

Appendix C - Stagehands

BENEFITS

- A. Posting: Employees are entitled to make applications for regular full-time or regular part-time position vacancies.
- B. Probation and Discharge:
1. All employees, within the first 72 Hours of the first day of employment, shall provide required I-9 information and any other employment documentation required by the employer including a complete City Job application form. Failure to provide the required documentation within the first 72 Hours of employment shall result in immediate termination.
 2. Employees shall be considered on probation for the first 20 workdays as stagehands working for the MTCCC. Probation may be extended for an additional 10 days at any time during the first 20 workdays. During the probationary period the employer shall perform background checks and shall evaluate performance and conduct to determine if the employee shall continue to perform work for the MTCCC. Any disciplinary action, up to and including immediate termination during the probationary period shall not be subject to appeal in any way.
 3. If an employee is not assigned to work at the MTCCC for a period of 1, year, continuous service shall be considered broken and if/when the individual is assigned to work at the MTCCC it shall be considered a new hire subject to provisions 1. and 2. above. A list of employees will be provided to IATSE upon request.
 4. The Union shall not assign any employee to work at the MTCCC that has been discharged by the City of Madison for just cause.
 5. Upon request by the City the IATSE will provide a list of members/extras industry certifications.
- C. Health Insurance: The City will pay an amount equal to the 10% of the total gross wages earned by a stagehand to the IATSE Health and Welfare Plan. These payments will be made monthly and must be received within 15 days of the end of the month in which wages are earned. In conjunction with each payment, the employer shall submit a remittance report showing the names of the employees for whom contributions are being made, their Social Security numbers, their dates of employment, their gross earnings as well as the amount of contributions paid for them.
- D. Wisconsin Retirement System: The City shall pay to the Wisconsin Retirement System (WRS) the required employer contribution for eligible employees.
- E. Worker's Compensation: The City will provide Worker's Compensation in accordance with state statutes.
- F. Monona Terrace Operations Stagehands:
1. Operations stagehands are paid at the same rate as Hands.
 2. Operations calls with 3 or more stagehands shall have 1 stagehand paid at the Steward rate.
 3. All Operation Stagehands will receive a minimum of 3 hours pay per shift.

4. In computing wages for all work, time is charged in ½ hour increments.
5. Overtime: For the purposes of Fair Labor Standards Act (FLSA) compliance only, a weekly work period shall be defined as seven consecutive days Sunday through Saturday, The City will ensure that employees are compensated in accordance with the FLSA.
6. Overtime Pay: 1-1/2 times the applicable base rate shall be paid for work performed after 8 consecutive hours within a daily work period. Double the applicable base rate shall be paid for work performed in excess of 18 hours within a daily work period
7. Premium Pay: 1-1/2 times the applicable base rate shall be paid for work performed between midnight and 7:00 a.m. Work performed in excess of 8 hours and between midnight and 7:00 a.m. shall be paid at double the applicable base rate. Work performed after eighteen (18) hours within the same work period between the hours of midnight and 7:00am shall be paid at 3 times the applicable rate of pay.
8. MTCCC shall schedule stagehands as MTCCC deems necessary by informing the SBA of the day, hours, and number of stagehands needed to perform the work.
9. Training: Stagehands shall participate in all training as required by MTCCC and the City of Madison.
10. Employees are entitled to a fifteen minute paid break for every 4 hours of a work call, at a mutually agreeable time. Employees who work a show call will be given a 15 minute paid break before they start work on the out of an attraction.
11. The employer shall provide a safe and healthy work environment for the performance of work covered by this Agreement. The employer shall not discriminate or retaliate against any employee who reasonably refuses to work due to an unsafe or unhealthy condition.

G. Monona Terrace AV Stagehands:

1. Monona Terrace AV stagehands are paid at the Head Rigger rate for all tasks scheduled by the MTCCC AV Department.
2. MTCCC AV Department shall schedule stagehands as MTCCC deems necessary by scheduling the hands directly and informing the SBA of that schedule..
3. No Steward shall be assigned for any AV stagehand shifts.
4. AV Stagehands are entitled to a fifteen minute paid break for every 4 hours of a work call, at a mutually agreeable time.
5. All AV Stagehands will receive a minimum of 3 hours pay per shift. MTCCC reserves the right to cancel any shift within 72 hours prior to the start of the shift.
6. In computing wages for all work, time is charged in ½ hour increments.
7. Overtime: For the purposes of Fair Labor Standards Act (FLSA) compliance only, a weekly work period shall be defined as seven consecutive days Sunday through Saturday, The City will ensure that employees are compensated in accordance with the FLSA. Overtime Pay: 1-1/2 times the applicable base

