTERPERSONAL VIOLENCE LEAVE**

The Employer and the Union agree to abide by all provisions of *The Saskatchewan Employment Act*, regarding Interpersonal Violence Leave.

**SECTION B - PERMANENT EMPLOYEES**

**ARTICLE B1. UNION MEMBERS ON PERMANENT STAFF**

- a) This section of the Agreement shall apply to all permanent employees:
- Stage Lighting Technician
  - Audio Technician
  - Stage Carpenter
  - Facilities Technician
- b) For the purpose of this Agreement, the term of full-time employment for the above-listed positions shall be nine (9) consecutive months commencing October 1 to June 30. During the layoff period (July 1 to September 30), the Union will provide qualified relief personnel on an "on call" basis. During the layoff period, permanent full time and permanent part time employees shall receive first call on all work in their hired positions.
- c) Permanent employees who work in their hired positions during the months of July, August and September shall accrue all benefits due them.
- c) Permanent part-time Union members are entitled to all the rights and benefits of this Agreement on a pro-rated basis.

**ARTICLE B2. SICK LEAVE PAY**

- a) Employees appointed to permanent positions shall accumulate sick leave on the following basis:
- i) during their first ten (10) years of employment, one and one-quarter (1 ¼) working days per month.
  - ii) over ten (10) years of employment, one and one-half (1 ½) working days per month.
  - iii) the total unused accumulation of sick leave shall not exceed one hundred and ninety-four (194) working days.
- b) Employees shall not be paid for absence from work due to sickness during their first three (3) months' employment. Following three (3) months' continuous employment, sick leave credit shall include credit for the first three (3) months.
- c) Absence on the account of illness shall first be charged against the current year's accumulation. Absence in excess of the current year's accumulation shall be

charged to the employee's sick leave credit standing at the commencement of the year.

- d) Sick leave pay shall be granted on all occasions of illness which required absence from work, but not in excess of the accumulated credit and subject to the provisions of subsection e) hereof.
- e) Any sick leave standing to the credit of an employee temporarily laid off shall remain to his/her credit for a period of six (6) months; however, an employee shall not be entitled to any sick leave pay during a layoff period.
- f) TCU PLACE's obligations in the granting of accumulated sick leave shall cease immediately if an employee is separated from his/her job, either voluntarily or otherwise.
- g) Sick leave pay will not be allowed for a longer period than three (3) days on each occasion unless a medical certificate, satisfactory to the Chief Executive Officer or his/her delegated representative, is supplied. All such certificates shall be handed to the Chief Executive Officer with the time cards. No sick pay allowance, other than in respect of the said three (3) days, shall be paid in the absence of said certificate.
- h) Notwithstanding the foregoing, a medical certificate may be required at the discretion of the Chief Executive Officer or his/her delegated representative, for any occasion of sick leave.
- i) New If an order of the **Saskatchewan Chief** Medical Health Officer requires an employee to remain at home on account of the quarantine illness of a member of the employee's family, the employee is to be paid for time lost at his/her regular rate of pay and such absence shall not be charged to the employee's sick leave credit.
- j) No charge shall be made against an employee's sick leave credit for any public holiday which may occur during an employee's absence on sick leave.

### ARTICLE B3. BEREAVEMENT LEAVE

Revised

Where an employee suffers a death in his/her immediate family, ie. husband, wife, brother, sister, mother, father, son, daughter, where employees, other than part-time employees who are on a call-in list, may be granted **four (4) days of bereavement leave**.

New

**Where an employee suffers a death of some other relative or person with whom they have experienced a very close relationship ordinarily ascribed to that of an**



immediate member of the family may be granted one (1) day of bereavement leave.

One (1) additional day may, subject to Management's approval, be granted where travel of more than 500 kms. is necessary to attend the funeral. The employee will be required to inform Management of the location of the funeral

#### **ARTICLE B4. GROUP INSURANCE**

- a) Basic Coverage - Two times (2X) annual salary for all employees, the cost of such insurance shall be shared equally by the Employer and the employee.
- b) Optional Coverage - Three times (3X) annual salary, the cost of such insurance shall be shared equally by the Employer and the employee.
- c) Optional Coverage - Four times (4X) annual salary, the cost of such insurance in excess of (b) above shall be paid by the employee.
- d) Optional Dependent Coverage - Coverage of three thousand dollars (\$3,000) for the employee's spouse, and coverage of fifteen hundred dollars (\$1,500) for each dependent child shall be paid by the employee.

