

DeVOS PLACE - I.A.T.S.E. STAGE TECHNICIAN  
INDUSTRIAL RATE POLICY

On the industrial rate system there is no distinction between an “in”, “show” or “out”. All calls are treated as the same with a four-hour minimum required for each employee called. Industrial rate is applied to non-traditional events that do not fit the show rate definition. Multi-day/Multi-hall convention, certain trade shows, and events contracted as industrials are examples. Determination to use the industrial rate structure is to be made by the stage manager of DeVos Place before the scheduled use of the venue.

*CLASSIFICATIONS DEFINED*

DEPARTMENT HEAD - Responsible for personnel, equipment, and safety in each venue. They must be employed when the personnel of a given department is used.

STAGE HAND - All stage employees not designated as department heads. For example; spot light operators, electricians, carpenters, loaders.

RIGGERS - Stage employees that specialize in securing loads to the supporting steel of the venue. Chain hoists, motors, and trusses will be rigged by stage employees trained to safely perform these tasks. The number used varies and is set by the stage manager following business and industry standards.

*CALLS*

A call is defined as any work period commencing at the scheduled start time and ending as soon as the employee is “broken” for the end of the job or given a six hour “turn-around” or rest period. All rates and premiums apply but are not cumulative. Therefore “double-time” is the highest rate that can be charged.

*WAGES*

Each stage employee is paid at the base rate with the following exceptions;

- A. **ADDITIONAL STRAIGHT TIME - THIS IS PAID WHEN;**
  - 1. Employees work more than five (5) hours without a one hour unpaid meal break or a one half hour paid meal break with the appropriate meal provided.
- B. **TIME AND A HALF -THIS IS PAID WHEN;**
  - 1. A call exceeds eight hours from its scheduled start time.
  - 2. Employee does not receive six hours of break before returning to work on the same call the next day.
- C. **DOUBLE-TIME - THIS IS PAID WHEN;**
  - 1. Work is performed between the hours of twelve midnight (12am) and eight in the morning (8am).
  - 2. Work is performed between the hours of twelve midnight (12am) and twelve midnight (12am) on the following holidays:

Fourth of July	Labor Day	Memorial Day
New Year’s Eve	New Year's Day	Thanksgiving Day
Easter Sunday	Christmas Eve	Christmas Day

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Cancellation of the scheduled use of employees without twenty-four hours notice may be billed at a four-hour minimum for each employee. This does not include cancellations due to “Acts of God,” strikes or legal shut down of an event by State, Federal or Municipal Authorities.

Any fraction of an hour is billed as a whole hour. Premiums are only billed for actual hours, or fractions thereof, worked.

Federal law prohibits us from filling calls by name, but we will do everything in our power to ensure that a persons qualifications meet or exceeds your needs. The employer should notify the stage manager if they believe an employee is unfit for a position.

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