Memorandum of Agreement

Between

Vancouver Symphony Society and IATSE Local 118

August 26th, 2026

Term of Agreement: 4 years, from July 1st, 2026 to June 30th, 2030

Wages: 3% for '26/'27

3% for '27/'28

3% for '28/'29

3% for '29/'30

Article 26

REMOVE: Article 26.1 "…subject to Article 26.2." Otherwise, 26.1 remains unchanged

REMOVE: Article 26.2 entirely, as expiring with the previous contract.

OTHER ISSUES:

Article 16

ADD: (a) The VSO shall keep and maintain fall protection equipment at the Orpheum Theatre for the use of IATSE crew. The equipment shall be all such fall arrest and positioning devices as are needed to carry out VSO work in the theatre, but not less than two CSA-approved harnesses with 5 attachment points (dorsal, ventral, waist, left and right hip), and two double-lanyards, one for each harness. IATSE crew shall keep VSO management advised of the condition of the equipment.

Article 27.1

ADD: (a) The Employer may employ a Click Track Operator, paid at Department Head rate, to help with click track system set-up and operation, if needed. The position is not required, and nothing shall prevent the Head Sound and other sound crew from setting up or assisting with click track equipment, and they can set up the whole system if the work load is manageable with their other duties.

Schedule "A"

ADD: "Click-Track Operator (AS-CT)" to the list of pay rates, paid equivalent to Head Sound.

ADD: New designations (terminology used by VCT) for video department, all at equivalent rate to Camera Operator and Projectionist: Switcher (AV-SW), Playback Operator (AV-PB), Shader (AV-SH), Robo-Cam Operator (AV-RO), and Live Stream Operator (AV-LS).
For clarity, the addition of these classifications does not establish minimum staffing levels, require a separate employee for each function or classification, or alter existing practices respecting the performance of multiple video functions by a single employee.

Appendix "B"

ADD: Appendix B - Paragraph 21 (and re-number remaining paragraphs in Appendix B):
"The Employee holding the Head Props position will hold Employer information in confidentiality, and shall not, directly or indirectly, communicate, disclose, or disseminate any matters private to the Employer without the prior written consent of the Employer, unless such information has already been made public, or is required by an appropriate legal authority. Such confidentiality shall survive indefinitely beyond the term of the Employee holding the Head Props position.
All documents, records, lists, computer discs, or other media containing or referring to any matter, and all copies, are the property of the Employer, belonging solely to it, and shall be delivered to the Employer upon termination of this Contract or at any other time upon the request of the Employer. Any other keys, fobs, or Employer equipment issued to the Employee shall be returned at the request of the Employer."

IN WITNESS WHEREOF the Parties hereto have executed this Agreement made on the 26th day of August, 2026.

Signed on behalf of:
Vancouver Symphony Society

Angela Elster
[Name of Authorized Signer]

President and CEO
[Title of Authorized Signer]

I.A.T.S.E. LOCAL 118

[Name of Authorized Signer]

Chair, VSO Bargaining Committee
[Title of Authorized Signer]

MOA Appendix A: Schedule 'A' – Rate Sheet for July 1, 2026 to June 30th, 2030

	June 30th	July 1st	July 1st	July 1st	July 1st
	2026	2026	2027	2028	2029
	(includes COLA)	+3%	+3%	+3%	+3%
Position					
Stage Carpenter	$ 46.89	$ 48.30	$ 49.75	$ 51.24	$ 52.78
Head Electrician	$ 44.40	$ 45.73	$ 47.10	$ 48.51	$ 49.97
Head Fly Operator	$ 44.40	$ 45.73	$ 47.10	$ 48.51	$ 49.97
Head Properties	$ 44.40	$ 45.73	$ 47.10	$ 48.51	$ 49.97
Head Sound	$ 44.40	$ 45.73	$ 47.10	$ 48.51	$ 49.97
Head Video	$ 44.40	$ 45.73	$ 47.10	$ 48.51	$ 49.97
Head Wardrobe	$ 44.40	$ 45.73	$ 47.10	$ 48.51	$ 49.97
Projectionist	$ 44.40	$ 45.73	$ 47.10	$ 48.51	$ 49.97
Camera Operator	$ 44.40	$ 45.73	$ 47.10	$ 48.51	$ 49.97
Robo-Cam Op *(AV-RO)*	$ 44.40	$ 45.73	$ 47.10	$ 48.51	$ 49.97
Video Switcher *(AV-SW)*	$ 44.40	$ 45.73	$ 47.10	$ 48.51	$ 49.97
Playback Operator *(AV-PB)*	$ 44.40	$ 45.73	$ 47.10	$ 48.51	$ 49.97
Livestream Operator *(AV-LS)*	$ 44.40	$ 45.73	$ 47.10	$ 48.51	$ 49.97
Shading Operator *(AV-SH)*	$ 44.40	$ 45.73	$ 47.10	$ 48.51	$ 49.97
Click Track Operator (AS-CT)	$ 44.40	$ 45.73	$ 47.10	$ 48.51	$ 49.97
Spot Operator	$ 41.30	$ 42.54	$ 43.82	$ 45.13	$ 46.48
Special Operator	$ 41.30	$ 42.54	$ 43.82	$ 45.13	$ 46.48
Assistant Carpenter	$ 40.67	$ 41.89	$ 43.15	$ 44.44	$ 45.77
Assistant Electrician	$ 40.67	$ 41.89	$ 43.15	$ 44.44	$ 45.77
Assistant Fly Op	$ 40.67	$ 41.89	$ 43.15	$ 44.44	$ 45.77
Assistant Properties	$ 40.67	$ 41.89	$ 43.15	$ 44.44	$ 45.77
Assistant Sound	$ 40.67	$ 41.89	$ 43.15	$ 44.44	$ 45.77
Assistant Video	$ 40.67	$ 41.89	$ 43.15	$ 44.44	$ 45.77
Ground Rigger	$ 40.67	$ 41.89	$ 43.15	$ 44.44	$ 45.77
Grips	$ 38.48	$ 39.63	$ 40.82	$ 42.04	$ 43.30
Dresser	$ 38.48	$ 39.63	$ 40.82	$ 42.04	$ 43.30
Loader (Car/Truck)	$ 46.16	$ 47.54	$ 48.97	$ 50.44	$ 51.95
High Rigger	$ 60.06	$ 61.86	$ 63.72	$ 65.63	$ 67.60

GRIP RATE

Grip rate shall apply to Employees in the following classifications: Carpenter Grip, Fly Operator Grip, Electrical Grip, Sound Grip, Property Grip and Video Grip.

FIRST AID ATTENDANT

A First Aid premium of $1.00 per hour shall be paid to designated First Aid Attendants. The designation of First Aid Attendants will be at the sole discretion of the Vancouver Symphony Society.