#### **ARTICLE B5. PUBLIC HOLIDAY**

- a) Public holidays shall be: New Year's Day, Family Day, Good Friday, Easter Monday, Victoria Day, Canada Day, Saskatchewan Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day, Boxing Day and any other day on which the City is required by law to pay its employees without work.
- b) When a public holiday falls on an employee's regular day off, he/she shall receive an extra day's pay in lieu of such holiday. When such pay in lieu is given, the payment shall be deemed to include compliance with the provisions of *The Labour Standards Act* which requires the hours of work in excess of thirty-two (32) hours in a week in which a public holiday occurs shall be paid for at time and one-half (1 ½X).
- c) If an employee is required to work on a public holiday which is not his/her off-day, he/she shall, in addition to his/her regular salary, be paid at the rate of time and one-half (1½X) for the time actually worked during the period of the holiday. After eight (8) hours' work, the employee will be paid double time (2X).

**ARTICLE B6.      ANNUAL VACATIONS**

- a) After one (1) calendar year's completed service, employees shall be entitled to vacation at the rate of three (3) calendar weeks per year.
- b) After nine (9) calendar years' completed service, employees shall be entitled to four (4) weeks' vacation per year.
- c) After eighteen (18) calendar years' completed service, employees shall be entitled to five (5) weeks' vacation per year.
- d) After twenty-five (25) calendar years' completed service, employees shall be entitled to six (6) weeks' vacation per year.
- e) In order to establish entitlement to three (3), four (4), five (5) or six (6) weeks' vacation under the provisions of subsections a), b), c) or d) hereof, the period of service required to establish such entitlement in the ensuing year must have been completed prior to April 1 of that year.
- f) Employees appointed on or after April 1, 1967, shall be entitled to take vacation during the then current vacation year on the basis of their number of months' employment in the twelve (12) month period preceding April 1. (All employees appointed on or after April 1, 1967, will thus have their anniversary date for vacation purposes adjusted to April 1).
- g) Employees shall be allowed time off on a date to be arranged with the Chief Executive Officer, in lieu of any public or other holiday which may occur during their vacation period.
- h) Provided a request is made by an employee to the Chief Executive Officer one (1) week before commencing his/her vacation, payments in advance shall be made for any pay day falling in the vacation period.
- i) In the event of an employee leaving the service prior to his/her vacation, he/she shall be entitled to proportionate payment of wages in lieu of vacation.
- j) After five (5) years' continuous service, vacations may be accumulated up to two (2) years' credits with the permission of the Chief Executive Officer.
- k) Employees having a vacation entitlement shall be paid at their regular rate of pay at the time of taking their vacation.
- l) Annual vacation shall be taken all at once and, where possible, between October 1 and June 30.

**ARTICLE B7. HOURS OF WORK**

- a) A work week shall consist of forty (40) working hours, five (5) days between the hours of 12:01 a.m., Sunday to 12:00 midnight, Saturday.
- b) The hours of work for permanent employees, except Facilities Technician, shall be eight (8) consecutive work hours per day excluding meal breaks. The day will start no later than 4:00 p.m. **or as required and determined by the show/event times**
- c) When an employee is working an event preceding a "dark day" and works later than 1:30 a.m., a ten (10) hour turnaround shall apply with no loss of pay if the employee is required to work on the "dark day".
- d) The hours of work for the Facilities Technician shall start no later than 4:00 p.m. unless determined by the show.

Where circumstances permit and when working an event, one-half (½) hour paid meal break to be allowed.

- e) An employee may be required to work a maximum of sixty (60) hours in any work week or a maximum of one hundred ten (110) hours in a pay period, as determined in Article B2.

**ARTICLE B8. POSTING OF SCHEDULES**

- a) Each employee's schedule for any two (2) week period shall be posted as early as possible, but no later than 4:00 p.m. Monday of the week prior to the first Monday of the work period. This schedule shall include the starting time for each day of the work week and the days off.
- b) There shall be no change of scheduled days off once the schedules have been posted without the consent of the employee concerned.
- c) Unforeseen changes in said schedules shall be brought to the attention of stage crew by memo, or if this is not possible, by verbal communication between the Chief Executive Officer and the employees concerned.
- d) The posting of weekly schedules and any subsequent changes to these schedules shall be considered to be notification to employees except:
- when such posting will not notify the employee of a change of schedule within the required time limits, notice shall only be considered given as of the time it is communicated to the employee personally or is conveyed to a responsible person at the employee's residence in such a manner as to

Revised

be reasonably certain of being communicated to the employee.

- e) Employees shall be entitled to two (2) consecutive days off per week.
- f) An employee may be required to work a maximum of seven (7) consecutive days between periods of consecutive days off. Employees shall have the option of working more than seven (7) consecutive days between days off.
- g) The principle of continuity to a show shall prevail over all clauses in this Section.

