



In the following pages is outlined a summary of the Collective Bargaining Agreement between the Fox Theatre and the Stagehand Union, IATSE Local #927. 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. The Fox Theatre, in its' sole discretion, shall designate six (6) individuals to be the House Crew: The Head Carpenter, Head Electrician, Assistant Electrician, Head Prop Person, Head Sound Person, and Head Flyman. One of the House Crew members shall be designated by the Fox Theatre to be the lead person.
2. There shall be a minimum of four (4) Department Head House Crew members for all Continuity Calls, and a minimum of five (5) Department Head House Crew members for all Show Calls. For the purposes of this condition, the Assistant Electrician is not considered to be a Department Head.
3. The Employer shall request that the Union refer qualified camera operators to the Employer for all shows, except those shows that "require" that a specific camera operator or camera operators work. Camera operators will be paid base hourly rate of the House Crew for that applicable call.
4. Straight Time: Stagehands will be paid the applicable base hourly rate for the following:
 - a. The first eight (8) hours worked during any single weekday (Monday – Friday), on Work Calls and Continuity Calls.
 - b. The first four (4) hours during a Show Call (Monday – Friday).
5. Overtime: A wage equal to one and one-half times the applicable base hourly rate. Stagehands will be paid overtime for the following:
 - a. All hours worked in excess of eight (8) during any single weekday (Monday – Friday) on Work Calls and Continuity Calls.
 - b. All hours worked between 12:00 midnight and 8:00 AM on Work Calls and Continuity Calls.
 - c. The first ten (10) hours worked during a Saturday or Sunday on Work Calls and Continuity Calls.
 - d. All hours worked on a Show Call (4) for a performance that takes place on a Saturday or Sunday.
 - e. All hours worked in excess of four (4) during a Show Call.
 - f. All hours worked on a Show Call (4) for a performance that takes place after a Stagehand has worked a total of 36 or more hours during the week.



6. Double Time: A wage equal to two times the applicable base hourly rate. Stagehands will be paid double time for the following:
 - a. All hours worked in excess of sixteen (16) consecutive hours.
 - b. All hours worked in excess of ten (10) consecutive hours on any Saturday or Sunday.
 - c. All hours worked on the following holidays: New Year's Eve, New Year's Day, Martin Luther King Day, National Memorial Day, July 4th, Labor Day, Thanksgiving Day, Christmas Eve, and Christmas Day.
 - d. All hours worked between 6:00 AM and 8:00 AM on any day (Monday – Sunday) on any call that starts between the hours of 6:00 AM and 8:00 AM. The stagehand will revert to the prevailing rate after 8:00 AM unless and until the stagehand has worked eight consecutive hours (Mon-Fri) and/or ten consecutive hours (Sat-Sun), including any and all time worked between 6:00 AM and 8:00 AM.
7. Special Work Rate is paid when a Per Diem Employee who is required to work as a finish carpenter, production carpenter, scenic artist or welder in connection with building, constructing or creating a physical element that is requested by a show and that is used by the show in a performance; provided however, that the special work rate shall not be paid in connection with (1) the repair or restoration of a physical element; (2) work performed during a rehearsal or a Show Call; or (3) assistance provided to another employee or representative of a show who is responsible for building, constructing or creating a physical element. If a per diem is specifically called for the sole purpose of building, constructing or creating a physical element, the employee shall be paid the House Crew rate for the applicable call. If a per diem is not specifically called for the sole purpose of building, constructing, or creating a physical element, the employee shall be paid the House Crew rate in one-half hour increments only for the time that the employee is engaged in such work and shall be required to perform other stagehand duties as directed by the Employer. The Employer and the Union may agree to pay a rate higher than the House Crew rate for the work described.
8. All Stagehands who are "certified" electricians or riggers as a consequence of passing the ETCP test shall receive, in addition to the prevailing hourly rate, an additional \$1.50 per hour for all hours in which they perform work as an electrician or rigger.
9. There shall be no pyramiding of overtime rates .
10. All time will be computed in half (½) hour increments.
11. All Stagehands reporting for any Work Call shall be paid a minimum of four (4) hours reporting pay, except under the Taping rate conditions and load in of Commercial rate events.
12. Taping Rate shall be paid a minimum of eight (8) hours reporting pay; provided, however, that such eight-hour reporting pay.
13. For commercial shows, there will be a minimum of eight (8) hours reporting pay for the Load-In of the show and four (4) hours reporting pay for the Load-Out.



