



August 17, 2021

I.A.T.S.E., Local 212
201 508 57 Avenue S
Calgary, AB T2H 2K8
Attention: Craig Coolahan
Email: unionrep@iatse212.com
Attention: Ian Wilson
Email: stageba@iatse212.com

Calgary Exhibition and Stampede
Limited
1410 Olympic Way SE
Calgary, AB T2G 2W1
Attention: Bob McCullagh
Email: bmccullagh@calgarystampede.com

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OUR VISION...

The fair and equitable
application of Alberta's
collective bargaining laws.

OUR MISSION...

To administer, interpret and
enforce Alberta's collective
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impartial, knowledgeable,
efficient, timely and
consistent way.

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**RE: An application for certification as bargaining agent brought by
International Alliance of Theatrical Stage Employees, Moving
Picture Technicians, Artists and Allied Crafts of the United States,
its Territories and Canada, Local 212 affecting Calgary Exhibition
and Stampede Limited - Board File No. CR-05805**

We enclose a copy of the Officer's investigation report.

If you have objections to the application or the findings in the report, you should file those objections in writing, providing full details to support your position. Your objections must be submitted to the Board no later than **2:00 p.m. on August 18, 2021**. If they are not received within that time frame, the Board may decide the application without considering your objections. **It is your responsibility to ensure a copy of your objections is provided to all affected parties.**

If there are no objections, the matter will be brought before an administrative panel on August 19, 2021, where a Chair or Vice-Chair alone will decide the application based on the materials before it. A mail in vote may be ordered at this time if one has been recommended. Any objections to this procedure must be submitted to the Board no later than **2:00 p.m. on August 18, 2021**.

If there are objections to the application or the Officer's report but the Officer found at least 40% support, on the tenth day after the date of application, the Board may administratively order a vote with a direction the ballots be sealed.

If objections to the LRO report are received, the Board Officer will contact the parties regarding next steps.

Vicki Lalonde

For:
Aaron Padnivalan
Manager of Settlement

VL/rr

Enclosures

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MEMORANDUM

#308, 1212 – 31 Avenue, Calgary, Alberta T2E 7S8
Phone: (403) 297-4334 Fax: (403) 297-5884
Email: ALRB.Cal@gov.ab.ca

FROM: Vicki Lalonde
Labour Relations Officer

DATE: August 17, 2021

TO: Aaron Padnivelan
Manager of Settlement

FILE: CR-05805

RE: An Application for certification as bargaining agent brought by the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, Local 212 affecting Calgary Exhibition and Stampede Limited

On July 15, 2021 the Board received an application for certification from the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, Local 212 (the "Union" or "IATSE"), to be the certified bargaining agent for a unit of employees of Calgary Exhibition and Stampede Limited (the "Employer" or the "Calgary Stampede"). The proposed bargaining unit is described as:

"All stage employees excluding volunteers, stage management, production management, designers, performers, choreographers, technical directors."

The application was supported by membership application and membership in good standing evidence.

I have held discussions with Craig Coolahan and Robert Blair, legal counsel, on behalf of the Union, and Mark Muench and Laura Mensch, legal counsel, on behalf of the Employer.

The following information is the result of my investigation.

THE EMPLOYER

According to the Employer and confirmed by the Alberta Corporate Registry, the legal name of the Employer is: **Calgary Exhibition and Stampede Limited**. The name of the Employer as it appears on the application is correct.

The Calgary Stampede is a not-for-profit organization that preserves and promotes western heritage and values. It contributes to the community and the quality of life in Calgary and southern Alberta through its annual 10-day rodeo, exhibition and festival event (the "**Stampede Event**"), its year-round facilities, western events, youth programs (such as the Young Canadians School of Performing Arts, Calgary Stampede Showband, Band of Outriders and

Calgary Stampede Showriders), and agriculture programs. All revenue earned from these events is reinvested into Calgary Stampede programs and facilities.