**ARTICLE B9. REST/MEAL PERIOD**

- a) After five (5) consecutive hours of work, employees will be entitled to one (1) hour's unpaid rest or one-half ( $\frac{1}{2}$ ) hour paid rest at the discretion of TCU PLACE. Where, in emergencies, TCU PLACE or a lessee finds it to be impossible to schedule a rest period, employees will be paid in lieu thereof an additional amount equal to one (1) hour's pay at straight time. This Article is not to apply to the position of Facilities Technician.
- b) In lieu of rest/meal periods, the Facilities Technician will receive one (1) week of additional vacation leave to be taken at the discretion of Management. In lieu of rest/meal periods, the Relief Facilities Technician shall receive a premium of 1/52 of his/her regular rate of pay for hours worked as a Relief Facilities Technician to be paid annually.

**ARTICLE B10. PREMIUM PAY**

- a) When an employee is required to continue working after completing his/her regular schedule of hours in any one (1) day, he/she shall be paid at the rate of time and one-half ( $1 \frac{1}{2}X$ ) for the first hour and double time ( $2X$ ) thereafter.
- b) Employees who are required to work on their weekly scheduled days off shall be paid at the rate of double time ( $2X$ ) for time worked, or a minimum of four (4) hours at double time, whichever is greater.
- c) For computation of pay, all time and overtime shall be computed to the **next** closest quarter ( $\frac{1}{4}$ ) hour, and no overtime shall be worked unless authorized by Management.
- d) Permanent employees shall receive equivalent time off in lieu of overtime pay to a maximum of eighty-five percent (85%) of such accumulated time, and the amount of time off will be determined and scheduled by Management.
- e) Accumulated overtime during the work period October 1 through June 30 which has not been scheduled as time off, by June 30 of each year, shall be paid out to the employee by the first pay day after June 30.

Revised

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- f) **Pay for work between the hours of 12:01 a.m. and 8:00 a.m. shall be at time and one-half (1½X). The next eight (8) hours shall be paid at regular rates, unless the day worked is a public holiday in which case, Article B6 - Public Holidays shall apply. Hours worked in excess of the eight (8) hours paid at regular rate shall be paid in accordance to Article B10 a).**

#### **ARTICLE B11. CALL OUT**

- a) If an employee is recalled to work after completing his/her regular schedule, he/she shall be free when his/her duties in respect to his/her regular call out are completed. Such call out shall be paid a minimum of two (2) hours at double time (2X) the regular rates or time worked at time and one-half (1 ½X), whichever is the greater.
- b) An employee called out more than once during the two (2) hour period specified above shall not receive any further overtime credits until the two (2) hour period has elapsed.
- c) Should an employee be called out before the commencement of his/her scheduled shift, he/she shall be paid at one and one-half time (1 ½X) for first hour and double time (2X) thereafter until the commencement of his/her regular shift. For his/her regular shift hours, he/she shall be paid at straight time. If an employee is required to continue working after his/her regular shift, double time (2X) shall apply.

#### **ARTICLE B12. STANDBY**

- a) If an employee is required to "standby" for a possible call to work, such employee shall be paid a minimum of three (3) hours at time and one-half (1½X) his/her regular rate. Should the standby time exceed three (3) hours, the employee shall be paid at double time (2X) his/her regular rate for any standby time in excess of three (3) hours.
- b) If the employee is called in to work while on standby, pay will be in accordance with Article B10 (Premium Pay) or Article B11 (Call Out), whichever is applicable. If the employee's preceding standby time was less than the minimum, he/she shall not receive any further premium pay for time worked until the three (3) hour period has been made up.

#### **ARTICLE B13. WORKERS' COMPENSATION**

- a) When an employee, who has been in the service of TCU PLACE for three (3) continuous months, is injured in the performance of his/her duties during working hours, TCU PLACE shall pay to such employee for all periods of absence

resulting from the injury (not exceeding a total of twelve (12) months) an amount which, when combined with Workers' Compensation Board payments, shall ensure to such employee the maintenance of his/her regular basic wage rate less normal income tax deductions. In the event the Workers' Compensation Board payments are reduced, TCU PLACE payment shall be proportionately reduced.

- b) Any salary increments to which the employee would normally be entitled, or any increases that may be negotiated for his/her classification, shall be included as part of his/her basic wage rate.
- c) Workers' Compensation Board payments, as referred to herein, shall not be considered as including "pension payments" or "cash settlement payments".

#### **ARTICLE B14. JURY AND WITNESS DUTY**

Any permanent employee required to appear in court, either as a witness or member of a jury, shall be paid any difference between payment made to him/her for jury or witness fees and that normally receivable for wages or salary.

#### **ARTICLE B15. SEVERANCE PAY**

- a) Severance pay will be payable to permanent employees on the basis of two percent (2%) per year of employment of accumulated sick leave credit at the date the employee leaves the Civic service, to a maximum of sixty percent (60%) of such credit. Payment to be based on the average rate of pay during the employee's last ten (10) years of service and to be paid in cash or in such manner as the employee may direct.
- b) Payment to be made on retirement, resignation or involuntary release from the service on account of technological changes, (but not on dismissal for cause) provided the employee has completed ten (10) years of service.
- c) Should an employee die while in the service and have completed ten (10) years' service, a gratuity shall be paid to his/her estate. The gratuity will be calculated in the manner outlined in "this Section".
- d) It is agreed that, should any new form of sick pay be evolved affecting employees covered by this Agreement, then an alternative Severance Pay Plan will also be evolved.

