



INTERNATIONAL ALLIANCE OF
THEATRICAL STAGE EMPLOYEES
OF THE UNITED STATES, ITS TERRITORIES AND CANADA
LOCAL NO. 168
P.O. BOX 5312, STATION B
VICTORIA, B.C. V8R 6S4
Phone: 1 (250) 381-3168 • **Toll Free Fax: 1 (866) 618-3848**
Web: www.iatse168.com

September 15, 2009

Dear New Front of House Permittee of the Royal and McPherson Theatres Society:

Congratulations on your employment with the Royal and McPherson Theatres Society. We hope you will enjoy your work here and look forward to meeting you.

Front of House (Special Department) and Stage Employees of the RMTS are represented in the workplace by the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States and Canada - Local 168. This is a trade union, which among other things, negotiates wages and working conditions on your behalf. We also can help with any questions you might have about your employer with regards to the workplace. This Union exists for your benefit and is here for you. If you become a Full Member please be advised that we have regular general meetings in which you are strongly encouraged to attend and participate in.

After you have completed your probationary period and depending upon your income, you may or may not be required to become a Full Member of the Local. The dues for Regular FOH Members are currently \$35.00 per quarter (every 3 months), plus 2% of all gross earnings. The dues for "Permittee" status employees are currently 4% of your gross wages. When you earn an average of \$2,000 per quarter with the employer you are required to become a Full Member. As long as you are earning less than \$2,000, the quarterly cost is less if you maintain your "Permittee" status. However, should your gross for the year pass \$7,000 then you will be required to become a Full Member, Please also note that a \$20 administration charge will be taken from your first paycheque to setup your account with us. Should you become a Full Member this money goes towards your Full Member application fee.

Although you are fully represented by this Union as a Permittee, you are more than welcome to apply for Full Membership status in the Local, and the International Alliance. As a Full Member, you will have full voting rights in all matters of the Local. If you choose "Permittee" status, you will not be able to vote in the election of Officers or on matters pursuant to the regular business of the Local. Furthermore, if you wish to run for office you must become a Full Member.

Please fill out the attached forms and return them to the RMTS office. If you have any questions or wish further information regarding the Union and what it has to offer. You may also contact the office through the address on the letterhead if you would like a copy of the current Collective Agreement (contract) which covers the wages and working conditions for FOH and Stage employees of the RMTS. We look forward to meeting you soon.

Sincerely,

Brendan Keith
Secretary – Treasurer



Introduction to IATSE Local 168

The International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists & Allied Crafts of the United States, its Territories and Canada has been expanding throughout the years. Gradually, the Stage Employees and Movie Operators have been joined by a great variety of other craftspersons in other fields of the entertainment industry. The organization is best known as the I.A.T.S.E., but is often shortened to simply I.A.

Our Local represents the many fine Craftspeople, Technicians, and Front of House personnel in the theatre and entertainment industry. I.A.T.S.E. Local 168 was re-chartered on October 1, 1992, and has continued to grow and expand, both in its membership and venue affiliations. Our jurisdiction in the areas of Stage and Special Department (FOH) is for all of Vancouver Island. On occasion, we will also help out Local 891 if they require union members for a film shoot on Vancouver Island.

Presently, the Local maintains a working relationship with the Royal & McPherson Theatres Society, Cowichan Valley Regional District, Tidemark Theatre, Pacific Opera Victoria, Christie Lites Vancouver, Sharp's AV, Medico Vancouver, Pacific Audio Works, Concert Works Canada Ltd, University of Victoria / University of Victoria Student's Society, Live Nation, Local 891, and Local 118.

In early 2005 the Local created our own company named, Victoria Stage Incorporated (VSI). VSI was mainly setup to secure the stage labour for the new Victoria Save-On Foods Memorial Centre. VSI currently holds the stage labour contract for the arena and is also used to secure smaller contracts around the island.

Thank you for your interest in us and what we do.



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Personal Information Form for RMTS Front of House Employees

Date Accepted (Office Use Only) IATSE File Number (Office Use Only):

Hire Date (yyyy-mm-dd): Social Insurance No.:

Last Name: First Name: Sex:

Street Address:

City: Province: Postal Code:

Phone No.: () Cell No.: () Fax No.: ()

E-Mail Address:

Date of Birth (yyyy-mm-dd): B.C. Medical No.:

Emergency Contact: Relationship: Phone No.: ()

Employer: Royal & McPherson Theatres Society Position:

Comments or Questions:

Have you ever been a member of a trade union? If yes, which one and where?

Please make sure that you keep your information up-to-date with both the Secretary-Treasurer & the Royal & McPherson Theatres Society.

The information you provide on this form is solely used by IATSE Local 168 to maintain your file.

Dues & Application Fee Authorization

I hereby authorize the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States and Canada - Local 168 to deduct from my gross wages the current amount of union dues and/or the current administration fees required for new employees. I also authorize Local 168 to deduct any other fees, fines, and/or deductions that form a part of the terms of the Union's collective agreements under which I may work.

Consent to the Collection, Use, and Disclosure of Personal Information

I acknowledge receipt of a copy of the I.A.T.S.E. Local 168 Privacy Code ("the Code"). I have read the code and I give my consent to the collection, use, and disclosure of my personal information in the manner and for the purpose outlined in the Code.

Print Name: _____

Signature: _____ Date: _____