

2016 - 2019
AGREEMENT
BETWEEN
STAGE WEST (CALGARY)
AND
THE CALGARY MUSICIANS ASSOCIATION, LOCAL 547
OF THE
AMERICAN FEDERATION OF MUSICIANS OF THE
UNITED STATES AND CANADA

ARTICLE 1. - RECOGNITION

The signing parties recognize:

- 1.01 Stage West as a commercial dinner theatre engaging professional musicians for musical theatre production.
 - 1.02 The Calgary Musicians Association, Local 547, of the American Federation of Musicians of the United States and Canada as the sole bargaining agent for those of its members who are engaged by Stage West (Calgary) as performing professional musicians.
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ARTICLE 2. - APPLICATION AND DURATION

- 2.01 This Agreement sets forth the minimum rates and conditions governing the services by A.F. of M. musicians, rendered under the auspices of Stage West (Calgary).
 - 2.02 This Agreement is in force from the first day of July, 2016 until the 30th day of June, 2019.
 - 2.03 The signing parties hereby agree to commence negotiations of a new Agreement before April 30, 2019.
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ARTICLE 3. - GENERAL CONDITIONS

- 3.01 All musicians, including Music Directors/Leaders shall be members of Local 547 unless musicians with the required skills are not available, in which case members of other Canadian AFM Locals may be engaged.
- 3.02 All engagements will be covered by a Canadian AFM contract, and such contracts will be filed by Stage West in the Office of the Calgary Musicians Association prior to commencement of the first rehearsal for each production.

- 3.03 Musicians will be provided with secured dressing room and storage facilities, unless facilities are strained due to large casts, in which case other arrangements will be arranged between the signing parties.
- 3.04 All rates herein listed shall be for three (3) hour services, unless otherwise specified.
- 3.05 During rehearsals, musicians shall receive a bare minimum of five (5) minutes rest per hour or fifteen (15) minutes per two (2) hour period, whichever is the greater. Every attempt will be made to provide additional rest periods up to a total of ten (10) minutes per hour when music is not required during scheduled rehearsals.
- 3.06 During paid scheduled rehearsals, music may be produced for Stage West telephone, radio or television promotional spots that does not exceed 2 minutes in duration for each production.
- 3.07 If musicians engaged by Stage West participate in activities that are covered by other AFM agreements, the applicable agreement shall be in force, as well as this agreement.
- 3.08 OVERTIME
- (a) All rehearsal calls made by Stage West will specify the time and length of the call, which shall not exceed five (5) hours. The leader or steward will inform the Director or Stage Manager when overtime is imminent.
- (b) Overtime will begin when the service continues beyond the length of the call and exceeds the limits specified in 4.01(a) and (b) and 4.02(a), (b) and (c).
- 3.09 In the event of the premature closing of a production, one week's notice in writing must be given to the leader, or in lieu of such notice, one week's wages will be paid to all contracted musicians. It is the leader's responsibility to so inform the other musicians. In the event of the dismissal of an individual musician (other than for just cause), or in the case of an individual musician who wishes to leave the show, 2 weeks notice in writing must be given.

ARTICLE 4. - FEES

4.01 PRE PRODUCTION REHEARSALS	<u>July 1, 2016</u>	<u>July 1, 2017</u>	<u>July 1, 2018</u>
(a) Musical Director/Rehearsal Pianist			
- Per Week (42 hours or less; does not include lunch or dinner breaks)	\$1,926	\$1,945.25	\$1,984.20
- Rehearsal in excess of 42 hours - pro rata			
- This rate shall also apply during the "changeover" week (1st week on stage)			
(b) Rehearsal Pianist (Not Musical Director)			
- Per Week (42 hours or less; does not include lunch or dinner breaks)	\$1,256	\$1,268.50	\$1,294

(c) Musicians				
- Per 3 hour service	\$	130	\$	131.30
- Per 4 hour service	\$	162	\$	163.60
- Per 5 hour service	\$	195	\$	196.95
- Overtime (per 1/2 hour over 4 hours)	\$	27	\$	27.25
			\$	134
			\$	166.90
			\$	200.90
			\$	27.80

(d) The musicians shall be hired for at least one 3-hour rehearsal for the band only, prior to cast rehearsals.

4.02 RUN OF SHOW

(a) Includes a maximum of eight (8), three (3) hour performances and/or rehearsals per week. The workweek shall run from Tuesday to the following Monday, inclusive.

(b) Includes one 2 hour rehearsal per week for the Musical Director/Band Leader for clean ups.

(c) Includes 8 extra rehearsal hours for other musicians, which may be utilized at any time during the run of the show in minimum 2-hour segments.

