



COMPREHENSIVE SETTLEMENT PROPOSAL

CITY OF VANCOUVER - IATSE LOCAL 118

The Employer presents the following Settlement Proposal for the Union's consideration. If acceptable, it would form the basis of an agreement in principle for renewal of the Collective Agreement Language proposals are submitted on an E&OE basis and concept proposals are contingent on development of mutually agreeable language.

It is intended that all Union and Employer proposals not addressed in the Proposal for settlement would be withdrawn. The content of this Proposal is proposed as a package. Unless and until accepted by the Union, the Employer reserves the right to withdraw the Proposal or specific proposals included herein.

The Employer proposes the inclusion of the following fully executed "Green Sheets":

1. **Clause 11 Maternity and Parental Leave**
2. **Schedule A Footnote**
3. **Schedule E Renewal and Amendment**
4. **Letter of Understanding: Addition of Contraceptives**

The Employer proposes the following:

5. **Amend – Article 2: Term of Agreement**

This Agreement shall be for a term of ~~four~~three (34) years with effect from ~~2016-2020~~ January 01 to ~~2019-2022~~ December 31, both dates inclusive.

6. Amend Schedule A Rates of Pay – General Wage Adjustments

- a. General Wage Adjustments shall be two percent (2.0%), effective on October 1, 2020 of the first year of the renewal of the term of the Collective Agreement and January 1st of each year of the second and third year term of the renewal Collective Agreement.
- b. Retroactive payments resulting from the General Wage Adjustments shall be processed as soon as possible following the date of ratification and shall apply to and include all members who, at the time of processing such payments, have retired or are no longer working for the Employer but were employed during the term of the renewal Agreement.

7. Amend Schedule "B" - WAGES, BENEFITS AND WORKING CONDITIONS FOR CASUAL EMPLOYEES

SCHEDULE "B"

This is Schedule "B" referred to in
Clauses 4, 5 and 24

WAGES, BENEFITS AND WORKING CONDITIONS FOR CASUAL EMPLOYEES

The provisions of this Schedule shall only apply to those employees hired from time to time by the Employer to perform relief or maintenance work on a casual basis at the Orpheum, Queen Elizabeth Theatre and Queen Elizabeth Playhouse, hereinafter referred to as Casual Employees.

9. Hourly Rates

Add and amend the following classifications to Schedule "B" Article 9 – Hourly Rate and Classifications

Class Title
<u>Assistant Electrician</u> - at rate consistent with Assistant Properties
<u>Assistant Carpenter/Ground Rigger</u> - at rate consistent with Assistant Properties
Head Projectionist/Video/ <u>Camera Operator</u> - at rate consistent with Head Projectionist/Video
<u>High Rigger</u> - October 2020 rate at \$55.87

**8. Amend Schedule "C" - SUPPLEMENTARY VACATIONS - EXPLANATION OF THE TABLE
SCHEDULE "C"**

This is Schedule "C" referred to in Clause 10.2

SUPPLEMENTARY VACATIONS - EXPLANATION OF THE TABLE

In the table the figure to the left of the oblique stroke shows the number of working days of regular annual vacation. i.e., 15 days from the second to the ~~ninth-seventh~~ calendar year of service; 20 days from the ~~10th-8th~~ to the ~~17th-15th~~; 25 days from the ~~18th-16th~~ to the ~~25th-23rd~~; 30 days in the ~~26th-24th~~ and all subsequent calendar years of service.

The figure to the right of the oblique stroke shows the number of working days of supplementary vacation, and appears in the calendar year in which they are credited to an employee. These supplementary vacation days may be taken in any of the years beginning with the one in which they were credited but prior to the one in which the next 5 days are credited.

Example:

An employee hired in 2002 is in their (11th) calendar year during 2012. The employee in 2012 will be credited with 5 supplementary working days which may be taken at any time between 2012 and 2016, both years included. In 2017 the employee will be credited with a further 5 supplementary working days, etc.

The working day entitlement is based upon a five day work week.