Calgary Stampede owns and operates several facilities over 208 acres all located in Stampede Park along the Elbow River in the Victoria Park area of Calgary at 140 Olympic Way SE, Calgary. These facilities include the following:

1. The Grandstand, which is a building located in Stampede Park at 3 Street SE, Calgary. The Grandstand includes audience seating and amenities, a stage area, a horse race track and an under-stage area, which serves as the wings to the stage. Calgary Stampede holds events at the Grandstand, including the Grandstand Show during the Stampede Event.
2. A concert stage commonly known as the "Coke Stage" or the "Coca-Cola Stage", which is located centrally in Stampede Park. Calgary Stampede holds events at this stage, including performances during the Stampede Event.
3. The BMO Centre, previously known as the "Round-up Centre", which is located in Stampede Park at 20 Roundup Way SE, Calgary. Calgary Stampede holds conventions, meetings, consumer and tradeshow and other events in the BMO Centre, including during the Stampede Event.

On July 15, 2021, the primary project underway for Calgary Stampede was the Stampede Event, which was held from July 9-18, 2021. This project involved numerous events including the rodeo, midway, parade, Indigenous ceremonies, performances and contests. In addition to the Stampede Event, Calgary Stampede's other projects throughout the year include events that broadly fit into the following categories: consumer and trade shows, conventions, corporate events (such as AGMs, Christmas parties etc.), and non-corporate events (such as weddings, graduations etc.).

The types of work involved for stage events generally includes the following: audio, visual, lighting, make-up, wardrobe, props, and other equipment set-up, operation and removal. The stage events during the Stampede Event were the Grandstand Show and concerts taking place on Stampede Park. For these stage events, the Calgary Stampede relied on the combined efforts of its employees, volunteers and other workers. The other workers included:

- Workers referred to as "sole proprietors," who are individuals that provided services even when they operate under a business name or through a corporation.
- Contract workers who were provided by "contract companies" including, Moosetek Ltd., dbVisuals Productions, Sound Art Calgary Inc., ENCORE, Feature Productions Inc., MVI - Multivision Inc., and Promosa Management.
- Unionized workers dispatched by IATSE at the request of the Calgary Stampede.

Mr. Muench is the Manager, Parking & Event Services at Calgary Stampede. Mr. Eriksen is the Producer, Grandstand Show at Calgary Stampede. The requirements of Calgary Stampede stage events are determined by the guests, talent, performers, or in the case of the Grandstand Show, by Mr. Eriksen. These requirements are then converted to formal or informal work plans

to be executed by Calgary Stampede employees. These Calgary Stampede employees are the Event Services Technicians, who are referred to as the "Labour Team". Mr. Eriksen and Mr. Muench will then source sole proprietors, contract companies and IATSE to execute work plans that cannot be completed by Calgary Stampede employees and volunteers, if applicable.

The sole proprietors interviewed said they were contacted directly by the Calgary Stampede and given a list of services or products needed. The sole proprietors responded with an estimate of the cost, which was then approved by the Calgary Stampede. Once the services or products were provided, the sole proprietors invoiced the Calgary Stampede and received payment from it. In some cases, primarily where a sole proprietor or a contract company is providing services for the Grandstand show, the Calgary Stampede will generate its own form of voucher, which is used to facilitate payment to the sole proprietor or contract company.

The contract companies provide estimates of their fees for the event, including the services, equipment (e.g. lightning, audio, video, etc.), the number of workers necessary, and their estimated hours of work at the event. If an agreement is reached between Calgary Stampede and the contract companies, the contract companies then supplies the workers and equipment necessary to provide the services at the event under the supervision of a representative of the contract companies. After the event concludes, the contract companies either issue invoices to the Calgary Stampede or receive vouchers from it for the services rendered. The Calgary Stampede then provides payment to the contract companies.

The process for IATSE begins when the Calgary Stampede makes requests to the IATSE's Stage Business Agent for workers, often these requests will ask for specific named workers. Once the Calgary Stampede accepts the workers available for the calls it has scheduled, the workers are dispatched and the calls are completed, then IATSE will issue an invoice through its payroll company, StagePay 212 Inc. ("StagePay"). The StagePay invoice lists different position groups, such as Show Crew, Hi rigger, Grnd Rigger and Carps. Each position group has an abbreviated code for each individual worker within the group. There are subtotals by position group as a whole and for each individual for their hours of work at the base wage, the 1st overtime rate, the 2nd overtime rate, and 6% vacation pay that are combined for the gross position group's wages amount, to which group amounts are added for 4% RRSP, EI (Employment Insurance), CPP (Canada Pension Plan), and a 13% Admin/H&W/WCB fee with a 5% GST charge on that fee. The Calgary Stampede pays this invoice to StagePay. StagePay then produces a pay statement for each worker with their payment of earnings.

