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**COLLECTIVE AGREEMENT**

**BETWEEN**

**THE FRIENDS OF THE ALBERTA JUBILEE AUDITORIA SOCIETY  
(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, LOCAL 212  
(hereinafter referred to as the Union)**

**April 1, 2020 – March 31, 2023**

**AGREEMENT FOR**  
**SOUTHERN ALBERTA JUBILEE AUDITORIUM PRINCIPAL HOUSE OPERATORS**

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## **ARTICLE 1 - SCOPE**

This Agreement covers the House Technical Staff hired to execute the technical functions for each department of Audio, Lighting and Stage at the Southern Alberta Jubilee Auditorium.

### **Article 1.1 DEFINITIONS**

In this agreement:

**THE EMPLOYER:** means the Friends of the Alberta Jubilee Auditoria Society (AJAS).

**THE UNION:** means The International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, Local 212.

**FACILITY:** means the Southern Alberta Jubilee Auditorium.

**TECHNICAL COORDINATOR:** means the permanent employees of the Facility, who are employed by either the Employer or Government of Alberta and who are responsible for coordination of the lighting, audio and stage departments.

**AJAS TECHNICAL COORDINATOR:** means the permanent employee of the EMPLOYER who is responsible for the coordination of the lighting, audio and stage House Technicians.

**HOUSE STAGE TECHNICIAN:** means an individual hired under the terms of this agreement for Stage and who coordinates stage department activities with a Technical Coordinator or their designate and shall include duties as per Article 10 Position Duties as per Schedule A.

**HOUSE AUDIO TECHNICIAN:** means an individual hired under the terms of this agreement for Audio and who coordinates audio department activities with a Technical Coordinator or their designate and shall include duties as per Article 10 Position Duties as per Schedule A.

**HOUSE LIGHTING TECHNICIAN:** means an individual hired under the terms of this agreement for Lighting and who coordinates lighting department activities with a Technical Coordinator or their designate and shall include duties as per Article 10 Position Duties as per Schedule A.

**HOUSE TECHNICIAN:** means the individual(s) (collectively or singularly) engaged by the Employer as the House Stage, Audio, Lighting and/or their relief Alternate(s) Technicians.

**PRINCIPAL HOUSE OPERATOR:** means an individual hired as house technical staff.

**ALTERNATE HOUSE OPERATOR:** means an individual hired to relieve the principal house operator.

## ARTICLE 2 - RECOGNITION AND UNION SECURITY

- 2.1 In this Collective Agreement, the Board of Directors of the Employer recognizes the Union as the sole and exclusive bargaining agent for all persons employed in the unit defined under this Collective Agreement. The exclusive jurisdiction of the Union covered by this Collective Agreement shall include all stage work of a kind and nature normally performed for the Departments of Stage, Audio and Lighting at the Facility. The handling, erecting and operating of house lighting, sound, digital/analog media audio/visual and technical equipment and machinery in connection with any and all on stage entertainment, on-stage rehearsals, on-stage performances, or performances in connection with television productions, closed-circuit television, videotaping, teleprompters, filming and film production work for both theatrical and television presentations which are produced or executed anywhere within the geographical jurisdiction of the Union. However, this does not include any such work which would be a violation of, or an infringement on, existing exclusive jurisdiction of another union.
- 2.2 As Local 212 is a member of The International Alliance of Theatrical Stage Employees and Moving Picture Technicians, Artists and Allied Crafts of the United States its Territories and Canada, nothing in this Collective Agreement shall be construed to interfere with any obligation the Union owes to such International Alliance by reason of prior obligation, but this shall in no event be construed so as to conflict with any applicable Provincial or Federal laws.
- 2.3 During the term of this Collective Agreement the Union agrees that it will not initiate or authorize a strike by members against the Employer and the Employer agrees that it will not lock out members of the Union.
- 2.4 The Employer agrees to employ only qualified stage personnel supplied by the Union. The Union agrees to supply qualified stage personnel. All Principal House Operators and Alternates shall be members of the Union and remain in good standing with the Union as a condition of employment with the Employer.
- 2.5 The Union agrees that the Employer has the sole right of selecting the House Stage Technicians, House Lighting Technicians and House Audio Technicians for positions covered under this Collective Agreement. The Employer agrees that consideration for Principal House Operators shall be given first to the membership of Local Union 212, in consultation with the Union, via job posting, then from sister Locals of the Union. If a qualified candidate is still not found, the Employer shall be allowed to employ a candidate from outside the Union. This individual shall request from the Union a work permit and will be required to make application for membership in the Union upon completion of the probation period. The Union undertakes to accept each such person as a member of the Union unless it shall have compelling cause to refuse such person membership.
- 2.6 The Employer shall permit the Business Agent for the Union, or their designate,

to enter the production or the performance areas at any time during operation, as long as it does not interfere with the work at hand.

- 2.7 The Employer agrees to provide the Union with Principal House Operators and Alternates names as they are engaged. The Alternates will be selected by the Employer and scheduled by the AJAS Technical Coordinator.
- 2.8 The Employer recognizes the right of the Union to have a shop steward that represents the House Technicians. The Union will identify the Shop Steward to the Employer on an annual basis or when there has been a change in the position.

### **ARTICLE 3 - MANAGEMENT RIGHTS**

- 3.1 The Employer shall have the right to make such rules and regulations as may be deemed necessary for the conduct and Management of the performances and working conditions, and the Union agrees that its members shall obey all rules and the directions of any authorized representatives of the Employer insofar as they do not conflict with the terms of this Agreement.
- 3.2 The Union acknowledges that it is the right and responsibility of the Facility and AJAS, except where modified by this agreement, to:
- a) Direct the control of its property and the maintenance of its premises;
  - b) Schedule and assign work, including the number of employees needed for any task at any time, change the number of employees assigned to any task, organize the work, assign the work, schedule shifts and maintain order and discipline;
  - c) Assign proper supervision and managerial support at AJAS discretion;
  - d) Take such other measures as management may determine to be necessary for the orderly and efficient operation of the Facility;
  - e) Establish or change policies, practices, rules, procedures and regulations for the conduct of the business and for the conduct of House Technicians, including occupational health & safety rules, hours of work, rest, work rules, standards and attendance regulations, a copy of which shall be supplied to the Union and Principal House Operators prior to implementation;
  - f) Establish, maintain and change standards of quality and efficiency;
  - g) Introduce new or different methods, equipment, materials or facilities, including automation and other technology to be used, and if so, to provide training to the affected employees;
  - h) In consultation with the Union, require additional training and orientation as a condition of working at the Facility;
  - i) Exercise all other prerogatives and responsibilities normally inherent in management except those that are clearly relinquished by the specific terms of this agreement **or provincial legislation** and;
  - j) In close collaboration with the Union, the hiring, discharge, layoff, recall,

suspension or otherwise discipline of House Technicians are subject to the provisions of this agreement.