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14. The applicable wage rates shall be paid regardless of whether the Bargaining Unit Employee works for the entire duration of the call. For example, if a Bargaining Unit Employee commences work on a four-hour call to load out a show after 8:00 pm and the work on the load out is completed prior to midnight, the Bargaining Unit Employee shall be paid at Straight Time from the time that he commences work until midnight and at Overtime from midnight through the completion of the four-hour call.
15. A "Show Call" includes all work performed by a stagehand during a performance. All Stagehands reporting for a Show Call shall be paid a minimum of four (4) hours reporting pay. A Show Call shall begin at "half hour" (30 minutes before a performance is scheduled to begin). Any activity after the final curtain, including collecting or securing the props, sound or lighting equipment, raising of flying pieces, or clearing of set pieces necessary to safeguard the equipment or stage area as determined by the Fox Theatre, that is completed within fifteen (15) minutes after the final curtain of the performance shall be considered part of the Show Call and shall not be considered part of a Continuity Call or Work Call so long as such activities can be completed within the 4 hour Show Call time period. If such activities extend beyond the 4-hour Show Call time period, they shall be considered to be part of the post-show Continuity Call.
16. All members of the show crew who are not called for a Continuity Call shall report no later than "half-hour" before the scheduled performance starting time.
17. Stagehands called to work a performance may be called for a "Continuity Call". A Continuity Call is the pre-performance and post-performance activity for that specific performance. The Fox Theatre requires that at least four or more members of the House Crew report for a Continuity Call no later than 30 minutes before half hour prior to a scheduled performance time and may be called to remain up to one hour after the final curtain of the performance. No Show Crew members can be called for a Continuity Call unless the House Crew member from his or her department is also called for that Continuity Call. Stagehands called for a "Continuity Call" longer than 1 hr. before ½ hours will be paid a four-hour minimum at the prevailing rate.
18. Mop Calls shall not be considered as separate work calls and, therefore, are not subject to the requirement that stagehands be paid a minimum of four (4) hours reporting pay. In addition, a single four (4) hour call will be paid to stagehands that set up and take down the dock for the same load-in or same load-out of a show.
19. A stagehand called for the Load-Out of a show will have a call time of the nearest one-half (½) hour prior to the scheduled start time of the Load-Out.
20. Stagehands working a Yellow Card show shall only work the performance and will not engage in teardown or packing of the show until the performance is over.