#### **ARTICLE B16. PENSION PLAN**

All permanent employees shall be covered under the provision of the City of Saskatoon General Superannuation Plan Bylaw No. 8226.

**ARTICLE B17. PHOTO CALLS**

It is mutually agreed that photo calls shall be performed at the prevailing applicable rates when a member or members are called for the express purpose of taking photos. However, if a crew is on call, only those hours above the call shall be charged at the overtime rate.

**ARTICLE B18. MOTION PICTURES**

It is agreed that, in the presentation of motion pictures in the Main Theatre, the minimum crew shall consist of the following:

- a) Stage Carpenter
- b) Projectionist
- c) Audio Technician
- d) Stage Lighting Technician

**ARTICLE B19. CREDITS**

Where possible, credits in programs will be given to the Stage Carpenter, Audio Technician, Lighting Technician and Facilities Technician by name and title, followed by: Technicians and Stage Hands are members of I.A.T.S.E. Local 300.

**ARTICLE B20. RATES OF PAY**

Refer to Schedule "A".

New
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**ARTICLE B21. FILLING OF VACANCIES**

- a) **TCU Place will endeavour to fill all vacancies with the best qualified candidate. All permanent positions covered by this agreement will be posted with IATSE and externally concurrently to ensure a sufficient pool of qualified applicants.**
- b) **Only those candidates meeting all required qualifications will be considered for an interview providing they have applied and submitted a resume for the vacancy.**
- c) **Members of IATSE that possess the required qualifications will be given first consideration. Nothing in this provision prevents the Employer from hiring the best qualified candidate.**

- d) **TCU Place will make its selection decision based on the applicant deemed to be most qualified with regard to the required skills, ability, relevant past performance, and qualifications, as outlined in the job posting.**
- e) During the vacancy period (maximum sixty (60) days), the Union will provide qualified relief personnel on an "on-call" basis.

**ARTICLE B22. PROBATION AND EVALUATION**

- a) Upon hire, a new employee shall be on probation for a total of four (4) months accumulated work time or six (6) calendar months, whichever occurs first. Calendar time shall not be accrued during layoff periods.
- b) During the probation period, the employee shall receive a minimum of one (1) work evaluation. The first evaluation shall take Place no later than the halfway point of the probation period as defined above.
- c) The evaluation shall be in writing, signed by both the employer and the employee, and a copy shall be provided to the employee.
- d) An employee shall have recourse to a clarification meeting, with a Union Representative present, concerning an evaluation.



## SECTION C - TEMPORARY, CASUAL AND PART-TIME EMPLOYEES

### ARTICLE C1. UNION MEMBERS ON CALL

The Centennial Auditorium & Convention Centre Corporation agrees to employ Union members as described in Article A6 of this Agreement, providing:

- a) The Union will provide only fully experienced and competent personnel in the field of stage craft, counterweight systems, stage lighting and sound systems, set-up and operation and projection.
- New b) **It is recognized that in the event that the Union shall, in any specific instance, be unable to supply employees as required by the TCU Place in accordance with clause (a) above. TCU Place shall be at liberty to make such other arrangements for the occasion as it may be necessary and neither the Union nor TCU Place shall by reason thereof be considered in breach of this Agreement. The Union will provide as much notice as possible, but not less than 7 days advanced notice, if it is not able to supply the required number of employees.**
- Revised d) Effective September 27, 2001, the rate of pay for all newly hired temporary, casual and part-time employees will be determined as follows:
- i) As shown in Schedule "A" under the heading 'New Employees' for the first 100 hours of work.
- ii) After completion of 100 hours of work, the employee ceases to be a new employee and will then be paid as per applicable Schedule "A" Wages.
- iii) The Employer may elect, upon request from the union, to pay rates as in ii) above to new employees with experience. **Requests made under this provision will not be unreasonably denied** The Employer's decision, with regards to this, shall be final and not subject to appeal.
- e) Relief Audio Technician, Stage Lighting Technician, Facilities Technician and Stage Carpenter must be fully trained and qualified operators in these fields.
- New f) **The Employer may request documentation as proof that an employee has met any or all of the above requirements in Article C1.**

### ARTICLE C2. RELIEF TECHNICIANS

- a) Relief Technicians shall be recommended by the Union and selected after consultation between the Chief Executive Officer, the Union and the Technician

concerned. The names of trainees shall be advised to the Chief Executive Officer prior to appearing for training.