## ARTICLE 4 - CONDITIONS OF EMPLOYMENT

### 4.1 REST AND MEAL BREAKS

- a) There will be one (1) twenty (20) minute rest break allowed during each four (4) hour work period.
- b) A meal break shall be one (1) hour unpaid or one-half (1/2) hour paid at the applicable hourly rate of pay. **When meal breaks begin after midnight, and the client is providing a catered meal, as per the Casual Stage Technician Collective Agreement, the client will be advised that catering is also required for the Principal House Operators.**
- c) The Principal House Operators will work no more than five (5) hours without a meal break. Keeping in mind the best interests of the lessee and the House Technicians, it is the individual House Technician's responsibility to advocate to the lessee in advance, to ensure the requisite break is taken.
- d) Where the load out immediately follows a show without a break, the requirement for a meal break or meal break penalty set out in Articles 4.1 b) and 4.1 d) shall not apply until after the 6<sup>th</sup> hour of the call. However, all other overtime provisions shall be applicable.
- e) Article 4.1(d) shall not apply where a worker is already in meal break infringement when starting a load out. **The start of the load out shall be determined by the End of Event recorded in the Show Report.**
- f) Should the Principal House Operators be unable to take the requisite break, he/she will be paid at one and one half (1 ½) times the applicable hourly rate of pay until the start of the meal break. The break infringement must be noted on the time sheet.

### 4.2 COMPUTATION OF TIME

- a) Principal House Operators covered under this Collective Agreement shall be paid to the next half (1/2) hour of work. All work will be recorded on time sheets by Principal House Operators in a format supplied and approved by the Employer. Time sheets must be placed in the Technical Department Mailbox by 8 am Monday morning.
- b) The Employer shall pay a rate of one and one half (1 ½) times the base hourly rate for all hours worked in excess of eight hours per day and two (2) times the base hourly rate for all hours worked in excess of twelve (12) hours per day.

- c) The Principal House Operators will be paid at the rate of one and one half (1 1/2) times the base hourly rate of pay for up to eight (8) hours worked on Sundays. For all hours worked in excess of eight (8) hours on Sunday the rate of pay shall be two (2) times the base hourly rate.
- d) For hours worked between 2400 and 0800 the rate of pay shall be the applicable rate of pay or one and one half (1 1/2) times the base rate, whichever is greater. Should the first call of the day begin prior to 0800, the rate of pay shall be two (2) times the base rate until 0800.
- e) The minimum first call shall be four (4) consecutive hours per day at the applicable rate of pay (regardless of hours worked), as per Article 10, after which all hours are paid on an hourly basis.
- f) When there is a break during a single day's schedule of two (2) hours or more, the subsequent call shall also be a minimum four (4) consecutive hour call. After a break of less than two (2) hours the minimum callback shall be two (2) hours.
- g) A meal break may be used to finish a minimum call.
- h) Minimum call time prior to a performance or rehearsal with an audience, (including multiple performances on a single day) shall be 1/2 hour prior to the scheduled auditorium doors opening, providing that the stage is absent of performers. **If performers are on stage, call time may be extended to allow for pre-checks. During the CoVid-19 pandemic, the call-time will be at the discretion of a Production Co-ordinator.**
- i) The normal rest period shall be ten (10) hours between the wrap of one day and the beginning of the next call with the same promoter. Encroachment on this rest period shall be paid at two (2) times the applicable rate at the commencement of the next call until the ten (10) hour turnaround period expires.
- j) At no time shall the House Technician receive more than 3x the base hourly rate, regardless of premiums or penalties.
- k) **Principal House Operators must have a minimum of not less than eight hours away from the Facility between two different day's shifts. Principal House Operators demonstrating an inability to function because of fatigue will be sent home, at the discretion of a Technical Co-ordinator, and shall be paid for only the hours worked.**



### 4.3 VACATION PAY

- a) All Principal House Operators covered by this agreement shall receive vacation pay at the rate of an amount equal to six percent (6%) of their gross earnings from commencement of employment.
- b) In the seventh (7<sup>th</sup>) year of employment, **Principal House Operators** who have been employed for six (6) consecutive years (of a minimum of fifteen (15) weeks per year) shall receive an amount equal to eight percent (8%) of their gross wages as vacation pay.
- c) In the eleventh (11<sup>th</sup>) year of employment, Principal House Operators who have been employed for ten (10) consecutive years (of a minimum of fifteen (15) weeks per year) shall receive an amount equal to ten percent (10%) of their gross wages as vacation pay.
- d) For Alternate Principal House Operators who work at least one call per calendar year, Two Thousand Five Hundred (2500) hours worked and then Five Thousand (5,000) hours worked during their employment as Alternates shall qualify them for increases in vacation pay in accord with clauses 4.3 (b) 7<sup>th</sup> year and 4.3 (c) 11<sup>th</sup> year respectively. However, the Union and Management must agree in writing on the hours worked by the Alternate Principal House Operators and the percentage of gross wages to be paid as vacation pay, effective a stipulated date, which will be attached hereto as Schedule "B". Failing such written agreement, the Alternate House Technicians will be paid an amount equal to six (6%) percent of their gross earnings from commencement of employment. Schedule "B" will be reviewed annually or upon request by either party.
- e) **In the twenty-sixth (26th) year of employment, Principal House Operators who have been employed for twenty-five (25) consecutive years shall receive an amount equal to twelve percent (12%) of their gross wages as vacation pay.**
- f) **After completing 10,000 worked, Alternate House Operators will receive an amount equal to 12% of their gross wages as vacation pay.**
- g) **Principal House Operators are eligible for six paid personal days (Alternates are eligible for two paid personal days) per calendar year, to be used as sick days, bereavement leave, spousal leave, etc.**

#### **4.4 PROBATIONARY PERIOD AND TERMINATION**

All Principal House Operators covered under this collective agreement shall serve a probationary period of not more than six (6) months, during which time the Employer and the Technical Coordinator or their designate shall assess the House Technician's suitability for ongoing employment. If, during the probationary period, the Employer and the Technical Coordinator determines that the House Technician's performance is unsatisfactory, and the House Technician and the Union having had due notification of performance levels during the probationary period, and the House Technician having been given adequate time to improve any skills found to be unacceptable, the House Technician's employment may be terminated.

Upon completion of the probationary period, Principal House Operators and the Employer agree to give the other Party not less than (2) two weeks' written notice of intent to resign or terminate employment.

#### **4.5 MINIMUM CREW**

The minimum house crew for performance, load-ins, set-ups, rehearsals and load-outs shall be as determined by the Technical Coordinator or their designate.