- rate shall be paid for work performed after 8 consecutive hours within a daily work period. Double the applicable base rate shall be paid for work performed in excess of 18 hours within a daily work period.
8. Premium Pay: 1-1/2 times the applicable base rate shall be paid for work performed between midnight and 7:00 a.m. Work performed in excess of 8 hours and between midnight and 7:00 a.m. shall be paid at double the applicable base rate. Work performed after eighteen (18) hours within the same work period between the hours of midnight and 7:00am shall be paid at 3 times the applicable rate of pay.
 9. When MTCCC deems it appropriate to hire stagehands to work as forklift operators, they shall be paid the same rate as AV Stagehands.
 10. Training: AV Stagehands shall participate in all training as required by MTCCC and the City of Madison.
 11. A minimum is not applicable for a non-mandatory in-service training by MTCCC.
 12. The employer shall provide a safe and healthy work environment for the performance of work covered by this Agreement. The employer shall not discriminate or retaliate against any employee who reasonably refuses to work due to an unsafe or unhealthy condition.
 13. Holiday Pay: 1-1/2 times the applicable base rate shall be paid for all work performed on City of Madison Holidays.

H. Show Rates:

1. If a touring show requests labor that is structured according to the yellow card format, and the call is of 16 people or more, the following conditions apply.
2. The first person called in the following departments shall be the Head and shall receive Head pay. Head pay shall apply even if no other employees in the department are called. Typically, the Head carpenter shall oversee other Heads and shall serve as the liaison between the crew, the building, and the client. The departments include carpenter, electrician, audio, wardrobe, hair and make-up, props, fly system, video/projection. Heads may be released from rehearsal or performance calls if equipment from the department, or employees performing work of the department, are not being used. Heads will be required when any equipment from a particular department is used. The parties agree that the phrase, "any equipment from a particular department" means any equipment of the type historically used by personnel in that department, and is not limited to equipment actually owned or controlled by the employer. It is understood that not every piece of equipment belongs to an individual department, and that any individual piece of equipment will not require Head pay for more than one Head. Past practice will be used in determining when it is appropriate to call and/or release a Head.
3. Heads will always be considered working members of the crew.

4. The number of employees called to work in connection with an event shall be that number which is ordinarily adequate to perform the work anticipated within the time expected to be available. However, the minimum number of employees required under the provisions of an IATSE Yellow Card shall be determined by the Yellow Card. A copy of the Yellow Card shall be supplied to Monona Terrace upon receipt.
5. All personnel shall receive a minimum of 4 hours pay per call for a "load in" (set up). All personnel shall receive a minimum of 3 hours pay for a "load out" (take down) except that the minimum of the 4 hours pay shall apply for those people added above the number requested for the "load in" or for those whose "load out" is 24 or more hours after the beginning of the "load in" and is their only call of the day. All personnel shall receive a minimum of 2 hours pay per recall. A recall is defined as a resumption of work within 2 hours of the beginning of an unpaid break. Work continuing after time off in excess of 2 hours shall require a 3 hour minimum. If work resulting in the call does not require a full 2 or 3 hours of labor the individual may be assigned other work related to the current event within the same performance space.
6. In computing wages for all work, all fractions of an hour shall receive a full hour of pay, except the out of an attraction, after the minimum out has been completed, and the crew is in overtime, the time is charged in 1/2 hour increments.
7. The City retains the right to schedule a 4 hour multi-task work call.
8. A daily work period includes all time worked from the start of the first call of the day until the end of the last call that precedes an 8 hour unpaid break. Personnel released from a call must have an 8 hour break before returning to work for the same attraction the next day.
9. The load out after an attraction shall begin at the call time determined by the SBA/Union Steward in association with the Promoter's Representative and the attraction's Stage Manager, or the end of the attraction, whichever comes first.
10. Employees are entitled to a 15 minute paid break for every 4 hours of a work call, at a mutually agreeable time. Employees who work a show call will be given a 15 minute paid break before they start work on the out of an attraction.
11. Call Changes and Cancellations:
 - a. The employer will provide 12 hours notice to the SBA of the change in time of a call. The Union, upon receipt of such notice, will make a reasonable effort to notify employees of the change. If 12 hours notice for call change is not provided by the employer, the employer agrees to pay a penalty of an additional 1 hour at the applicable rate to each employee assigned to the call.
 - b. The employer will provide 24 hours notice to the SBA of the cancellation of a call. The Union, upon receipt of such notice, will make a reasonable effort to notify employees of the cancellation. If 24 hours notice for a cancellation is not provided by the employer,

the employee shall be paid according to the provisions and applicable rates of the original work call.