		<u>July 1, 2016</u>	<u>July 1, 2017</u>	<u>July 1, 2018</u>
(d) Musical Director/Leader (Per Week)	\$	1,493	\$ 1,507.90	\$ 1,538

(e) Musician (Per Week)	\$	975	\$ 984.75	\$ 1,004.45
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(f) When the Music Director is not performing/conducting the show, one of the musicians shall serve as leader and the minimum fee in Article 4.02(d) shall be divided as approved by the Calgary Musicians Association.

4.03 EXTRA REHEARSALS (Run of Show)

(a) Should rehearsals be required for understudies or cast replacements etc., in excess of the hours stipulated in 4.02(b) and (c); such rehearsals shall be paid at the following rates per hour:

		<u>July 1, 2016</u>	<u>July 1, 2017</u>	<u>July 1, 2018</u>
Musical Director/Leader	\$	86	\$ 86.90	\$ 88.60
Musician	\$	45	\$ 45.45	\$ 46.35
(Minimum 2-hour call)				

4.04 OUT OF TOWN SERVICES (MUSIC DIRECTORS)

When Music Directors are contracted to play services outside the city in which they reside they shall be provided with Holiday Inn equivalent accommodation at the expense of Stage West.

4.05 DOUBLING

(a) All doubling fees shall be calculated as a percentage of a musician's basic fee in all categories.

(b) For the purpose of calculating Musicians' Pension Fund of Canada contributions, doubling fees are not deemed to be part of the basic minimum fee.

(c) The following doubling by an instrumentalist is permitted without the payment of any additional fee.

- (i) Piano and Celeste
- (ii) Organ and Celeste
- (iii) Piano and Electric Piano (not synthesizer)
- (iv) Any 2 of the Clarinet family, other than Bass Clarinet or eb Clarinet
- (v) Any 2 of the Saxophone family
- (vi) Any 2 of the Guitar family, except bass guitar

(d) Instruments which a Percussionist may be required to play, are divided into 3 sections:

Section 1

- (i) Snare drums
- (ii) Bass drum
- (iii) Cymbals
- (iv) Tom-Toms
- (v) Accessories of a non-chromatic or non-keyboard nature, including Bell Tree
- (vi) Latin drums (including bongos, conga, timbales and Latin accessories)

Section 2

Tympani

Section 3

- (i) Orchestra bells
- (ii) Chimes
- (iii) Xylophone
- (iv) Vibraphone
- (v) Accessories of a keyboard and chromatic nature
- (vi) Marimba

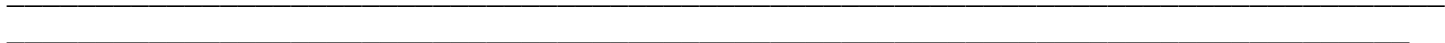
A musician must be contracted for one of the 3 sections. For each instrument on which he/she plays that is outside that section, a doubling fee will be paid.

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|-----|--------------------|-----|
| (e) | First Double | 30% |
| | Second Double | 15% |
| | Subsequent Doubles | 10% |

(f) An additional fee shall be negotiated between Stage West and any musician performing on Electronic Musical Devices (synthesizers, samplers, keyboards or modules, of any number or in any midi configuration). Such fee, for musicians other than the Musical Director/Leader, shall not be less than 20% over and above the applicable minimum fee(s) in Article 4.

4.06 STEWARD

- (a) On all engagements employing eight (8) or more musicians there shall be a Steward, who shall be paid an amount equal to 10% over and above the minimum basic fee. The Steward shall be appointed by the Local, and shall perform duties specified by the Local. The Steward shall be an active performer on the engagement.
- (b) On engagements employing fewer than eight (8) musicians, one of the sidemen shall assume the duties of the Steward, without additional compensation.



ARTICLE 5. – MUSICIANS’ PENSION FUND of CANADA - PENSION

5.01 Stage West (Calgary) shall contribute an amount equal to 10% over and above scale for all services of musicians covered by this Agreement to the Musicians’ Pension Fund of Canada. Such contributions shall be forwarded to the Association immediately after the run of the show.

ARTICLE 6. - GENERAL

6.01 Stage West (Calgary) will provide the Association with the name of the Music Director for each show prior to the first rehearsal.

6.02 Stage West (Calgary) agrees to deduct from the musicians’ pay cheques Local 547 work dues in the amount of 2% of minimum fees. Said deductions shall be remitted by separate cheque payable to the Calgary Musicians Association and sent to the Association immediately after the run of the show.

Signed, Sealed and Delivered for the Calgary Musicians Association, Local 547, AFM by:

Rob McCosh, President

Doug Kuss, Secretary Treasurer

Date

Signed, Sealed and Delivered for Stage West (Calgary) by:

Gary Tse, General Manager

Date