**TABLE SHOWING REGULAR ANNUAL VACATION AND SUPPLEMENTARY VACATION
ENTITLEMENT IN WORKING DAYS FOR THE YEARS 2012 TO 2020 BY YEAR HIRED**

Yr. Hired	ENTITLEMENT YEAR									
	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029
2030	--	--	--	--	--	--	--	--	--	--
2029	--	--	--	--	--	--	--	--	--	--
2028	--	--	--	--	--	--	--	--	--	15/-
2027	--	--	--	--	--	--	--	--	15/-	15/-
2026	--	--	--	--	--	--	--	15/-	15/-	15/-
2025	--	--	--	--	--	--	15/-	15/-	15/-	15/-
2024	--	--	--	--	--	15/-	15/-	15/-	15/-	15/-
2023	--	--	--	--	15/-	15/-	15/-	15/-	15/-	15/-
2022	--	--	--	15/-	15/-	15/-	15/-	15/-	15/-	20/-
2021	--	--	15/-	15/-	15/-	15/-	15/-	15/-	20/-	20/-
2020	--	15/-	15/-	15/-	15/-	15/-	15/-	20/-	20/-	20/-
2019	15/-	15/-	15/-	15/-	15/-	15/-	20/-	20/-	20/-	20/5
2018	15/-	15/-	15/-	15/-	15/-	20/-	20/-	20/-	20/5	20/-
2017	15/-	15/-	15/-	15/-	20/-	20/-	20/-	20/5	20/-	20/-
2016	15/-	15/-	15/-	20/-	20/-	20/-	20/5	20/-	20/-	20/-
2015	15/-	15/-	20/-	20/-	20/-	20/5	20/-	20/-	20/-	20/-
2014	15/-	20/-	20/-	20/-	20/5	20/-	20/-	20/-	20/-	25/5
2013	20/-	20/-	20/-	20/5	20/-	20/-	20/-	20/-	25/5	25/-
2012	20/-	20/-	20/5	20/-	20/-	20/-	20/-	25/5	25/-	25/-
2011	20/-	20/5	20/-	20/-	20/-	20/-	25/5	25/-	25/-	25/-
2010	20/5	20/-	20/-	20/-	20/-	25/5	25/-	25/-	25/-	25/-
2009	20/-	20/-	20/-	20/-	25/5	25/-	25/-	25/-	25/-	25/5
2008	20/-	20/-	20/-	25/5	25/-	25/-	25/-	25/-	25/5	25/-
2007	20/-	20/-	25/5	25/-	25/-	25/-	25/-	25/5	25/-	25/-
2006	20/-	25/5	25/-	25/-	25/-	25/-	25/5	25/-	25/-	30/-
2005	25/5	25/-	25/-	25/-	25/-	25/5	25/-	25/-	30/-	30/-
2004	25/-	25/-	25/-	25/-	25/5	25/-	25/-	30/-	30/-	30/5
2003	25/-	25/-	25/-	25/5	25/-	25/-	30/-	30/-	30/5	30/-
2002	25/-	25/-	25/5	25/-	25/-	30/-	30/-	30/5	30/-	30/-
2001	25/-	25/5	25/-	25/-	30/-	30/-	30/5	30/-	30/-	30/-
2000	25/5	25/-	25/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-
1999	25/-	25/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5
1998	25/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-
1997	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-
1996	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-
1995	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-
1994	30/-	30/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5
1993	30/-	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-
1992	30/-	30/-	30/5	30/-	30/-	30/-	30/-	30/5	30/-	30/-



Without Prejudice - E.&O.E

SIGNED ON BEHALF OF THE EMPLOYER

Per:

[Redacted Signature]

Authorized Signatory

[Redacted Signature]

Authorized Signatory

[Redacted Date]

Date

MM/DD/YY

SIGNED ON BEHALF OF THE UNION

Per:

[Redacted Signature]

Authorized Signatory

[Redacted Signature]

Authorized Signatory

March 21st, 2022

Date

MM/DD/YY

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