- i) New Relief Technicians shall be paid for training sessions when being familiarized with venue specific equipment, protocol and policies if approved by the Employer. The Employer's decision, with regards to this, shall be final and not subject to appeal.
- b) The Union agrees to supply competent personnel to perform such work as is required and further, to supply the same crew for rehearsals and shows of any particular production, SUBSTITUTES to be made only in cases of sickness and accident.
- c) Management recognizes that performances of a complex technical nature can best be served by the Technician actually working the show, and that where such circumstances permit, and where the Relief Technician is available, he/she will be called to attend such technical meeting.
- d) **Annually the Union, in conjunction with the Chief Executive Officer, will update the list of Relief Technicians, no later than the last day of February..**
- e) Relief Stage Carpenter, Relief Facilities Technician, Relief Audio Technician and Relief Stage Lighting Technician shall be paid for work performed in the same manner as the regular persons they are replacing, with the exception that the Relief Facilities Technician shall receive 1/52 of his/her regular rate of pay for hours worked in lieu of rest/meal period benefits, in accordance with Article B10 b) of this Agreement.
- f) When a Relief Technician is to be used, a minimum of four (4) hours will apply.

New

### **ARTICLE C3. EMPLOYMENT OF UNION MEMBERS**

A Union member shall be given reasonable time to become familiar with TCU PLACE equipment, the duties and the responsibilities of the job to be done - the time for such training to be invested by the Union member.

### **ARTICLE C4. PREMIUM PAY**

- a) Pay for work between the hours of 12:01 a.m. and 8:00 a.m. shall be at time and one-half (1½X). The next eight (8) hours shall be paid at regular rates, unless the day worked is a public holiday in which case, Article B6 - Public Holidays shall apply. Hours worked in excess of the eight (8) hours paid at regular rate shall be paid at time and one-half (1½X).

- b) Effective September 27, 2001, when a temporary, casual or part-time employee works a shift of three (3) hours or less between the hours of 12:01 a.m. and 7:00 a.m., and has worked no other hours on the previous day or the day the shift ends, payment shall be three (3) hours at double time (2X).
- c) Overtime shall be paid at the rate of time and one-half (1 ½X) for all time worked in excess of eight (8) hours per day or forty (40) hours in any one week.
- d) **All** overtime shall be computed to the **next** closest quarter (¼) hour. No overtime shall be worked unless authorized by Management.

Revised

#### **ARTICLE C5. REST/MEAL PERIOD**

After five (5) consecutive hours of work, employees will be entitled to one (1) hour's unpaid rest or to one-half (½) hour paid rest at the discretion of TCU PLACE. Where, in emergencies, TCU PLACE or a lessee finds it to be impossible to schedule a rest period, employees will be paid in lieu thereof an additional amount equal to one (1) hour's pay at straight time. This Article will not apply to Relief Facilities Technician when working in that capacity.

#### **ARTICLE C6. VACATIONS**

Vacation pay shall be paid in accordance with Part 1 *The Labour Standards Act* of the Province of Saskatchewan.

#### **ARTICLE C7. WORK ON PUBLIC HOLIDAYS**

Subject to the minimum and maximum hours provisions for Union members on call, work on public holidays shall be paid at the rate of time and one-half (1 ½X) for hours worked, in addition to regular pay.

#### **ARTICLE C8. WORKERS' COMPENSATION**

All employees referred to under Section C shall be covered by *The Workers' Compensation Act* while working for TCU PLACE

**SCHEDULE "A" WAGES to be amended as follows:**

**Wages are as follows:**

- Effective December 1, 2017 – Employees shall receive a 0.50% wage increase.
- Effective July 1, 2018 – Employees shall receive a 1.50% wage increase.
- Effective July 1, 2019 – Employees shall receive a 1.75% wage increase.
- Effective April 1, 2020 – Employees shall receive a 1.60% wage increase.
- Effective January 1, 2021 – Employees shall receive a 1.60% wage increase
- Effective January 1, 2022 – Employees shall receive a 1.95% wage increase

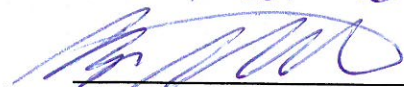
Refer to Schedule "A".

Dated this \_\_\_\_ day of \_\_\_\_\_ 2021, in the City of Saskatoon in the Province of Saskatchewan.

