



Exhibition Place

Item No. 9

May 23, 2011

FOR INFORMATION

To: The Board of Governors of Exhibition Place

From: Dianne Young
Chief Executive Officer

Subject: **International Association of Theatrical Stage Employees (IATSE)**

Summary:

This report provides the Board with the current hourly wage rates and benefits related to the International Association of Theatrical Stage Employees assigned, or called in from the union hall, to Exhibition Place to facilitate the requirements of its programs, tenants and trade/consumer shows.

Financial Implications:

There are no financial implications to this report.

Decision History:

At its meeting of May 13, 2011, the Board requested that a report on the current IATSE wage rates for Exhibition Place with a comparison to other City of Toronto facilities that use the IATSE Union be provided to the June meeting of the Board.

Issue Background:

The IATSE Union has been on the grounds of Exhibition Place with a Collective Agreement since October 1963. The current IATSE Collective Agreement for the period of January 1, 2009 to December 31, 2011 was approved by the Board at its meeting of July 10, 2009.

Preparation for the negotiation of a collective agreement renewal with IATSE has commenced and the final settlement will be presented to the Board for consideration and approval in the first quarter of 2012.

Comments:

For the information of the Board, Exhibition Place has two basic modes of operating with respect to the area of stage lighting, sound and projection. We have a small crew of IATSE workers (4), one technician predominantly for Allstream Centre and three for the rest of the grounds. These technicians are basically on site on a permanent basis doing house functions associated with the Board's limited inventory of audio visual equipment and installed paging systems. The technicians also do maintenance on this equipment. However, for shows and events requiring additional stage lighting, sound and projection, Exhibition Place must work with the show/event producer to establish the IATSE requirement and then Exhibition Place calls the union hall to supply this labour. The attached Appendix "A" is a comparison of the IATSE wages for "union call-ins" at various locations in the City namely – Sony Centre, Mirvish Theatres (Princess of Wales, Royal Alexandra, Canon Theatre, Elgin Theatre, Winter Garden Theatre), Roy Thomson

Hall (RTH)/Massey Hall, Toronto Centre for the Arts (TCA), St. Lawrence Centre (SLC) and Exhibition Place, that employ or call-in members of IATSE.

As outlined in Appendix “A”, the Exhibition Place wage rates and benefits are comparable or lower than other Toronto venues. What does vary as noted in the chart is the premium rates for video. Exhibition Place along with TCA and SLC have a 50% bump for video production.

As discussed at the Board meeting of May 13, 2011, one of the challenges for Exhibition Place is that while other Toronto theatrical venues have collective agreements with IATSE, Direct Energy Centre and Allstream Center are the only Toronto meeting / event venues that are covered by an IATSE agreement. All convention and exhibition venues do require audio-visual technical staff, however, in other Toronto venues these are not through members of IATSE but through non-union production companies. The challenge for Exhibition Place is to work with the IATSE collective agreement work rules so as to allow Exhibition Place venues to be competitive with other Toronto convention and exhibition venues.

Contact:

Sandy Douglas Director HR, Security, OH&S

Telephone: 416-263-3233

Fax: 416-263-3690

Email: sdouglas@explace.on.ca

Submitted by:

Dianne Young
Chief Executive Officer

Appendix A

Comparison - Rates & Benefits						
May 2011						
	Sony	Mirvish	RTH/Massey	TCA	SLC	Exhibition Place
	April 1/10 to March 31/11	June 1/10-May 31/11	June 1/09-May 31/10	Jan. 1-31, 2011	Jan. 1/10-Dec. 31/11	Jan. 1/11-
<u>Department Head</u>						
Week (House Crew)	\$1,703.20	\$1,687.12	NA	NA	\$1,171.74	NA
Hourly	\$42.58	\$42.18	\$42.20	\$43.44	\$32.55	\$39.32
Performance	\$175.57	\$170.02	\$170.20	\$167.08	\$130.19	\$165.14
Construction	\$44.12	\$44.01	NA	NA	\$33.64 SLC/\$39.58 Others	NA
Film Video	\$46.25	\$45.01	\$45.74	NA	NA	\$42.82
Video Premium	NA	NA	\$114.32	50% bump	50% bump	50% bump
<u>Assistants</u>						
Week (House Crew)	\$1,649.60	\$1,650.05	NA	NA	\$1,140.16	NA
Hourly	\$41.24	\$41.24	NA	\$39.37	\$31.05	\$37.87
Performance	\$165.77	\$163.24	NA	\$159.05	\$124.20	\$159.05
Construction	\$41.42	NA	NA	NA	\$32.49 SLC/\$38.36 Others	NA
Film Video	\$43.43	NA	NA	NA	NA	\$42.82
Video Premium	NA	NA	NA	50% bump	50% bump	50% bump
<u>Special Operators</u>						
Hourly	\$41.24	\$40.51	\$40.46	\$39.37	\$1,140.16	\$37.87
Performance	\$165.77	\$161.85	\$159.66	\$159.05	\$31.05	\$159.05
Construction	\$41.42	NA	NA	NA	\$124.20	NA
Film Video	\$43.43	\$43.42	\$43.47	NA	\$32.49 SLC/\$38.36 Others	\$42.82
Video Premium	NA	NA	\$110.24	50% bump	50% bump	50% bump
<u>All Others</u>						
Hourly	\$40.40	\$39.92	\$39.98	\$39.14	\$29.06	\$37.56
Performance	\$154.40	\$153.80	\$153.88	\$154.20	\$116.24	\$157.75
Construction	\$40.55	\$40.43	NA	NA	\$29.49 SLC/\$37.88 Others	NA
Film Video	\$42.68	\$42.70	\$41.02	NA	NA	\$42.82
Video Premium	NA	NA	\$108.46	50% bump	50% bump	50% bump
<u>Benefits</u>						
Vacation	10%	10%	10%	10%	10.00%	10.00%
RRSP	7%	7%	7%	7%	8.00%	7.00%
Health & Welfare Benefit Trust	4.50%	4.50%	4%	3%	3.25%	3.75%
Dental	1%	1%	1%	1%	0.90%	1.00%
Charitable	2%	0.50%	0%	0%	0.05%	0.00%
Education	1%	0.50%	0.50%	0%	0.05%	0.05%
Industry Promotion Fund	0%	0.50%	2%	0%	0.05%	1.00%
Human Resources Fund	0%	0.00%	0%	0.05%	0.00%	0.00%
% Total	25.5%	24.0%	24.5%	21.05%	22.30%	22.80%
OMERS	Yes	No	No	Yes	No	Yes