

**Grease Toronto 2016
Limited Partnership
(GT2016LP)**

hereinafter referred to as the "Employer"

and

**THE INTERNATIONAL ALLIANCE OF THEATRICAL STAGE EMPLOYEES,
MOVING PICTURE TECHNICIANS, ARTISTS AND ALLIED CRAFTS OF THE
UNITED STATES, ITS TERRITORIES, AND CANADA (IATSE) LOCAL 822
(Theatrical Wardrobe, Makeup Artist & Hair Stylists)**

hereinafter referred to at the "UNION"

The attached document, dated October 18, 2017, and initialed are the terms and conditions under which members of IATSE Local 822 are employed. An agreement between International Alliance of Theatrical Stage Employees Local 822 Theatrical Wardrobe, Makeup Artists and Hair Stylists (IATSE) and (GT2016LP), for the run of show of the GT2016LP production of "GREASE" at the Winter Garden Theatre, Toronto.

TABLE OF CONTENTS:

ARTICLE	PAGE
Article One —Hours of Work	3
Article Two — Terms and Overtime Rate	4
Article Three — Dues Deductions	5
Article Four — Statutory Holidays	5
Article Five — Vacation Pay	5
Article Six —Breaks	6
Article Seven —Retirement and Welfare	6
Schedule A	7

ARTICLE ONE - HOURS OF WORK

- 1.1 Performances and Dress rehearsals shall be deemed to be a working period of three and one half (3 1/2) hours, time to be considered from one half (1/2) hour prior to the show to the final curtain. All time worked over and above the said working period shall be paid for at the applicable rate as hereinafter setforth.

- 1.2 Minimum time for all calls other than performances, shall be four (4) hours, commencing at such time as mutually agreed upon by the Employer and the Head of Dept.

Exception: A minimum call of one (1) hour shall be permitted immediately pre-performance and/or immediately post-performance for employees already working, for normal pre/post show duties.

- 1.3 Sunday is deemed to commence at 12:01am Sunday and to terminate at 8:00 am Monday and it is agreed that Sunday time shall be included as part of the forty (40) hour work week. Sunday performances are to be paid at double time.

- 1.4 All employees working a performance and who are required to do the pack out on closing night shall be paid the "Pack Out" rate as defined in Schedule "A". The Pack Out rate allows for the packing to be done from the half (1/2) hour prior to curtain to one half (1/2) hour after the final curtain. The "Pack Out" rate is an additional one time payment. Any hours in addition to this will be subject to the applicable hourly rate.

- 1.5 Where a performance is videotaped or broadcast then the performance crew shall be paid at straight time.

ARTICLE TWO — TERMS & OVERTIME RATES

- 2.1 (a) Time worked between 8:00 am and midnight Monday through Saturday shall be paid at the applicable straight time rate.
- (b) Time worked between midnight and 8:00 am Monday through Saturday shall be paid at double (2x) the applicable straight time rate.
- (c) Time worked between 8:00 am and midnight Monday through Saturday on extra performances other than the norm (i.e. in excess of two) in one day shall be paid at time and one half (1-1/2 x) the applicable straight time rate.
- (d) Time worked on Sunday (defined in **Article 1.03** herein) shall be paid at double (2x) the applicable straight time rate.
- (e) Any time worked in excess of two performances in one day, or one performance and one four hour call in one day shall be paid at time and one half (1-1/2 x) the applicable straight time rate.
- (f) Any time worked in excess of eight (8) hours in one day shall be paid at time and one half (1-1/2 x) the applicable straight time rate.
- (g) Any time worked in excess of twelve (12) hours in one day shall be paid at double (2x) the applicable straight time rate.
- (h) Time shall be computed to the next whole hour for pay purposes.
- (i) Employees agree to work overtime when required by the Employer.

ARTICLE THREE — DUES DEDUCTION

- 3.1 The Employer agrees to deduct a percentage of gross earnings, including vacation pay, for union dues on behalf of all wardrobe, makeup and hair employees under the jurisdiction of the Union. The dues deductions shall be weekly and remitted monthly by cheque payable to the Operating Account of Local 822, IATSE, together with a list of employees for and on behalf of whom such deductions have been made. The list shall include the employee's name, social insurance number, gross earnings including vacation pay and the amount of dues deducted. Dues deducted shall be remitted no later than the fifteenth (15th) of the following month in which the person earned the wages in respect to such deductions. It is agreed that there will be no fees and charges attached to the administering of the dues deduction.
- 3.2 The Union shall notify the Employer in writing of the amount of such percentage dues currently in effect and will further advise the Employer of any changes in such percentage.

ARTICLE FOUR — STATUTORY HOLIDAYS

- 4.01 The Employer agrees to pay double and one-half for all work performed on the following Statutory Holidays:

New Year's Day	Family Day	Good Friday
Victoria Day	Canada Day	Civic Holiday
Labour Day	Thanksgiving Day	Christmas Day
Boxing Day		

Where a statutory holiday is declared on a day other than the day on which it falls, as for example (but without limitation), where Christmas Day falls on a Sunday and a statutory holiday is declared by the province on the following Monday, then such day shall be deemed to be a Statutory Holiday for the purposes of this Agreement.

ARTICLE FIVE — VACATION PAY

- 5.01 The Employer agrees to compensate vacation pay in the amount of ten (10%) percent weekly.

ARTICLE SIX — BREAKS

- 6.01 An unpaid meal break of one hour shall be given after 5 hours of work.
- 6.03 A break of fifteen (15) minutes shall be allowed after each two hour period of work; it is recognized that a performance call may not include such breaks.

ARTICLE SEVEN — RETIREMENT & WELFARE

- 7.1 The Employer agrees to participate in the **health, retirement and welfare of local 822 members** for the term of this Agreement.
- 7.2 The Employer shall deduct from those individuals participating in the RSP an amount equal to five percent (5%) of each individual's gross earnings, by payroll deduction, to which the Employer will make a seven percent (7%) contribution.
- 7.4 The Employer shall contribute a four and one half percent (4.5%) of each individual's gross earnings for the purpose of Health and Welfare for the Union's members.
- 7.5 These combined remittances shall be accompanied by a statement in duplicate, showing the names of all those individuals from whom deductions and contributions have been made and the respective amounts in each case; made payable to the "IATSE Local 822 Benefit Trust Fund" and sent to the trustee of the plan as designated by the Union.
- 7.6 In addition to the foregoing, the Employer shall pay the employer's portion of the Canada Pension Plan.

Schedule A

Head of Dept

Hourly	\$	26.92
Construction	\$	
Pack out	\$	
Performance	\$	107.68

Assistant Head

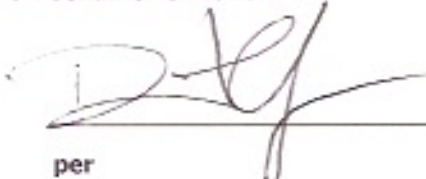
Hourly	\$	25.54
TV/film	\$	
Construction	\$	
Pack out	\$	
Performance	\$	101.76

Attendant

Hourly	\$	24.75
TV/film	\$	
Construction	\$	
Pack out	\$	
Performance	\$	99.00


Signed by the Parties hereto on the 25th day of October / 2017

On behalf of GT2016LP:




per
Grease Toronto 2016 Limited Partnership

On behalf of the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, It's Territories and Canada, Local 822 (Theatrical Wardrobe, Makeup Artists and Hair Stylists).



Diane Lockett-Reilly
President



Michelle DiCesare
Business Agent