**INTERNATIONAL ALLIANCE OF THEATRICAL  
& STAGE EMPLOYEES, MOVING PICTURE  
TECHNICIANS, ARTISTS AND ALLIED CRAFTS  
OF THE UNITED STATES, ITS TERRITORIES  
AND CANADA (I.A.T.S.E.), LOCAL 300**


**THE CENTENNIAL AUDITORIUM  
CONVENTION CENTRE  
CORPORATION**

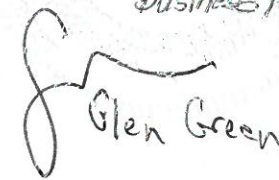
  
\_\_\_\_\_  
CEO TCU Place

  
\_\_\_\_\_  
Chair, TCU Place Board



  
\_\_\_\_\_  
PRESIDENT

  
\_\_\_\_\_  
Business Agent

  
Glen Green

**SCHEDULE "A"****WAGES****A. PERMANENT EMPLOYEES AND RELIEF TECHNICIANS**

	Effective <u>December 1, 2017</u>
Audio Technician	\$30.0511/hour
Stage Lighting Technician	\$30.0511/hour
Facilities Technician	\$30.3460 /hour
Stage Carpenter	\$31.2143 /hour

**B. UNION MEMBERS ON CALL**

(excluding Relief Technicians who relieve the four (4) permanent employees)

	Effective <u>December 1, 2017</u>
New Employees	\$17.0235 /hour
Move-In and Move-Out (minimum time for all calls shall be 3 hours)	\$22.8873 /hour
Loaders (minimum time 3 hours)	\$22.8873 /hour
High Rigger (minimum time 3 hours)	\$27.8541 /hour
Lift Stagehand (minimum time 3 hours)	\$23.7275 /hour
Stage Hands/Wardrobe Workers (for a maximum of 4 hours)	\$94.1544/performance
Projectionist/Fly Person/ Spotlight Operators (for a maximum of 4 hours)	\$98.1242/performance
<u>Heads of Departments:</u> Wardrobe/Property/Fly (for a 3 hour minimum)	\$24.5310 /hour
Wardrobe/Property/Fly (for a 4 hour minimum)	\$98.1242/performance
<u>Craft Rate:</u>	
Wiggers/Costumers/Sewers	\$25.0582 /hour
Wiggers/Costumers/Sewers	\$100.2327/perf.

**SCHEDULE "A"**  
**WAGES**

**A. PERMANENT EMPLOYEES AND RELIEF TECHNICIANS**

	Effective <u>July 1, 2018</u>
Audio Technician	\$30.5019/hour
Stage Lighting Technician	\$30.5019/hour
Facilities Technician	\$30.8012/hour
Stage Carpenter	\$31.6825/hour

**B. UNION MEMBERS ON CALL**

(excluding Relief Technicians who relieve the four (4) permanent employees)

	Effective <u>July 1, 2018</u>
New Employees	\$17.2789/hour
Move-In and Move-Out (minimum time for all calls shall be 3 hours)	\$23,2306 /hour
Loaders (minimum time 3 hours)	\$23,2306 /hour
High Rigger (minimum time 3 hours)	\$28.2719 /hour
Lift Stagehand (minimum time 3 hours)	\$24.083 /hour
Stage Hands/Wardrobe Workers (for a maximum of 4 hours)	\$95.5667/performance
Projectionist/Fly Person/ Spotlight Operators (for a maximum of 4 hours)	\$99.5960/performance
<u>Heads of Departments:</u> Wardrobe/Property/Fly (for a 3 hour minimum)	\$24.8990/hour
Wardrobe/Property/Fly (for a 4 hour minimum)	\$99.5960/performance
<u>Craft Rate:</u>	
Wiggers/Costumers/Sewers	\$25.4341/hour
Wiggers/Costumers/Sewers	\$101.7362/perf.

**SCHEDULE "A"****WAGES****A. PERMANENT EMPLOYEES AND RELIEF TECHNICIANS**

	Effective <u>July 1, 2019</u>
Audio Technician	\$31.0357/hour
Stage Lighting Technician	\$31.0357/hour
Facilities Technician	\$31.3402/hour
Stage Carpenter	\$32.2369/hour

**B. UNION MEMBERS ON CALL**

(excluding Relief Technicians who relieve the four (4) permanent employees)

	Effective <u>July 1, 2019</u>
New Employees	\$17.5813/hour
Move-In and Move-Out (minimum time for all calls shall be 3 hours)	\$23.6371/hour
Loaders (minimum time 3 hours)	\$23.6371/hour
High Rigger (minimum time 3 hours)	\$28.7667/hour
Lift Stagehand (minimum time 3 hours)	\$24.5049/hour
Stage Hands/Wardrobe Workers (for a maximum of 4 hours)	\$97.2391/performance
Projectionist/Fly Person/ Spotlight Operators (for a maximum of 4 hours)	\$101.3389/performance
<u>Heads of Departments:</u> Wardrobe/Property/Fly (for a 3 hour minimum)	\$25.3347/hour
Wardrobe/Property/Fly (for a 4 hour minimum)	\$101.3390/performance
<u>Craft Rate:</u>	
Wiggers/Costumers/Sewers	\$25.8792/hour
Wiggers/Costumers/Sewers	\$103.5165/perf.