#### **4.6 SCHEDULING**

- a) **The Principal House Operators are responsible for the scheduling of their technical area in coordination with the AJAS Technical Coordinator or their designate. The Principal House Operators shall provide the AJAS Technical Coordinator or designate a copy of their proposed schedule no less than one month in advance for approval. The AJAS Technical Coordinator will review, and schedule Alternate House Technicians as required, to ensure the Principal House Operators receive adequate rest between clients. The Principal House Operators will be provided a calendar of upcoming events a minimum of two months in advance where possible.**
- b) In the event of a cancellation of a work call, rehearsal or performance, where possible, forty-eight (48) hours' notice will be given. If less than twenty-four (24) hours' notice is given of a cancellation of a work call, rehearsal or performance, the Principal House Operators will be paid a minimum of **four (4) hours** pay at the applicable rate should no replacement call be made. Principal House Operators must claim each

un-replaced cancelled call on their time-sheet.

- c) Except for cases of illness, accident or other unavoidable circumstances, Principal House Operators who wish to change their schedule must advise the Technical Coordinator at least forty-eight (48) hours in advance. Reasonable requests will not be refused. All substitutions must be approved by the Technical Coordinator or their designate. Any disputes in scheduling shall be resolved by the Business Agent for the Union and the Technical Coordinator or their designate.
- d) **Principal House Operators must have a minimum of one day off for every 7 consecutive days worked, or 2 consecutive days off within a 14-day period.**

#### 4.7 LAYOFF

The Jubilee Auditorium operates its stage activities on a part-time, seasonal basis. It may be necessary to lay off Principal House Operators due to reduction of work. A minimum two weeks' written notice will be given prior to layoff. Unless otherwise provided, this notice will take the form of the monthly schedule as posted in the Facility booking program. Two weeks' pay will be provided in lieu of notice or combination of notice and pay at the discretion of the Employer. Principal House Operators will be recalled to work as required.

### ARTICLE 5 - GENERAL HOLIDAYS

- 5.1 The following days shall be considered as General Holidays:
  - After 1800 hr. on New Year's Eve
  - New Year's Day
  - Good Friday
  - Victoria Day
  - August Civic Holiday
  - Thanksgiving Day
  - After 1800 hr. on Christmas Eve
  - And any other Federal or Provincial declared General Holiday.
  - Alberta Family Day
  - Easter Sunday
  - Canada Day
  - Labour Day
  - Remembrance Day
  - Christmas Day
- 5.2 All work performed on a General Holiday shall be paid at two (2) times the base hourly rate, **and is subject to all applicable meal penalties.**
- 5.3 With the exception of New Year's Eve and Christmas Eve the Principal House Operators shall receive eight (8) hours of pay at the base rate for each General Holiday.
- 5.4 With the exception of New Year's Eve and Christmas Eve, if called to work on a

General Holiday, Alternate House Operators minimum call shall be six (6) hours.

## ARTICLE 6 - REMUNERATION

- 6.1 In accordance with Schedule "B," the Employer shall pay each House Technician a bi-weekly pay cheque issued for the hours worked the previous weeks. The Employer will include with each pay cheque an itemized statement of the hours worked for the pay period and rates of pay, benefits and payroll deductions. The Employer will make its best effort to include the following information on each pay cheque stub:
- the number of regular hours worked during the pay period;
  - the number of overtime hours worked during the pay period;
  - the number of regular earnings during the pay period;
  - the number of overtime earnings during the pay period;
  - the amount of regular earnings year to date;
  - the amount of overtime earnings year to date;
  - the amount of R.R.S.P. contributed by the Employer;
  - the amount of R.R.S.P. contributed by the Employee;
  - vacation pay amount;
  - union working assessment deduction.
- 6.2 The Employer will also provide a contribution of an amount equal to four percent (4%) of the House Technician's gross earnings (defined as wages plus applicable vacation pay) to the House Technician's RRSP fund. The Employer agrees upon receiving a written request from a House Technician to deduct an optional percentage of the House Technician's gross earnings as an optional additional contribution to the House Technician's RRSP fund. These RRSP funds shall be forwarded monthly to the Union with a complete remittance breakdown per House Technician per pay period in an electronic (emailable) Excel format.
- 6.3 Administration and Training Fee. The Employer shall contribute an amount equal to **one percent (1%)** of all Principal House Operators gross earnings toward the continued development and maintenance of qualified House Technicians. This contribution shall be forwarded monthly to the Union with a complete remittance breakdown per House Technician per pay period in an electronic (emailable) Excel format.
- 6.4 Health and Welfare. The Employer shall contribute an amount equal to five percent (5%) of all Principal House Operators gross earnings toward the Health and Welfare benefits. This contribution shall be forwarded monthly to the Union with a complete remittance breakdown per House Technician per pay period in an electronic (emailable) Excel format.
- 6.5 Union working Assessment. The Employer agrees to deduct an amount from

each House Technician's gross earnings which shall be forwarded to the Union on a monthly basis with a complete remittance breakdown per House Technician per pay period in an electronic (emailable) Excel format. The Union agrees to provide the Employer not less than four weeks' written notice of the percentage Working Assessment or adjustment thereof.

## **ARTICLE 7 – HOUSE TECHNICIAN PERFORMANCE**

- 7.1 The Employer or their designate shall have the right to discipline, refuse to hire, or dismiss any House Technician for which the Employer has just cause.
- 7.2 In any grievance arising from the discipline, refusal to hire, or dismissal of any House Technician, the Employer shall show just cause.
- 7.3 If the Employer fails to establish just cause for discipline, failure to hire, or dismissal of a House Technician, the Employer shall be responsible for paying any lost earnings and benefits as sustained by the affected House Technician that would be due from this Employer.
- 7.4 "Just Cause" in this Collective Agreement shall include but not be limited to:
- a) Breach of any rules established by the Employer governing the duties and functions of the House Technician which are reasonably necessary for the conduct and management of the Employer's business insofar as such rules and regulations do not conflict with the terms of this collective agreement. The House Technician and the Union will be provided with a copy of such rules.
  - b) Insubordination.
  - c) Any use of drugs and/or alcohol, or working under the influence of drugs and/or alcohol, or working with impaired function because of the use of drugs and/or alcohol.
  - d) Criminal dishonesty while in the employ of the Employer
- 7.5 Upon imposing any form of discipline upon a House Technician the Employer shall, within forty-eight (48) hours, provide written reasons to the House Technician and the Union for the imposition of such discipline.
- 7.6 With the exception of Clause 7.4 above, in the event that the Employer finds reason to discipline a House Technician, the Employer shall do so in the following manner:
- a) A warning that inappropriate conduct has occurred shall be provided in the form of a letter handed to the House Technician from the Employer with a copy going to the Union.
  - b) A House Technician may appeal the warning, in writing, to the Employer

within seven (7) calendar days of the date of written warning with a copy going to the Union.