A true employer analysis is required to determine who the true employer of each group of workers is. The Board examines seven factors when making this determination.

True Employer Factors	Labour Team Employees	Contractor Companies	IATSE	Sole Proprietors
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Who has the direction and control over work that is done?	Calgary Stampede	Calgary Stampede directs the Contractor on a macro level of projects, e.g. light show installations for the stages; while the Contractor directs and controls their workers on a micro level, e.g. where to install, place, program, and operate the lighting for each performance on a particular stage.	Calgary Stampede directs the Union's Crew Chief who directs the workers.	Calgary Stampede directs the worker.
Who has the burden of remuneration?	Calgary Stampede	Calgary Stampede pays an invoice created by the contractor company. Some have labour costs listed, some do not. All charge GST. The contractor company pays the workers directly. Each contractor has a different approach to labour. Some companies use all of their own employees, some use all subcontractors, some use a mix of employees and subcontractors. One company uses its own employees as on-site managers, while the labourers are hired through IATSE, and payment of earnings/wages was made through IATSE's StagePay 212 payroll company.	Calgary Stampede, who is invoiced for earnings (wages, overtime and vacation pay) by StagePay 212. StagePay 212 then pays the workers directly.	Calgary Stampede pays the worker directly through its own voucher system or by invoice. Each case is different. There are invoices for a flat rate for services, hourly rates for services, and some workers bill GST while others do not.
Who imposes discipline?	Calgary Stampede	Contractor company	Calgary Stampede	Not applicable
Who hires?	Calgary Stampede	Contractor company	Calgary Stampede	Calgary Stampede
Who fires?	Calgary Stampede	Contractor company	Calgary Stampede	Not applicable
Who do the employees think is the employer?	Calgary Stampede	Contractor company	Calgary Stampede	Sole Proprietor

The existence of an intention to create an employer/employee relationship?	Yes.	No, there are no intentions to form an employment relationship with the Calgary Stampede, rather the intentions of the contractor companies are to have business to business relationship with the Calgary Stampede.	Yes, an employment relationship was intended with IATSE acting as a hiring hall for the Calgary Stampede, who agreed to pay wages and other earnings to the employees through the Union's payroll company when it engages IATSE with its labour requests. This process and rates are the same as the former voluntary recognition collective agreement between the Calgary Stampede and IATSE.	No, there is a wide variety of voucher/invoices. Some invoices show a business to business relationship with corporations and trade names entities of the sole proprietors. While other invoices are from named individuals that may be self-employed. Some do bill out GST, and some individuals that do not bill out GST.
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Based on my investigation, it appears that the Calgary Stampede is the true employer for its labour team employees and the workers it hires through IATSE.

The Calgary Stampede is not the true employer of the contractor companies' workers. Those contractor companies are the true employer for those workers.

The Calgary Stampede provided invoices and vouchers for the sole proprietors. I was only able to interview two sole proprietors, as such, the information is limited. Of the two sole proprietors, the first operated their own business using a registered trade name and billed out for GST. They considered their relationship with the Calgary Stampede as a business to business relationship. The second sole proprietor was a self-employed individual, who did not bill out GST and had numerous other clients in the theater industry. They considered the work for the Stampede Event as a very small part of their yearly income, therefore, they had many other clients that generated the majority of their income throughout the rest of the year, and would not be considered a dependent contractor for the Calgary Stampede. Neither sole proprietor has had a disciplinary or termination incident with the Calgary Stampede and could not answer those questions. Based on the above, the Calgary Stampede is not the true employer of the sole proprietors.

A review of the Board's active certificates records shows that the Calgary Stampede is party to four certified bargaining relationships in Alberta.

Union	Certificate No.	Date	Bargaining Unit
International Brotherhood of Electrical Workers, Local 254	RC-925-90	10/11/1990	"All Maintenance Electricians."
United Association of Journeymen and Apprentices of The Plumbing and Pipe Fitting Industry of the United States and Canada, Local 496	RC-546-91	04/04/1991	"All Maintenance Plumbers and Pipefitters."

United Brotherhood of Carpenters and Joiners of America, Local Union No. 2103	C-256-2001	12/13/2001	"General Construction Carpenters in Zone 14."
United Brotherhood of Carpenters and Joiners of America, Local Union No. 2103	C-115-2013	10/10/2013	"All Maintenance Carpenters."