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21. For Yellow Card Shows and where directed by any other show's rider, calls will be by department. For all other shows, the party with whom the Fox Theatre has the contract shall have the sole discretion to decide whether the call shall be departmentalized. In all cases in which Truck Loaders are called, Truck Loaders shall be called by department.
22. Turnaround: In the event that a call runs from a higher rate time period of one show/promoter into a lower rate time period of a different show/promoter, the higher rate will apply until there has been a six (6) hour break between the time periods. In cases where a Stagehand does not receive a six (6) hour turnaround, as described in the preceding sentence, he shall be paid at the Double Time rate for all hours worked between the time he reports back to work and the time that he receives an eight (8) hour break.
23. Turnaround: On calls in which the same client/promoter is leasing the Fox Theatre for the same show and in the event that a call runs from a higher rate time period into a lower rate time period, the higher rate will apply until there has been an eight (8) hour break between the time periods. In cases where a Stagehand does not receive an eight (8) hour turnaround, as described in the preceding sentence, he shall be paid at the Double Time rate for all hours worked between the time he reports back to work and the time that he receives an eight (8) hour break.
24. In either case (23 or 24 above) a Show Call shall not be paid at Double Time but shall be paid at the applicable Show Call rate.
25. For rehearsals only, the crew will consist of any necessary members of the House Crew and any necessary members of the Show Crew as determined by the Fox Theatre.
26. No work may take place on stage unless Stagehands are present.
27. Truck Loaders who are called to work the Show Call for a show that is not a Yellow Card Show and who are assigned to load a truck, van or other vehicle for an opening act and then to load out the show after the final performance shall be paid a (6) hour work call.
28. Broadcast Performance Rate: Any performance that is audio-taped, video-taped, broadcast, telecast, filmed, distributed over the Internet or any other electronic network, or mechanically reproduced in any manner for commercial purposes, will be charged at double the applicable performance rate for all members of the Show Crew. Any reproductions by the above means by news crews of commercial stations or for purposes of distributing content through digital or social media shall not be considered as being for "commercial purposes"; provided, however, that such reproductions by news crews or through digital or social media shall be limited to no more than five minutes of footage or content that is shown on the air or through digital or social media. Any reproductions by the above means for archival purposes shall also not be considered as being for "commercial purposes".



29. The Fox Theatre requires that Stagehands wear appropriate clothing. In the event that the show requires Stagehands to wear a suit, dress shirt, tie or other formal attire for a concert, commercial show or recital, the Stagehands shall be paid \$20.⁰⁰ for a laundering fee. Stagehands required to be dressed in a specific show costume shall be paid an additional \$25.⁰⁰ per performance.
30. In the event that sound is run through the center cluster of the auditorium and there are cues to handle the placement, coordination and service of sound instruments and/or equipment, an additional Stagehand will be called to handle such placement, coordination, and service of sound instruments and/or equipment.
31. In the event that a call requires 20 or more Stagehands (above the House Crew), there will be a "Non-Working" Steward assigned to the call. The Union Steward shall be paid a rate that is \$1.⁰⁰ per hour less than the House Crew rate.
32. All Stagehands, except for Truck Loaders, shall be required to report for work with the following tools safely secured in an appropriate holder on their person: hammer, screwdrivers (#1 Slotted, #2 Phillips), pliers, diagonal cutters, utility knife, 8-inch adjustable wrench, and work gloves.
33. All Stagehands shall be required to wear a protective hard hat that meets the requirements of the ANSI when working in areas where there is a potential for injury to the head from falling objects. The following calls and work activities shall not require the use of hard hats: Show calls, sound checks, and work-light rehearsals.
34. The operation of the house systems and equipment shall require at least an equal number of local Stagehands to the number of road personnel.
35. The Fox Theatre may not replace stagehands in order to avoid the payment of higher rates.
36. Stage conditions that are altered during the Load-In of a show must be returned to their pre-Load-In condition during the Load-Out of the show.
37. There will be a one (1) hour "meal period", without pay, after a Stagehand has worked a minimum of three (3) continuous hours and a maximum of five (5) continuous hours; and between every three (3) and five (5) continuous hours thereafter. At no time will any meal period be more than one (1) hour during the same call.
38. Stagehands that are required to be present for a sound check or opening night rehearsal may be required to take their meal period after they have worked two (2) hours from their previous meal period.
39. If a Stagehand will not receive a one (1) hour meal period as described above, a one-half (½) hour "meal break" will be given, with pay, and an appropriate meal as determined by Fox Theatre management. Stagehands will remain on the clock and be given one-half (½) hour to eat. Best efforts need to be made to provide a hot meal and, when requested by a Stagehand in advance, a vegetarian meal. For purposes of this provision, deli tray sandwiches shall not be considered to be a "hot meal".



