



WARDROBE GENERAL CONDITIONS, PAGE 1

(as of 7/1/06)

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. All time will be computed in one (1) hour increments.
2. Any member that reports to a call and, due to conditions beyond that member's control, is sent home shall be paid a four (4) hour minimum call at the prevailing wage scale.
3. On Load-In days, employees working the Load-In of a show shall have a minimum four (4) hour call, anything over four (4) hours will be paid hourly at the prevailing wage scale. Persons not working the show receive a minimum six (6) hour call.
4. On work calls, after two (2) hours there shall be a fifteen (15) minute break, and after four (4) hours there shall be a minimum one (1) hour lunch or dinner break. Employees may take a thirty (30) minute lunch or dinner break when requested by the wardrobe supervisor but will continue to be paid and will be provided with a meal. If no lunch or dinner break is provided there shall be a meal penalty of one (1) hour at the prevailing wage scale and one (1) hour at time and a half.
5. Any work after eight (8) hours will be paid at time and a half.
6. After six (6) consecutive days on the same show, the 7th day will be paid at time and a half of the prevailing wage scale.
7. Any person called in by the wardrobe supervisor of a show for any reason including, but not limited to: sewing, laundry, shopping, etc. on the theater dark day, shall be paid a minimum four (4) hour call at time and a half of the prevailing wage scale.
8. Any person who is asked to run errands prior to, during, or after any call, such as shopping for shoes or outside laundry services, shall get paid an additional hour at the prevailing wage scale.
9. If you have a work call which is a four (4) hour minimum call and have a one (1) hour preset call, this is to be two (2) separate calls and shall be paid as such; a four (4) hour call, and a one (1) hour preset call, even if the two calls overlap.
10. When working a performance, a one (1) or two (2) hour call will be paid as an hourly call. Anything over a two (2) hour call will be considered a four (4) hour call and will be paid accordingly at the prevailing wage scale. Unpacking will always be a four (4) hour minimum call.
11. If day work is required between shows, employees will receive a minimum one (1) hour break. If work is to be continued it will be paid at the prevailing wage scale with a minimum of one (1) hour.
12. Employees have fifteen minutes after the final curtain to perform all end of show duties and to collect laundry. Any time after that will be paid at one (1) hour of the prevailing wage scale. Anything over fifteen (15) minutes is considered an extra hour.
13. More than two (2) shows in a day will be paid at time and a half of the prevailing wage scale.
14. Any person coming in just for laundry duties or as a seamstress during a performance will be paid a laundry/seamstress performance rate for each performance at the prevailing wage scale.
15. At half hour, no dresser working a performance will perform sewing duties. (Other than emergency repairs needed for that performance). An extra person may be added to the call for sewing, laundry etc. however, that person shall not dress the performance.
16. All dressers working a show will perform the load-out. Anything over a one (1) hour load-out will be paid as an extra hour at \$15.00.
17. To be paid the seamstress rate you must (1) pass proficiency tests as required by the local IA Wardrobe Union, (2) the Business Representative must notify the employer in writing that you meet the skills and are to be paid the seamstress rate prior to the call, and (3) the show must specifically request someone with these skills.
18. All services rendered other than the actual performances, such as filming for TV, publicity, etc. shall be considered as a commercial and paid for at the prevailing commercial wage scale. **This is for any show.**



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19. Any person that is not a member of local 859 will not be allowed to dress or do any maintenance except by consent of the business representative.
20. Traveling wardrobe supervisors or their assistants are only allowed one (1) change per performance. They are not allowed to assist in any other changes.
21. Non-union, traveling supervisors are not allowed to handle costumes once they have moved into the theater. Non-union supervisors are not permitted to assist on stage with changes and should only direct the work force by giving direction to the job steward, which in turn will supervise the union crew.
22. In the case of multiple level dressing areas, dressers may only be assigned to one (1) work floor and the stage level. If there are an inadequate number of dressers to cover all floors, changes will be performed on stage level only.
23. There can only be four wranglers assigned to the children's floor. 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 stage and dressing areas. They may not assist in costume changes.
24. When a production moves to another theater, the same dressers shall remain with the show if the dressers so wish.
25. All dressers must sign-in on the sign-in sheet and report to the job steward ten minutes before the scheduled work time. If there is more than one (1) performance you must sign-in before each performance, failure to do so can affect your pay.
26. All dressers shall wear proper attire of good taste while working a show, to include no open toe shoes and no "short-shorts".
27. The bringing in or use of drugs and/or alcohol in a place of employment is a violation and is subject to discipline.
28. There is no smoking allowed around costumes.
29. There shall be no telephone calls made or received during scheduled work hours. You may only make phone calls during breaks.
30. The business representative has the right at all times to request that its members be surrounded by reasonable safety and sanitary conditions.
31. Any wardrobe supervisor with a show has the right to refuse to work any member, providing that the supervisor puts it in writing and can show just cause. All requests must be made 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.
32. If a member is restricted from any theater and a meeting is set up in defense of the member, there will be at least two members of the executive board present with the business representative on the member's behalf.
33. The job steward is responsible for the working crew, payroll, 2% calculations and any other problems that should arise. If a problem cannot be resolved then the business representative shall be notified to resolve the situation immediately.
34. If for any reason a person shall be late for a call, the business representative or job steward of the work call must be notified immediately. Failure to arrive within thirty minutes of scheduled work time will result in your replacement for the duration of the week. Anyone that is late more than twice in a twelve (12) month period will be fined the amount of \$20.00. Everyone is expected to arrive and be ready to work at the scheduled work time.
35. If anyone for any reason must leave a work call, they will be replaced for the duration of the week. You cannot replace yourself. You must be replaced by the steward of the job or by the business representative. In addition, anyone leaving a call or turning down a call because of illness must notify the business representative when to be placed back on work list.
36. The following holidays shall be paid at time and a half of the prevailing wage scale: New Year's Day, Martin Luther King Jr. Day, President's Day, Memorial Day, Independence Day, Veteran's Day, Labor Day, Thanksgiving Day, and Christmas Day.