- c) An un-retracted letter of warning shall remain current and enforced for twelve (12) months from date of issuance.
- d) A House Technician with two (2) un-retracted written warnings on his/her file shall be “on probation” and may be subject to discharge by the Employer (i.e. “three strikes you’re out”).
- e) In all cases of House Technician discipline (including warnings and discharges) the Employer shall clarify such discipline by letter handed to the House Technician.

7.7 Any complaint by the Employer or dissatisfaction concerning a House Technician’s work which is not intended to result in discipline, but which is intended to form part of the House Technician’s personnel records, shall be made in writing within one (1) week of the circumstances giving rise to the complaint or dissatisfaction and a copy thereof shall be submitted by the Employer to the House Technician and to the Union. Any written reply by the House Technician shall also be filed as part of that House Technician’s personnel record. The Employer shall specify in the complaint or expression of dissatisfaction the nature of the improvement required of the House Technician, and a reasonable deadline for such improvement to take place. Upon the deadline being reached, an updated evaluation will be filed and a copy given to the House Technician and the Union. A failure on the part of the House Technician to make reasonable improvements during the time allotted may result in discipline being imposed.

7.8 In any discussion between the Employer and the House Technician regarding a matter for which discipline may be imposed; the House Technician shall have the right to have the Union Business Agent or other authorized representative of the Union present.

7.9 A House Technician may review his personnel file at any reasonable time and may copy any documents therein. The House Technician may respond in writing to any document and such response shall form part of their personnel file.

#### 7.10 HARASSMENT AND WORKPLACE VIOLENCE

Every individual employed at the Facility must be treated fairly in the workplace in an environment free of harassment and workplace violence. Harassment or violence in the workplace will not be tolerated and may constitute grounds for discipline up to and including dismissal for cause. Harassment occurs when an individual is subjected to unwelcome verbal or physical conduct, **as covered by, but not limited to**, because of a protected ground under *Alberta’s Human Rights*

Act. Examples of harassment are:

- verbal abuse or physical abuse or threats
- unwelcome remarks, jokes, innuendoes about a person's body, attire, age, marital status, ethnic or national origin, religion, sexual orientation etc.
- displaying of pornographic, racist or other offensive materials
- practical jokes which cause awkwardness or embarrassment
- unwelcome invitations or requests, whether indirect or explicit, intimidation
- leering, whistling or other similar gestures
- comments, suggestions, innuendoes, requests or demands of a sexual nature
- unnecessary physical contact such as touching, patting, pinching, punching
- indecent exposure
- **Deliberate misgendering**
- **Psychological bullying**

Workplace violence means the threatened, attempted or actual conduct of a person that causes or is likely to cause physical injury;

In the event that anyone employed at the Jubilee becomes aware of harassment or workplace violence or the possibility of harassment or workplace violence, the following steps will be taken:

1. The incident or suspicion will be reported to (i) AJAS, and (ii) if involving a House Technician, also to the Business Agent of the Union and (iii) if involving an employee of the Client, to the Client representative.
2. All complaints involving a House Technician will be investigated in a discreet and confidential manner. While under investigation, the House Technician may, if warranted, be suspended from employment

Based on the findings of the investigation and severity of the harassment or workplace violence, progressive discipline will be applied as follows

- a) verbal warning
- b) written warning
- c) suspension; and
- d) termination

## **ARTICLE 8 - GRIEVANCE PROCEDURE**

- 8.1 Where a grievance or difference arises between the Union and the Employer relating to the dismissal or discipline of a House Technician or the interpretation, application, operation or alleged violation of this Collective Agreement, including any questions as to whether a matter is arbitral, there shall be no stoppage of work and an earnest effort shall be made to settle the matter promptly in the manner prescribed in this Article.

- 8.2 All grievances or differences shall be appropriately presented in writing to the House Technician, the authorized representative of the Union and the Employer within five (5) business days (Monday to Friday) of the alleged violation or knowledge of the alleged violation. The written grievance shall state in concise terms the issue giving rise to the grievance, precisely in what respect the Collective Agreement has been seen to be violated or misinterpreted, by reference to the specific Article(s) and Clause(s) relied upon. The grievance shall also stipulate the nature of the relief or remedy sought.
- 8.3 The grievance or difference shall be discussed between the Union's authorized representative and the Employer's designated representative within seven (7) days in an attempt to resolve the grievance or difference.
- 8.4 If the grievance or difference is not settled at Step 1, the difference shall be submitted within seven (7) days to the President of IATSE Local 212 and the Executive Director of the Employer, respectively, who shall meet as soon as possible in an effort to resolve the difference.
- 8.5 If no settlement is reached at Step 2 within seven (7) calendar days of such submission, the grievance or difference shall be sent to arbitration. Upon the expiration of the time limit set out in Step 2 or at such earlier time as either party advises the other that the matter cannot be settled at Step 2, the parties will attempt to agree on a single arbitrator to hear and determine the grievance or difference. The Arbitrator will issue a decision that is final and binding on the parties and any person affected by it.
- 8.6 Where the parties fail to agree within two (2) weeks on the name of an arbitrator, either party may request the Minister of Labour to make the appointment of a single Arbitrator.
- 8.7 The cost of the arbitration shall be shared equally by both parties.
- 8.8 The time limits fixed by this procedure may be extended by mutual consent and the steps to be followed by this procedure may be waived by mutual consent.
- 8.9 The Arbitrator shall not have the power to alter, amend or change the provisions of this Collective Agreement.

## **ARTICLE 9 - MISCELLANEOUS**

- 9.1 It is agreed that refusal to cross a picket line deemed to be legal by Provincial or Federal authority shall not constitute a breach of this Collective Agreement.
- 9.2 Any article of this Collective Agreement that is deemed by both parties to require amendment, alteration or deletion, may be amended, altered or deleted by



## **Schedule “A” Position Descriptions Southern Alberta Jubilee Auditorium**

### **Position Description: HOUSE STAGE TECHNICIAN -SAJA**

#### **POSITION SUMMARY**

This is a self-managed, senior technical position that works in close collaboration with the Alberta Department of Culture Technical Staff, and is responsible for providing overall supervision, co-ordination and safety of the on stage productions and of the on stage and back stage operations at and for the Southern Alberta Jubilee Auditorium. The position is hired by and is an employee of the Alberta Jubilee Auditoria Society (AJAS) with day to day direction of the position provided by the Alberta Department of Culture Technical Staff. The position requires exercising considerable independent supervisory skill, taking into account the cultural diversity of both amateur and professional clients, to communicate and co-ordinate operations with other technical departments, and to supervise IATSE Casual Technicians as required on an individual production basis. Combining administrative, supervisory, technical and design functions, the position requires a mature and complex understanding of managing relationships, responsibilities, time, and events in a manner that is best for the Facility, for the purpose of achieving high quality theatrical / multi-purpose / community events. This position works with other stakeholders in the Facility, such as but not limited to: the client, cast and crew, patrons, Front of House and other Society staff, various staff from Alberta Department of Culture, Alberta Infrastructure and other facility-related staff, to ensure that clients are provided with affordable and exemplary service.

