



**WARDROBE GENERAL CONDITIONS, PAGE 1** (as of 7/1/09)

**In the following pages is outlined a summary of the Agreement between the Fox Theatre and the Wardrobe Union, IATSE Local #859. All pertinent General Conditions and Work Rules have been outlined herein, and it is the responsibility of every tenant of the Fox Theatre to review these rules and abide by them. For further clarification on any conditions, please speak to a member of the Production Management staff.**

1. Show Rate Definitions:
  - a. Other Show Rate – any show that is not a Commercial Show or the Taping Rate.
  - b. Commercial Show Rate – any show where the actual show performance itself explicitly demonstrates, explains or sells a product or service. The mere sponsorship of a show or presentation shall not constitute a Commercial Show.
  - c. Taping Rate – rate paid to an Employee who is called to work on a call for which the sole purpose of the call is to audio-tape, video-tape, film or broadcast the event.
2. Straight Time:
  - a. First eight (8) hours worked during any single day (Monday through Friday) on work calls and Continuity Calls.
  - b. Show Calls on any Monday through Saturday.
3. Overtime:
  - a. All hours worked in excess of eight (8) during any single day (Monday through Friday) on work calls and Continuity Calls.
  - b. All hours worked on Saturday and Sunday on work calls and Continuity Calls.
  - c. All hours worked between 12:00 midnight and 8:00 am on work calls and Continuity Calls.
  - d. Show Calls on any Sunday.
  - e. Show Calls for which it is more than the second Show Call on any Monday through Saturday.
  - f. All hours worked on the following Holidays (including Show Calls):
    - New Year's Eve
    - New Year's Day
    - Martin Luther King Day
    - National Memorial Day
    - July 4th
    - Labor Day
    - Thanksgiving Day
    - Christmas Eve
    - Christmas Day
4. All time will be computed in one (1) hour increments.
5. Show Calls will be paid as a flat rate for up to four (4) hours of work. The counting of the four (4) hour Show Call shall commence at "half-hour" prior to the scheduled performance time.



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6. All Employees reporting to work for a work call shall be paid a minimum four (4) hour call. Any time worked over four (4) hours will be paid hourly at the prevailing wage scale.
7. Any Employee who is asked to run errands prior to, during, or after any call, shall be paid an additional one (1) hour at the prevailing wage scale. This includes, but is not limited to: shopping for shoes, outside laundry services, etc...
8. At "half hour", no dresser working the Show Call will perform sewing duties, with the exception of emergency repairs needed for that performance.
9. Any Employee called to work for the Employer as a Seamstress, Stitcher, Laundry, or a dedicated Day Worker (who does not also double as a Dresser) will be paid hourly at the prevailing wage scale. They will not be paid for a Show Call, regardless if their work takes place during the day or during the show call.
  - a. Employees called to work as a Seamstress, Stitcher, or Laundry worker will be paid the Seamstress Rate. Employees called to work as a dedicated Day Worker will be paid the Dresser Rate.
10. Employees who are called to work a Show Call may be called for a "Continuity Call". A Continuity Call is the pre-performance and post-performance activity for that specific performance. Employees may be called for a Continuity Call up to two (2) hours before "half hour" of a scheduled performance time and/or called to remain up to one (1) hour after the final curtain of the performance.
  - a. If the time worked exceeds two (2) hours before "half hour" or one (1) hour after the final curtain the Employee will be paid a four (4) hour minimum.
  - b. On any Monday through Friday, if the one (1) hour Post Show Continuity call begins prior to 12:00 midnight, the entire hour will be paid at Straight Time.
11. Employees have fifteen minutes after the final curtain to perform all *end of show duties* and to collect laundry. Any time spent over the fifteen (15) minutes is considered Post Show Continuity and will be paid at one (1) hour of the prevailing wage scale.
12. All Employees working the final Show Call of a show will perform the Pack-Out and be paid the Pack-Out fee. Pack-Outs will not exceed one (1) hour in duration. Any time worked for the Pack-Out that exceeds the one (1) hour duration will be paid hourly at the prevailing wage scale.
13. On work calls only, there shall be a fifteen (15) minute break halfway between each meal period or meal break.
14. There will be a one (1) hour un-paid meal period after an Employee has worked a maximum of five (5) hours. If a one (1) hour meal period cannot be provided then a 30-minute paid meal break must be provided, during which time the Employee will be provided with a meal and receive 30-minutes to eat their meal.
  - a. If a one (1) hour meal period nor a 30-minute meal break can be provided, then the Employee will receive a "meal penalty" of an additional one (1) hour of pay at the overtime rate
15. In the case of multiple level dressing areas, dressers may only be assigned to two (2) consecutive work floors and the stage level. If there are an inadequate number of dressers to cover all floors, changes will be performed on stage level only.
16. Parents are not permitted to handle costumes or assist with the dressing of the children. Wranglers are only responsible for escorting children to and from the stage and the dressing areas, and may not assist in costume changes.
  - a. There shall be one (1) dresser assigned for every 30 children in a show.



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17. Traveling wardrobe supervisors or their assistants are only allowed one (1) change per performance. They are not allowed to assist in any other changes.
18. Any travelling wardrobe supervisor has the right to refuse work to any member for any reason, so long as the reason does not violate Federal or Georgia law; provided, however, that the travelling wardrobe supervisor documents the reason in writing. When the business representative receives this allegation it is mandatory that the member be notified immediately. A meeting will be set up with the executive board so that the member can hear the allegations and be allowed to defend themselves.
19. Any Employee that reports to a call and, due to conditions beyond that Employee's control is sent home, shall be paid a four (4) hour minimum call at the prevailing wage scale.
20. All Employees shall wear proper attire of good taste while working to include no open toe shoes, no open heel shoes, no shirts that expose an Employee's abdomen, and no "short-shorts".
21. There is no smoking allowed in the theatre or around costumes.
22. There shall be no telephone calls made or received during scheduled work hours. You may only make phone calls during breaks. Additionally, with the exception of the job steward, there shall be no cell phones used during scheduled work hours.
23. The Employer reserves the right to reduce the number of Employees on a call at any time; provided, however, that such a reduction in numbers shall not occur after a show has completed its official "Opening Night" performance.
24. The Employer has the right to request by name all of the Employees on any call. In addition, the Union will not refer any Employees to the Employer who are on the Employer's "Do Not Call List".
25. Employees shall be paid according to these rules only, no matter the instructions received from the travelling show supervisor. The job steward shall not submit payroll to the Employer representing any additional pay for an Employee that is not covered by these rules. There shall be no "extra hours" or changes in rates for any reason, except where explicitly outlined in these rules. Violations of this rule will result in disciplinary action, up to and including termination.