

## ADDENDUM

### THEATRE TECHNICAL STAFF

#### House Working Rules

**1: Work Week**

A work week is defined as being from the first shift of the day on a Tuesday through the last shift of the day on the following Monday.

**2: Turn Around**

- a: The turn around time between completing work one day and returning the next will be ten (10) hours. In the event the Employer fails to provide nine (9) hours turn around time the next full shift shall be at time and one half (1 ½) the employee's regular rate of pay.

**3: Shift**

- a) A shift is a working period made up of one or more calls.  
b) A shift is always allocated to the day on which it begins.  
c) A split shift is one in which there is a break of more than 1 hour.

**4: CALLS**

#### Definition

A call is a working period which is uninterrupted by a meal break.

a: Single Call in a Day:

I: "A single call in a day can not be less than four hours."

b: First Call of the Day:

#### Fulltime Staff

The minimum first call of the day is 2 hours if at least 8 hours are worked during that day.

#### Part Time Staff

II: The minimum first Call of the day is 3 hours.

III: If the break between the first and second call is less than two hours then the total for the first and second calls must be at least five hours.

IV: If the break between the first and second call is two hours or more then the total for the first and second calls must be at least six hours.

**c: Return Calls**

- I: Return calls must be a minimum of 1 hour if the break is less than two hours, and a minimum of two hours if the break is two hours or more.

**d: Performance Call:**

- I: A performance call begins 1 hour before the scheduled house opening time.
- II: If there is a strike or changeover after the performance, then the performance call is complete when the audience has left the theatre at the end of a show. If there is no changeover, strike, or reset after a performance then the performance call is over when the lights can be turned off and the theatre locked.
- III: If a client must rehearse, or otherwise have exclusive use of the stage during showcall then at least 30 minutes will be added to the beginning of the showcall to allow the crew to prepare the theatre.

**5: GRACE PERIOD**

- a: A meal break should occur after the completion of four hours of work. Once per day a grace period of up to one hour is permitted. This means that one call per day can be extended up to five hours. Once a call has extended beyond four hours, no subsequent call on that day can extend beyond four hours.

**6: MEAL BREAKS**

Meal breaks will be taken at least once every 4 hours.

- I: A meal break shall be either:  
60 minutes (non paid)  
less than 60 minutes (paid)

**b: Exceptions**

There is one exception to the four hour meal break rule: the grace period (see 5a)

**7: ROAD CREW**

Nothing in this Agreement shall preclude bona fide members of a road crew from performing work for a lessee of the Employer's premises on or about the said premises in connection with any performance. For purposes of this Agreement, a Road Crew shall be defined as persons employer by a traveling production to perform technical duties pertaining to the set-up, run, and strike of the production and who travel with the production.

The Employer will supplement road crews with its own employees as required.

**8: Specialized Equipment**

Upon notice of the Union, the Employer may employ persons from outside the bargaining unit to operate specialized equipment not normally operated by members of the bargaining unit, except where the operation of such equipment becomes routine or reasonably regular and sufficient members of the bargaining unit are qualified to operate such equipment.

## **9: TECHNOLOGICAL CHANGE**

In the event that the Employer should wish to introduce changes or new methods of operation which require new, different, or greater skills than are possessed by the employees under the present method of operation such employee shall, at the expense of the Employer, be given a period of time mutually agreed upon by the Union and the Employer to perfect or acquire the skills necessitated by the change or new method of operation.

## **10: GENERAL CONDITIONS**

10.01 Adequate rest room and shower facilities will be provided in accordance with the Act and shall be maintained in a clean condition by the Employer.

10.02 Necessary pick up and wash up time will be allowed prior to quitting time.

10.03 No employee shall be required to supply any tools on the Employer's premises other than normal trades hand tools. The employee may supply, at her own discretion, additional tools.

10.04 If an employee chooses to supply tools with the approval of the Employer, then the Employer shall insure these tools for loss while on the Employer's premises.

10.05 Any shift that starts between the hours of 2:00 am and 6:00 am shall be at time and one half (1 ½ ) the employee's regular rate of pay.