#### **RESPONSIBILITIES AND ACTIVITIES**

- Work with the Alberta Department of Culture Technical Staff to design, maintain, and manage the stage operations, to work cooperatively with diverse artistic and cultural groups to provide a safe, secure facility and quality customer service.
- In close collaboration with the Alberta Department of Culture Technical Staff, is responsible for technical and organisational decisions regarding the safe disposition and use of all the facility's theatrical equipment on stage.
- Interacts with Alberta Department of Culture Technical Staff to acquire advance production information, and disseminate information to the appropriate people to service the client's production.
- Assists with installs, repairs, maintenance and de-bugs of stage and related equipment, as required.
- Anticipates, identifies, and resolves show related problems, including client-related, technical and administrative, to achieve good client relations and service, and ongoing effective operations.
- For the purpose of production operations, converses with the Alberta Department of Culture Technical Staff and clients, aiding in design, technical briefs, appraisals, and operations, to enhance the quality of their productions.
- Assumes role of Stage Manager when one is not present with/provided by the client.

- Makes recommendations and observations to the Alberta Department of Culture Technical Staff regarding on-going stage and related equipment maintenance as required.
- Schedules himself/herself or an alternate to minimize overtime costs to the client while maintaining continuity where necessary and ensuring the appropriate House personnel are on shift to meet the Clients' schedule.
- In collaboration with and taking direction from the Alberta Department of Culture Technical Staff, determines and assists in training of a roster of Alternate House Stage technicians to fill the scheduled hours in a safe manner which meets the Facility and/or client's needs. To balance the need of the facility to maintain continuity from the Principal House Operator position for its regular mainstay clients (such as the resident companies, Broadway Across Canada, etc), while also working to designate enough hours/provide a reasonable working environment to the Alternate(s) to attract qualified technicians for the Alternate Technician work, to keep the roster active, informed, capable and available.
- This position is an onstage front line contact and ambassador for the facility, maintaining professionalism, acting as a conduit between clients and the facility, and welcoming each client as a guest in order to attain the best quality production, within the guidelines and restrictions of the facility.

## SCOPE

- **Administrative Tasks:** Scheduling, record keeping, reporting. Assists Alberta Department of Culture staff and/or the Employer in determining operational policies, decision making within budget guidelines.
- **Research, Design, and Project Management:** Assists Alberta Department of Culture staff in the creation of specifications for projects, and the supervision and/or execution of the projects, facilities and techniques as required.
- **Client Relations:** working one-on-one and in groups with both amateur and professional clients; requires conflict management practices in a high stress/time sensitive industry.
- **Working with guidelines:** OH&S regulations, fire regulations and building codes, policies, contracts and expectations of management, clients, outside Unions, patrons, and public.
- **Stocking and Maintenance:** Assists the Alberta Department of Culture Technical Staff in maintaining and anticipating the level of stage related technical supplies required by the facility. Assists the Alberta Department of Culture Technical Staff in the day to day maintenance of stage related technical equipment in the facility.
- **Safety:** Co-ordination and policing the use of all production equipment and personnel. Ensures all OH&S, Fire, Fall Arrest, Building and WHMIS Regulations are followed.
- **Artistic Judgement:** Assisting clients in designing their performance or event in an effort to realize their objectives within the limitations of the facility and client's individual budgets.
- **Staffing:** Ensure all staffing in the department is accomplished by qualified personnel. Under the guidance of the Employer and Alberta Department of Culture Technical Staff, is responsible for assessment of qualifications of Stage/Carpentry/ Fly/Rigging Crews. Directs and supervises

#### IATSE stage crew.

- Ongoing personal research and training of trends and equipment upgrades, in all areas of theatre.
- Design, Operate, Maintain, a fully functioning fly system and stage related equipment.
- Assist with the implementation of Student Education Programs.

#### KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of all aspects of the theatre, including audio, lighting, video, costuming, props staging, rigging and stage management.
- Detailed knowledge of Stage Carpentry, Stage Rigging, Flying.
- Familiarity with all types of presentations including: Opera, Ballet, Music, Theatre, all kinds of classical, popular and Specialty Music Acts, variety ethnic and community events.
- Knowledge and appreciation of the arts including music, opera, ballet and theatre and knowledge of cultural and ethnic differences and customs.
- Recommended guidelines for Stage Rigging and Stage Machinery Specifications and Practises.
- Knowledge and skill in using computers, scanners, digital cameras, printers, and related software such as MS Excel, MS Word, MS Outlook, MS PowerPoint, Adobe Acrobat, Internet Explorer, Windows XP, ConCentRICs, and AutoCAD.
- Effective communications and interpersonal skills
- Ability to function well under stress.
- Extensive knowledge in using and maintaining all Stage equipment including but not limited to fly systems, rigging systems, chain motors and winches, risers, and all other stage equipment owned by the facility.
- Ability to:
  - lift and work with weight in excess of 40 pounds.
  - work from various lifts at heights up to forty feet.
  - read and work from a rigging or hang plot and associated paper work.
- Fall Protection/Arrest standards and practices including - Fall Protection Certification
- First Responder First Aid (Standard)
- Aerial Scissor Lift Certification
- Fork lift certification (as/if applicable)

#### INDEPENDENCE/DECISION MAKING

The Principal House Operator positions manages independent but also inter-related relationships with the Alberta Department of Culture Technical Staff, the Society, his/her other Principal House Operators, his/her alternates, Front of House staff, various other facility staff, and the facility clients to ensure the facility and its clients are well taken care of in the long and short term. The Principal House Operator is responsible for scheduling and for staffing his/her

position in accordance and in consultation with his/her Alberta Department of Culture Technical Staff and the client schedule provided to him/her by the Alberta Department of Culture Technical Staff. When the Principal House Operator is not able or chooses not to work a show, he/she is responsible to find a qualified replacement (alternate). This scheduling and the chosen alternate need to meet with the Alberta Department of Culture Technical Staff's approval; the scheduling needs to be accomplished in a manner that answers responsibly to several key stakeholders including The Society, Alberta Department of Culture, the client, and IATSE.

When providing client services, the employee works without supervision and is responsible for making all technical and operational decisions. Recommendations are made to the Alberta Department of Culture Technical Staff regarding equipment acquisition, repairs and maintenance, standard operating procedures and system configuration, and generally all matters affecting the department as a whole.