**SCHEDULE "A"****WAGES****A. PERMANENT EMPLOYEES AND RELIEF TECHNICIANS**

	Effective <u>April 1, 2020</u>
Audio Technician	\$31.5323/hour
Stage Lighting Technician	\$31.5323/hour
Facilities Technician	\$31.8416/hour
Stage Carpenter	\$32.7527/hour

**B. UNION MEMBERS ON CALL**

(excluding Relief Technicians who relieve the four (4) permanent employees)

	Effective <u>April 1, 2020</u>
New Employees	\$17.8626/hour
Move-In and Move-Out (minimum time for all calls shall be 3 hours)	\$24.0153/hour
Loaders (minimum time 3 hours)	\$24.0153/hour
High Rigger (minimum time 3 hours)	\$29.2270/hour
Lift Stagehand (minimum time 3 hours)	\$24.8970/hour
Stage Hands/Wardrobe Workers (for a maximum of 4 hours)	\$98.7949/performance
Projectionist/Fly Person/ Spotlight Operators (for a maximum of 4 hours)	\$102.9603/performance
<u>Heads of Departments:</u> Wardrobe/Property/Fly (for a 3 hour minimum)	\$25.7401/hour
Wardrobe/Property/Fly (for a 4 hour minimum)	\$102.9604performance
<u>Craft Rate:</u>	
Wiggers/Costumers/Sewers	\$26.2933hour
Wiggers/Costumers/Sewers	\$105.1727/perf.



**SCHEDULE "A"****WAGES****A. PERMANENT EMPLOYEES AND RELIEF TECHNICIANS**

	Effective <u>January 1, 2021</u>
Audio Technician	\$32.0368/hour
Stage Lighting Technician	\$32.0368/hour
Facilities Technician	\$32.3511/hour
Stage Carpenter	\$33.2767/hour

**B. UNION MEMBERS ON CALL**

(excluding Relief Technicians who relieve the four (4) permanent employees)

	Effective <u>January 1, 2021</u>
New Employees	\$18.1484/hour
Move-In and Move-Out (minimum time for all calls shall be 3 hours)	\$24.3995/hour
Loaders (minimum time 3 hours)	\$24.3995/hour
High Rigger (minimum time 3 hours)	\$29.6946/hour
Lift Stagehand (minimum time 3 hours)	\$25.2954/hour
Stage Hands/Wardrobe Workers (for a maximum of 4 hours)	\$100.3760/performance
Projectionist/Fly Person/ Spotlight Operators (for a maximum of 4 hours)	\$104.6077/performance
<u>Heads of Departments:</u> Wardrobe/Property/Fly (for a 3 hour minimum)	\$26.1519/hour
Wardrobe/Property/Fly (for a 4 hour minimum)	\$104.6078performance
<u>Craft Rate:</u>	
Wiggers/Costumers/Sewers	\$26.7140/hour
Wiggers/Costumers/Sewers	\$106.8555/perf.

## SCHEDULE "A"

WAGES**A. PERMANENT EMPLOYEES AND RELIEF TECHNICIANS**

	Effective <u>January 2, 2022</u>
Audio Technician	\$32.6615/hour
Stage Lighting Technician	\$32.6615/hour
Facilities Technician	\$32.9819/hour
Stage Carpenter	\$33.9256/hour

**B. UNION MEMBERS ON CALL**

(excluding Relief Technicians who relieve the four (4) permanent employees)

	Effective <u>January 2, 2022</u>
New Employees	\$18.5023/hour
Move-In and Move-Out (minimum time for all calls shall be 3 hours)	\$24.8753/hour
Loaders (minimum time 3 hours)	\$24.8753/hour
High Rigger (minimum time 3 hours)	\$30.2736/hour
Lift Stagehand (minimum time 3 hours)	\$25.7887/hour
Stage Hands/Wardrobe Workers (for a maximum of 4 hours)	\$102.3333/performance
Projectionist/Fly Person/ Spotlight Operators (for a maximum of 4 hours)	\$106.6476/performance
<u>Heads of Departments:</u> Wardrobe/Property/Fly (for a 3 hour minimum)	\$26.6619/hour
Wardrobe/Property/Fly (for a 4 hour minimum)	\$106.6477/performance
<u>Craft Rate:</u>	
Wiggers/Costumers/Sewers	\$27.2350/hour
Wiggers/Costumers/Sewers	\$108.9392/perf.

**Memorandum of Agreement:**

**The Centennial Auditorium and Convention Centre Corporation (TCU PLACE)**

**AND**

**The International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of United States, its Territories and Canada (I.A.T.S.E.) Local No. 300**

**RE: Annual Training Planning**

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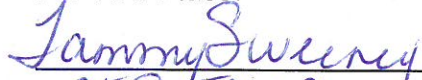
The Union and TCU Place agree to develop a working group for the term of this agreement comprised of Union and Management representatives to develop a training plan for all permanent staff and mutually agreed calling hall staff.

