

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

Show rate is applied to all ticketed or scheduled events that follow the traditional industry standard of load-in/show(s)/load-out.

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 are 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.

LOAD - IN

Also called "in", "take-in" or "set-up". The period designated for the assembly, construction, setting or re-setting, before shows. This is paid at the applicable hourly rate. A four (4) hour minimum per employee is required.

LOAD - OUT

Also called "out", "take-out" or "strike". The period designated for disassembling, striking, storing or loading out of a show or event. A four (4) hour minimum per employee is required. This is a separate call and is not applicable to Industrial rate.

SHOW

Also called, "concert", "performance" or "event". A show is defined as a three and a half (3.5) hour span of performance, presentation, or rehearsal, and commences one-half (1/2) hour before the ticketed, scheduled, or announced start of the event. This will include the actual event and may include a "preset", "lockup" and/or a "restore", but does not include load-ins or load-outs. Any hours or fractions thereof over three and a half (3.5) hours will be billed at the applicable hourly rate. This is a separate call and is not applicable to Industrial rate.

WAGES

Each stage employee is paid at the regular hourly rate with the following exceptions:

A. ADDITIONAL STRAIGHT TIME - THIS IS PAID WHEN;

1. Work exceeds five (5) hours without one of the following;
 - a one hour unpaid meal break
 - a 1/2 hour paid meal break with appropriate meal provided and paid at the prevailing rate.This overtime continues until one of the above conditions are met.

B. TIME AND A HALF - THIS IS PAID WHEN;

1. Work is performed beyond eight (8) hours on a "load-in" or "load-out" call.
2. Work is performed between the hours of midnight (12am) and eight a.m. (8am)
3. 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 twelve midnight (12am) on the following holidays:

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

MISCELLANEOUS

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.

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DEVOS PLACE