This position also requires reporting to Alberta Department of Culture staff and/or Employer on matters involving loss or major damage to facilities or equipment, accidents involving appreciable physical injury to personnel and unsolvable problems with clients, crew or other personnel. Alberta Department of Culture staff and/or the Employer also look to this position for input on matters of policy, standards, and issues not directly associated with providing client services on individual productions.

## **Position Description: HOUSE LIGHTING TECHNICIAN - SAJA**

### **POSITION SUMMARY**

This is a self-managed senior technical position that works in close collaboration with the Alberta Department of Culture Technical Staff, and is responsible for providing supervision, co-ordination and safety pertaining to lighting pre-production, production, post-production and related services at the Southern Alberta Jubilee Auditorium. The position is hired by and is an employee of the Alberta Jubilee Auditoria Society (AJAS) with day to day direction of the position is provided by the Alberta Department of Culture Technical Staff. The position requires exercising considerable independent supervisory skill, taking into account the cultural diversity of both amateur and professional clients, to communicate and co-ordinate operations with other technical departments, and to supervise IATSE Casual Technicians as required on an individual production basis. Combining administrative, supervisory, technical and design functions, the position requires a mature and complex understanding of managing relationships, responsibilities, time, and events in a manner that is best for the Facility for the purpose of achieving high quality theatrical / multi-purpose / community events. This position works with other departments Stakeholders in the facility, such as but not limited to: the client, cast and crew, patrons, Front of House and other Society staff, various staff from Alberta Department of Culture, Alberta Infrastructure and other facility-related staff to ensure that clients are provided with affordable and exemplary service.

### **RESPONSIBILITIES AND ACTIVITIES**

- Works with the Alberta Department of Culture Technical Staff to maintain and manage and operate the lighting system, to work cooperatively with diverse artistic and cultural groups to provide a safe, secure facility and quality customer service.

- In close collaboration with the Alberta Department of Culture Technical Staff, is responsible for technical and organisational decisions regarding the safe disposition and use of all the facility's lighting equipment, and systems.
- Interacts with Alberta Department of Culture Technical Staff, to acquire advance production information and disseminate information to the appropriate people to service the client's production.
- Assists with installs, repairs, maintenance and de-bugs of lighting and related equipment as required.
- Anticipates, identifies, and resolves show related problems, including client-related, technical and administrative, to achieve good client relations and service, and ongoing effective operations.
- For the purpose of lighting related matters, converses with the Alberta Department of Culture Technical Staff and clients, aiding in design, technical briefs, appraisals, and operations, to enhance the quality of their productions.
- Assumes role of Lighting Director when one is not present with/provided by the client.
- Makes recommendations and observations to the Alberta Department of Culture Technical Staff regarding on-going stage and related lighting equipment maintenance.
- Schedules himself/herself or an alternate to minimize overtime costs to the client while maintaining continuity where necessary and ensuring the appropriate House lighting personnel are on shift to meet the Clients' schedule.
- In collaboration with and taking direction from the Alberta Department of Culture Technical Staff, determines and assists in training of a roster of Alternate House Lighting technicians to fill the scheduled hours in a safe manner which meets the facility and/or client's needs. To balance the need of the facility to maintain continuity from the Principal House Operator position for its regular mainstay clients (such as the resident companies, Broadway Across Canada, etc), while also striving to designate enough hours/ to the Alternate(s) to attract qualified technicians for the Alternate Technician work, to keep the roster active, informed, capable and available.
- This position is an onstage front line contact and ambassador for the facility, maintaining professionalism, acting as a conduit between clients and the facility, and welcoming each client as a guest in order to attain the best quality production, within the guidelines and restrictions of the facility.

#### SCOPE

- Administrative Tasks: Scheduling, record keeping, reporting. Assists Alberta Department of Culture staff and/or the Employer in determining operational policies, decision making within budget guidelines.
- Research, Design, and Project Management: Assists Alberta Department of Culture Staff in the creation of specifications for projects, and the supervision and/or execution of the projects, facilities and techniques as required.
- Client Relations: working one-on-one and in groups with both amateur and professional clients; requires conflict management practices in a high stress/time sensitive industry,.
- Working with guidelines: OH&S regulations, fire regulations and building codes, policies,

contracts and expectations of management, clients, outside Unions, patrons, and public.

- Stocking and Maintenance: Assists the Alberta Department of Culture Technical Staff in maintaining and anticipating the level of lighting related technical supplies required by the facility. Assists the Alberta Department of Culture Technical Staff in the day to day maintenance of stage related technical equipment in the facility.
- Safety: Co-ordination and policing the use of all production equipment and personnel. Ensures all OH&S, Fire, Fall Arrest, Building and WHMIS Regulations are followed.
- Artistic Judgement: Assisting clients in designing their performance or event in an effort to realize their objectives within the limitations of the facility and client's individual budgets.
- Staffing: Ensure all staffing in the department is accomplished by qualified personnel. Under the guidance of the Employer and Alberta Department of Culture Technical Staff, is responsible for assessment of qualifications of Lighting Crews. Directs and supervises I.A.T.S.E. Lighting Crews.
- Ongoing personal research and training of trends and equipment upgrades, in all areas of stage related lighting for live performance.
- Design, Operate, Maintain, a fully functioning lighting system and lighting related equipment.
- Assist with the implementation of Student Education Programs.

#### KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of all aspects of the theatre, including audio, lighting, video, staging and rigging.
- Detailed knowledge of lighting systems, control and equipment.
  - Familiarity with all types of presentations including: Opera, Ballet, Music, Theatre, all kinds of classical, popular and Specialty Music Acts, variety ethnic and community events.
- Knowledge and appreciation of the arts including music, opera, ballet and theatre and knowledge of cultural and ethnic differences and customs.
- Knowledge and skill in using computers, scanners, digital cameras, printers, and related software such as MS Excel, MS Word, MS Outlook, MS PowerPoint, Adobe Acrobat, Internet Explorer, Windows XP, ConCentRICs, and AutoCAD.
- Effective communications and interpersonal skills
- Ability to function well under stress
- Extensive skill, knowledge, experience and initiative in providing innovative stage lighting design for a diverse range of productions.
- Extensive knowledge in using and maintaining all Lighting equipment including but not limited to theatrical control consoles, architectural lighting control systems, DMX and network communication equipment, dimming systems, lighting fixtures (conventional, automated, and followspot), and all other lighting equipment owned by the facility.
  - Fall Protection/Arrest standards and practices including - Fall Protection Certification
  - First Responder First Aid (Standard)
  - Aerial Scissor Lift Certification

#### INDEPENDENCE/DECISION MAKING

The Principal House Operator positions manages independent but also inter-related relationships with the Alberta Department of Culture Technical Staff, the Society, his/her other Principal House Operators, his/her alternates, Front of House staff, various other facility staff, and the facility clients to ensure the facility and its clients are well taken care of in the long and short term. The Principal House Operator is responsible for scheduling and for staffing his/her position in consultation with the Alberta Department of Culture Technical Staff and the client schedule provided to him/her by the Alberta Department of Culture Technical Staff. When the Principal House Operator is not able or chooses not to work a show, he/she is responsible to find a qualified replacement (alternate). This scheduling and the chosen alternate need to meet with the Alberta Department of Culture Technical Staff's approval; the scheduling needs to be accomplished in a manner that answers responsibly to several key stakeholders including The Society, Alberta Department of Culture, the client, and IATSE.