13. Performance and Rehearsal Rates Conditions:
 - a. A performance or rehearsal shall be a 3 hour minimum call. This excludes the complimentary 1/2 hour call time preceding the announced show time.
 - b. All performance personnel shall be paid per hour for performances over 3 hours in length at the applicable performance base rate.
 - c. 1-1/2 times the applicable performance rate shall be paid for each hour or fraction thereof a performance or rehearsal that runs between midnight and 8:00 a.m. and on Holidays listed in this agreement.
 - d. Performance personnel may be called for no more than 1 continuous hour immediately preceding or following a performance or rehearsal call to perform work relating to that performance or rehearsal. Such work shall be paid at the applicable hourly rate and no minimum personnel shall apply.
14. Loading:
 - a. Loaders shall be employed each time a truck with a bed size of 14' or larger is used for show scenery or theatrical equipment at the MTCC.
 - b. A member of the Road Crew must supervise the loading and unloading of all show related vehicles.
 - c. Person's employed as loaders shall work only in the truck or other show related vehicles.
15. Overtime Pay, Premium Pay, and Holiday Pay Conditions:
 - a. Overtime: For purposes of Fair Labor Standards Act (FLSA) compliance only, a weekly work period shall be defined as seven consecutive days Sunday through Saturday. The City will ensure that employees are compensated in accordance with the FLSA.
 - b. Overtime Pay: 1-1/2 times the applicable base rate shall be paid for work performed after 8 consecutive hours within a daily work period. Double the applicable base rate shall be paid for work performed in excess of 18 hours within a daily work period.
 - c. Premium Pay: 1-1/2 times the applicable base rate shall be paid for work performed between midnight and 7:00 a.m. Work performed in excess of 8 hours and between midnight and 7:00 a.m. shall be paid at double the applicable base rate.
 - d. Holiday Pay: 1-1/2 times the applicable base rate shall be paid for all work performed on New Year's Day, Martin Luther King Jr. Day (the third Monday in January), Memorial Day (the last Monday in May), Independence Day, Labor Day, Thanksgiving Day, December 24th and December 25th. For payroll purposes, Holiday pay shall commence with the first call of the actual holiday and conclude at the end of the last call of the actual holiday.

5. Pay shall not exceed double the base rate unless the crew has worked more than 18 hours. Triple the applicable base rate shall be paid for all work done after 18 hours in any one daily work period between the hours of midnight and 6:00 a.m. Pay shall not exceed 3 times the applicable base rate.
 - f. The Union shall not refuse to relieve any personnel who can no longer work safely due to fatigue.
 - g. For purposes of Fair Labor Standards Act (FLSA) compliance only, a weekly work period shall be defined as seven consecutive days Sunday through Saturday. The City will ensure that employees are compensated in accordance with the FLSA.
16. Rigging and Climbing:
- a. Climbing is the term applied to all work that involves the attachment or mounting of equipment to or from theatrical grids and to all work that involves working on the ceiling or roof structure. Persons called as a climber shall be paid at the climber rate for at least a minimum call or until the work is finished, whichever is greater.
 - b. Persons who are asked to focus lights, adjust microphones or any other equipment while climbing on a truss, shall be paid at the climbing rate in hourly increments for time spent doing that work.
 - c. Rigging is a term applied to all work done to support the work of a climber, including the assembly and tying on of cable and chain combinations prior to them being pulled in the air by climbers. It is also applied to all work done on a theatrical grid to move sheaves and maintain the fly system. Persons called as a Rigger shall be paid at that rate for at least a minimum call or until the work is finished, whichever is greater.
 - d. Persons of the carpentry or electrics crew asked to perform rigging work on the grid or to focus box booms shall be paid at the rigging rate in hourly increments for time spent doing that work.
 - e. Installation, construction, and/or modification of permanent theater systems shall be compensated at the "Rigger" rate.
17. Audio and or Video Recording, Broadcasting, Webcasting, or the Taking of Motion Pictures:
- a. Any personnel who perform duties for any rehearsal, performance or presentation that is being video and/or audio recorded, filmed, broadcast, or webcast shall be paid at 1-1/2 times the applicable rate.
 - b. The following video and/or recording activities shall be exempt from the provisions of 17.a.
 1. Videotaping or audio recording for archival or production purposes via 1 fixed camera location or 1 mono audio house feed.

2. Videotaping for television publicity segments or news of not more than 2 minutes duration of which no continuous sequence shall exceed 30 seconds.
 3. Camera blocking videotapes (for preparation purposes) that may be made during performances or rehearsals prior to the primary videotaping activity. Preparation videotapes may not be used in the telecast release, in non-commercial educational segments and/or any documentary footage or promotional material.
 4. Videotaping to be utilized in audio-visual presentations for classroom educational material provided on a non-commercial basis.
 5. Videotaping or audio recording used for non-commercial, public access television broadcast.
- c. Should any recording exempted per the language above, and be subsequently used for any commercial broadcast, webcast or commercial sale, including, but not limited to DVD or CD sales; including any such broadcasts, webcasts, or sales done by third parties, then the conditions of shall be applied retroactively to any and all applicable rehearsals, performances or presentations. It shall be the employer's obligation to inform employee representative of any such instances, and compensate personnel accordingly.