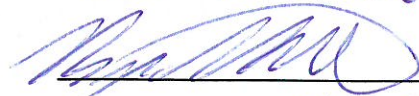
This plan will be developed by September 15<sup>th</sup> of each year and implemented on January 1<sup>st</sup>, the following year.

The training plan will comprise of specific names of training sessions, facilitator and training costs including wages of staff attending the training.

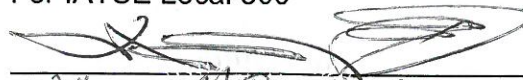
Signed this \_\_\_\_ day of \_\_\_\_\_, 2021


For TCU Place:

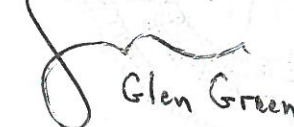
  
\_\_\_\_\_  
Johnny Sweeney  
CEO TCU Place

  
\_\_\_\_\_  
Chair TCU Place Board

For IATSE Local 300

  
\_\_\_\_\_  
William McDermott President

  
\_\_\_\_\_  
Kim Warden Business Agent

  
\_\_\_\_\_  
Glen Green

**Memorandum of Agreement:**

**The Centennial Auditorium and Convention Centre Corporation (TCU PLACE)**

**AND**

**The International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of United States, its Territories and Canada (I.A.T.S.E.) Local No. 300**

**RE: Training Trust Fund**

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The Employer agrees, commencing in 2021 and for the remaining term of this agreement to contribute to the IATSE Entertainment and Exhibition Industries Training Trust Fund an amount equal to 0.1% of gross wages paid by the Employer to employees covered by this collective agreement up to a maximum of \$2,500 per calendar year.

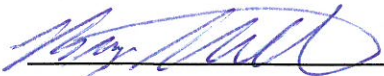
This contribution will be made in January of each year based on the gross wages of the preceding year. For greater clarity, contributions will be made in 2021, 2022 and 2023 calendar years.

This memorandum expires on June 29, 2023 unless renewed by the parties.


Signed this \_\_\_\_\_ day of \_\_\_\_\_, 2021

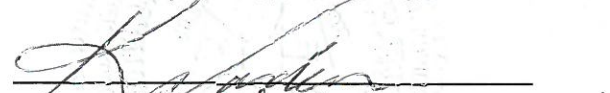
For TCU Place:

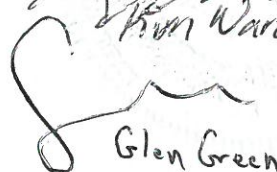
  
\_\_\_\_\_  
CEO TCU Place

  
\_\_\_\_\_  
Chair, TCU Place Chair

For IATSE Local 300

  
\_\_\_\_\_  
William M. Dermott - President

  
\_\_\_\_\_  
Kevin Warden - Business Agent

  
\_\_\_\_\_  
Glen Green

**Memorandum of Agreement:**

**The Centennial Auditorium and Convention Centre Corporation (TCU PLACE)**

**AND**

**The International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of United States, its Territories and Canada (I.A.T.S.E.) Local No. 300**

**RE: Criminal Records Check and Vulnerable Sector Search**

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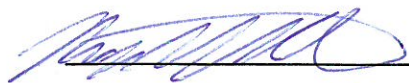
During the negotiation for the renewal of the collective agreement the Employer raised a number of concerns in relation to having criminal records checks and vulnerable sector searched undertaken in relation to events that are attended by vulnerable persons.

The parties agree to develop a working group for the term of this agreement comprised of Union and Management representatives to discuss alternatives that maybe implemented.

Signed this \_\_\_\_ day of \_\_\_\_\_, 2021


For TCU Place:

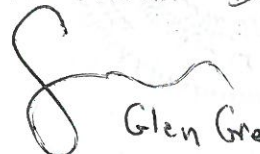
  
\_\_\_\_\_  
TCU CEO

  
\_\_\_\_\_  
Chair, TCU Place Board

For IATSE Local 300

  
\_\_\_\_\_  
William McDermott - President


  
\_\_\_\_\_  
Kim Warden - Business Agent


  
Glen Green

The parties agree that they will recommend this Memorandum of Agreement to their principals. It is further agreed that this Memorandum of Agreement shall come into effect on the date that it is ratified by both parties.


Dated this \_\_\_\_\_ day of \_\_\_\_\_, 2021, in the City of Saskatoon, in the Province of Saskatchewan.

On behalf of  
The Centennial Auditorium &  
Convention Centre Corporation

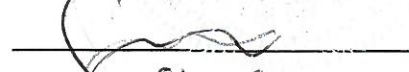
  
\_\_\_\_\_  
CEO - TCU Place

  
\_\_\_\_\_  
Chair, TCU Place Board

On behalf of  
I.A.T.S.E. Local 300

  
\_\_\_\_\_  
William McDermott - President

  
\_\_\_\_\_  
Kim Warden - Business Agent

  
\_\_\_\_\_  
Glen Green