When providing client services, the employee works without supervision and is responsible for making all technical and operational decisions related to his/her department. Recommendations are made to the Alberta Department of Culture Technical Staff regarding equipment acquisition, repairs and maintenance, standard operating procedures and system configuration, and generally all matters affecting the department as a whole.

This position also requires reporting to Alberta Department of Culture staff and/or Employer on matters involving loss or major damage to facilities or equipment, accidents involving appreciable physical injury to personnel and unsolvable problems with clients, crew or other personnel. Alberta Department of Culture staff and/or the Employer also look to this position for input on matters of policy, standards, and issues not directly associated with providing client services on individual productions.

## **Position Description: HOUSE AUDIO TECHNICIAN – SAJA**

### **POSITION SUMMARY**

This is a self-managed senior technical position that works in close collaboration with the Alberta Department of Culture staff, and is responsible for providing overall supervision, co-ordination and safety pertaining to audio, video and communication services at the Southern Alberta Jubilee Auditorium. The position is hired by and is an employee of the Alberta Jubilee Auditoria Society (AJAS) with day to day direction of the position provided by the Alberta Department of Culture Technical Staff. The position requires exercising considerable independent supervisory skill, taking into account the cultural diversity of both amateur and professional clients, to communicate and co-ordinate operations with other technical departments, and to supervise IATSE Casual Technicians as required on an individual production basis. Combining administrative, supervisory, technical and design functions, the position requires a mature and complex understanding of managing relationships, responsibilities, time, and events in a manner that is best for the Facility, for the purpose of achieving high quality theatrical / multi-purpose / community events. This position works with Facility Stakeholders, such as but not limited to: the client, cast and crew, patrons, Front of House and other Society staff, various staff from Alberta Department of Culture, Alberta Infrastructure and other facility-related staff to ensure that clients are provided with affordable and exemplary service.

### **RESPONSIBILITIES AND ACTIVITIES**

- Works with the Alberta Department of Culture Technical Staff to maintain and manage and operate the audio system to work cooperatively with diverse artistic and cultural groups to provide a safe, secure facility and quality customer service.
- In close collaboration with the Alberta Department of Culture Technical Staff, is responsible for technical and organisational decisions regarding the safe disposition and use of all the facility's audio equipment, and systems.
- Interacts with Alberta Department of Culture Technical Staff to acquire advance production information and disseminate the information to the appropriate people to service the client's production.
- Assists with installs, repairs, maintenance and de-bugs of audio and related equipment as required.
- Anticipates, identifies, and resolves show related problems, including client-related, technical and administrative, to achieve good client relations and service, and ongoing effective operations.
- For the purpose of audio related matters, converses with the Alberta Department of Culture Technical Staff and clients, aiding in design, technical briefs, appraisals, and operations, to enhance the quality of their productions.
- Assumes role of Sound Engineer when one is not present with/provided by the client.
- Makes recommendations and observations to the Alberta Department of Culture Technical Staff regarding on-going audio related equipment maintenance.
- Schedules himself/herself or an alternate to minimize overtime costs to the client while maintaining continuity where necessary and ensuring the appropriate House audio personnel are on shift to meet the Clients' schedule.
- In collaboration with and taking direction from the Alberta Department of Culture Technical Staff determines and assists in training of a roster of Alternate House Audio technicians to fill the scheduled hours in a safe manner which meets the facility and/or client's needs. To balance the need of the facility to maintain continuity from the Principal House Operator position, for its regular mainstay clients (such as the resident companies, Broadway Across Canada, etc), while also working to designate enough hours/provide a reasonable working environment to the Alternate(s) to attract qualified technicians for the Alternate Technician work, to keep the roster active, informed, capable and available.
- This position is an onstage front line contact and ambassador for the facility, maintaining professionalism, acting as a conduit between clients and the facility, and welcoming each client as a guest in order to attain the best quality production, within the guidelines and restrictions of the facility.

#### SCOPE

- Administrative Tasks: Scheduling, record keeping, reporting. Assists Alberta Department of Culture staff and/or the Employer in determining operational policies, decision making within budget guidelines.



- Research, Design, and Project Management: Assists Alberta Department of Culture staff in the creation of specifications for projects, and the supervision and/or execution of the projects, facilities and techniques as required.
- Client Relations: working one-on-one and in groups with both amateur and professional clients: requires conflict management practices in a high stress/time sensitive industry.
- Working with guidelines: OH&S regulations, fire regulations and building codes, policies, contracts and expectations of management, clients, outside Unions, patrons, and public.
- Stocking and Maintenance: Assists the Alberta Department of Culture Technical Staff in maintaining and anticipating the level of Audio Related Technical Supplies required by the facility. Assists the Alberta Department of Culture Technical Staff in the day to day maintenance of Audio Related Technical Equipment in the Facility.
- Safety: Co-ordination and policing the use of all production equipment and personnel. Ensures all OH&S, Fire, Fall Arrest, Building and WHMIS Regulations are followed.
- Artistic Judgement: Assisting clients in designing their performance or event in an effort to realize their objectives within the limitations of the facility and client's individual budgets.
- Staffing: Ensure all staffing in the department is accomplished by qualified personnel. Under the guidance of the Employer and Alberta Department of Culture Technical Staff, is responsible for assessment of qualifications of Audio crews. Directs and supervises I.A.T.S.E. Audio Crews
- Ongoing personal research and training of trends and equipment upgrades, in all areas of audio needs for live performance.
- Design, Operate, Maintain, and Acoustically Interface Professional Sound Systems and Audio Equipment. Equipment includes Microphones, Cabling and Wiring, Audio Patching, Audio Digital Mixing Console, Self Powered Speakers, and Acoustical Designs.
- Video Distribution System: Responsible for the Design, Maintenance, and Operation of a multi-camera, multi-monitor Video Distribution System, serving both production and security purposes
- Assist with the implementation of the facility's Student Education Programs.

#### KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of all aspects of the theatre, including lighting, audio, staging and rigging.
- Detailed knowledge of audio systems, control and equipment.
- Familiarity with all types of presentations including: Opera, Ballet, Music, Theatre, all kinds of classical, popular and Specialty Music Acts, variety ethnic and community events.
- Knowledge and appreciation of the arts including music, opera, ballet and theatre and knowledge of cultural and ethnic differences and customs.
- Knowledge and skill in using computers, scanners, digital cameras, printers, and related software such as MS Excel, MS Word, MS Outlook, MS PowerPoint, Adobe Acrobat, Internet Explorer, Windows XP, ConCentRICs, and AutoCAD
- Effective communications and interpersonal skills
- Ability to function well under stress.
- Knowledge of all forms of music, including: Classical, Country, Pop, Rock and Roll and all ethnic Folk and Traditional forms and apply this knowledge to engineer sound reinforcement to attain the desired result.

- Ability to:
  - lift and work with weight in excess of 40 pounds.
  - work from various lifts at heights up to forty feet.
  - interface professional audio systems and equipment.
  - read and work from an audio plot, patch sheets and associated paper work.
  
- Extensive knowledge in using and maintaining all Audio equipment including but not limited to audio mixing consoles, splitter systems, signal processing equipment amplifiers, speakers, audio rigging, microphones, system analysis and all other audio equipment owned by the facility.
  
- Basic working knowledge of electrical wiring and ability to perform basic electrical repairs.
  
- Knowledge of electronics technology and theatre crafts with an emphasis on audio. .
  
- Fall Protection/Arrest standards and practices including - Fall Protection Certification
  
- First Responder First Aid (Standard)
  
- Aerial Scissor Lift Certification

#### INDEPENDENCE/DECISION MAKING

The Principal House Operator positions manages independent but also inter-related relationships with the Alberta Department of Culture Technical Staff, the Society, his/her other Principal House Operators, his/her alternates, Front of House staff, various other facility staff, and the facility clients to ensure the facility and its clients are well taken care of in the long and short term. The Principal House Operator is responsible for scheduling and for staffing his/her position in accordance and in consultation with the Alberta Department of Culture Technical Staff and the client schedule provided to him/her by the Alberta Department of Culture Technical Staff. When the Principal House Operator is not able or chooses not to work a show, he/she is responsible to find a qualified replacement (alternate). This scheduling and the chosen alternate need to meet with the Alberta Department of Culture Technical Staff's approval; the scheduling needs to be accomplished in a manner that answers responsibly to several key stakeholders including The Society, Alberta Department of Culture, the client, and IATSE.

When providing client services, the employee works without supervision and is responsible for making all technical and operational decisions related to his/her department. Recommendations are made to the Alberta Department of Culture Technical Staff regarding equipment acquisition, repairs and maintenance, standard operating procedures and system configuration, and generally all matters affecting the department as a whole.

This position also requires reporting to Alberta Department of Culture staff and/or Employer on matters involving loss or major damage to facilities or equipment, accidents involving appreciable physical injury to personnel and unsolvable problems with clients, crew or other personnel. Alberta Department of Culture staff and/or the Employer also look to this position for input on matters of policy, standards, and issues not directly associated with providing client services on individual productions.

**SCHEDULE “B” – ALTERNATE HOUSE TECHNICIAN  
VACATION PAY RATE VERIFICATION – (4.3 d).**

	Start date	Hours Worked	Vacation
		As of Dec 21, 2019	Rate
Chris McPherson	February 24, 2007	5000+	10%
Jim Gregor	March 1, 2004	5362.5	10%
Larry Jones	June 17, 2009	3991.5	8%
Christopher Large	June 23, 2009	1662	6%
Kelsey Miller	October 14, 2015	210.5	6%
Murray Palmer	March 8, 2010	713	6%
Daniel Plumtree	November 4, 2003	5354	10%
Sam Hindle	July 15, 2015	196.5	6%
Brad Hawkins	September 21, 2017	146	6%
Sean Gamble	July 31, 2019	100.5	6%



mutual consent. Both parties must agree in writing to open negotiations for any such amendment, alteration or deletion, naming the specific Articles to be negotiated. Mutual agreement on any requested amendment, alteration or deletion must be signed by both parties and recorded as an official amendment to this Collective Agreement. Should mutual agreement on the requested amendment, alteration or deletion not be achieved, the existing Article or Articles will remain in force.

**9.3 DRESS CODE**

The Principal House Operators will ensure that they are neat, clean and dressed in blacks for all performance calls. Showers and lockers shall be made available to the House Technicians.

**9.4 PARKING**

The Union Business Agent, or his / her authorized representative, will be provided with visitor parking at the Facility for the duration of this agreement.

9.5 The Employer and the Union agree to sign a CRA Certificate of Agreement to identify the Employer as issuing the T-4 slips, which would include working assessment deductions, for the Employees working under this agreement.

9.6 No personal electronic devices will be used for non-work-related applications during working hours except during approved breaks.

**ARTICLE 10 - WAGES**

10.1 The Employer agrees to pay not less than the following schedule of wages for work performed under the conditions set forth in this Collective Agreement.

<b>Annually April 1 – March 31</b>	<b>2020-21</b>	<b>2021-22</b>	<b>2022-23</b>
<b>Principal House Operators/hour</b>	<b>\$38.16</b>	<b>\$38.16</b>	<b>\$38.92</b>
<b>Wage-rate increases agreed to are:</b>	<b><u>2020-21</u></b>	<b><u>2021-22</u></b>	<b><u>2022-23</u></b>
	<b>0%</b>	<b>0%</b>	<b>2%</b>

**These percentages are reflected in the hourly wage rates.**

**ARTICLE 11 - TERM OF COLLECTIVE AGREEMENT**

11.1 Any reference to the date of April 1, 2020 is intended to demonstrate the ongoing nature of the relationship between the Employer and the Union and to assist in the application of the Collective Agreement. This Collective Agreement is to be in effect on the date on which all representatives of both the Employer and the Union have executed the Collective Agreement and shall be binding until March 31<sup>st</sup>, 2023 and shall continue from year to year unless either party serves notice to bargain in writing to the other party that they wish to negotiate to amend this

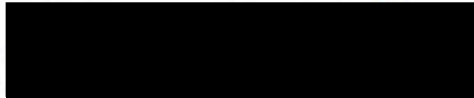
agreement not less than sixty (60) days nor more than one hundred twenty (120) days prior to its expiration date.

11.2 At the first meeting of the parties following such notice, the parties shall exchange proposals or amendments.

11.3 The undersigned hereby agree that this Collective Agreement sets forth all the terms and conditions agreed upon in negotiations.

The Parties therefore have authorized the officers so shown to execute this agreement by affixing their signatures.

**For the Employer:**




Jonathan Love, Executive Director

Oct. 23, 2020.

Date

**For THE UNION:**



Damian Petti, President



Ian Wilson, Stage Business Agent

Oct 23, 2020

Date

Oct 23 2020.

Date