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40. In the event that a one (1) hour meal period nor a 30-minute meal break can be provided as described above, a Stagehand will receive a “meal penalty” of double the prevailing hourly rate until either a one-hour meal period or a 30-minute meal break can be provided.
41. All Stagehands shall be guaranteed two hours of pay at the prevailing hourly rate upon return from a meal period.
42. There will be a fifteen (15) minute break approximately halfway between each meal period or meal break, or, if no meal period or meal break is provided within a five (5) hour period, approximately every two to two and one-half hours. There will also be a fifteen (15) minute break for Stagehands who work the Show Call between the end of the Show Call for the last performance and the start of the Load-Out unless either a meal period or meal break is provided at such time.
43. If it is anticipated that the take-out of a show shall be completed in less than three hours, then no fifteen (15) minute break shall be provided during the take-out.
44. Subject to the requirements above, the Fox Theatre may schedule meal periods or meal breaks among stagehands at its discretion.
45. It will not be required to provide a meal period or meal break or pay the meal penalty until after a Stagehand has worked six (6) hours for a performance, including all time worked for both a Continuity Call and a Show Call.
46. In the event that a Stagehand is called to work both the last performance of a show and the load-out of the show, the hours worked for the performance, including all time worked for both a Continuity Call and a Show Call, shall not be counted in determining the obligation to provide a meal period or meal break or pay the meal penalty.
47. If the show provides a meal period or meal break for its employees after the last performance of a show, the Stagehands who work both the last performance of the show and the load-out of the show shall be provided with the same meal period or meal break as the show’s employees.
48. If a Stagehand works more than five (5) continuous hours on more than one performance in a day, he/she shall receive a meal period, without pay, between the end of one performance and the beginning of the next performance. If such a meal period cannot be provided for the stagehand, a meal break will be provided. However, it will not be required to provide more than one meal period or meal break within any five (5) hour period.
49. All breaks for meals between the hours of 12:00 AM and 7:00 AM shall be scheduled to be 30-minute “meal breaks” with a meal provided.
50. Truck Loaders shall be considered to be Stagehands for all purposes under this agreement. Shows will staff at least four Stagehands to work as Truck Loaders on all trucks exceeding 25 feet in length; two Stagehands to work as Truck Loaders on all trucks that are 25 feet or less in length; and one Stagehand to work as a Truck Loader for any van, pick-up truck or automobile.



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51. In all cases in which motors or points are hung, a minimum of two Stagehands will go up for the rigging and a minimum of one Stagehand will work on the floor as a “down” rigger.
52. In the event that a show or event requires that more than 6 motors be hung, the Stagehands who perform such work shall be guaranteed a minimum of a four-hour work call at the Rigging rate of pay. In the event that a show or event requires that 6 or fewer motors be hung, Stagehands performing such work will be paid the Rigging rate in one-half hour increments only for the time that they are actually engaged in such work.
53. On calls in which “riggers” are specifically called by department, riggers will be paid a minimum of a four-hour work call at the Rigging Rate of pay.
54. In the event that Stagehands are required to perform “high work”, without the benefit of genie-type lifts, focusing ladders, scaffolding or scenery designed to safely accommodate workers, such Stagehands shall be paid the Rigging rate in one-half hour increments only for the time that they are actually engaged in such work.
55. In the event that Bargaining Unit Employees are required to wear a rigging harness in connection with the activities of (1) stepping off of a ladder on the box boom positions; (2) going over the balcony rail; and (3) climbing the sound towers, stacks or arrays, the Employer agrees to pay such employees the Rigging rate in one-half hour increments only for the time that the Bargaining Unit Employees are actually engaged in such work.
56. For purposes of this agreement, there will be four wage scales:
 - A. Other Show Rate: Any show that is not a Yellow Card Show, or Commercial Show.
 - B. Yellow Card Show Rate: Any show that is a legitimate traveling attraction that carries an IATSE yellow card or that will carry an IATSE yellow card within three stops after leaving the Fox Theatre.
 - C. 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.
 - D. Taping Rate: The rate paid to any Stagehand 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.