TRADE UNION STATUS

A review of the applicant's Board records show that the name of the Union as it appears on the application is correct: **International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, Local 212.**

The Board has previously certified the applicant Union. Rule 25 of the Board's Rules of Procedure deems the applicant to be a trade union in the absence of contrary evidence.

TIMELINESS

The application was received on July 15, 2021. The Union and the Employer were previously party to a voluntary recognition collective bargaining agreement with a term of March 1, 2018 to February 28, 2021. On August 21, 2020, the Employer served notice to the Union under section 43(1) the *Labour Relations Code* (the "Code"), that it intended to terminate its voluntary recognition of the Union as bargaining agent for its employees but would continue to abide by the collective agreement until it expired on February 28, 2021.

Section 43 of the *Code* states:

Collective bargaining with voluntarily recognized trade union

43(1) An employer who is a party to or bound by a collective agreement entered into as a result of voluntary collective bargaining, if served with a notice to bargain collectively with a trade union in accordance with section 59(2), may not refuse to bargain collectively in accordance with the notice unless, at least 6 months prior to the expiry date set out in the collective agreement, the employer served the trade union with notice of the employer's intention to terminate the employer's recognition of the trade union and to refuse to bargain collectively.

43(2) If a trade union receives a notice under subsection (1), the trade union may apply to the Board to become certified for the unit to which the notice relates, notwithstanding section 37(2)(d) or (e).

There are no current bargaining relationships or collective agreements affecting the employees in the proposed bargaining unit.

Section 37(2) (a) of the Code states:

37(2) An application or certification may be made,

(a) if no collective agreement or certification of a bargaining agent is in effect in respect of any employees in the unit, at any time,

...

Therefore, the application is timely under section 37(2)(a) of the Code.

BARGAINING UNIT APPROPRIATENESS

The applied for unit is:

"All stage employees excluding volunteers, stage management, production management, designers, performers, choreographers, technical directors."

Information Bulletin #9 describes the principles the Board uses in deciding the appropriateness of a bargaining unit. Bargaining units describe people who can be grouped together for collective bargaining. In adherence to the Code, the Board certifies an "appropriate bargaining unit", rather than only the "most appropriate unit". The Board has a wide discretion in defining circumstance-appropriate units and decides the appropriateness of a bargaining unit on a case-by-case basis.

Stage employees is a grouping of employees in the theatre industry that are engaged in unloading equipment, setting it up, operating it, and tearing it down. They may perform rigging, carpentry, painting, stage electrics, stage lighting, audio, video/projection, make-up, wardrobe, and props. They are often responsible for the installing, operation, repair and maintenance of stage equipment and systems during shows. The unit applied for is in-line with similar units certified by the Board for the theatre industry and reflects historical practices in the theatre industry.

Volunteers are not employees under the Code's section 1(1)(l) and should be removed from the proposed bargaining unit description. The word "and" should be added before "technical directors", and the word "except" should replace "excluding", to conform to the Board's naming practices.

As such, I recommend the proposed unit be amended as follows:

"All stage employees except stage management, production management, designers, performers, choreographers, and technical directors."

The proposed amended unit is one the Board should find appropriate for collective bargaining, as it is reasonably similar to the unit applied for and does not change the size or composition of the unit.

EMPLOYEES

I have applied the Board's Voting Rule 16 to determine which employees are included in the

bargaining unit for the purposes of determining the level of employee support for the application and voter eligibility.

Voting Rule 16 reads:

16.(1) Unless the Board otherwise directs, the following persons employed in the bargaining unit shall be deemed to be eligible to vote in a representation vote:

- (a) employees at work on the date of application,*
- (b) full-time or part-time employees, who are not at work on the date of application, but who:*
 - (i) worked at any time during the 30 days preceding the application, and*
 - (ii) in the opinion of the officer presiding at the vote, are likely to return to work during the 30 days following the date of the application; and*
- (c) employees absent from work on the date of application because of parental leave.*

Included employees

It appears that on or around the date of application, there were 37 employees performing work within the proposed bargaining unit. The Employer advises that in addition to its full-time employees, it also hires employees that are seasonal and/or specifically for the Stampede Event. I have included all full-time and part-time employees who worked on or around the date of application. The included employees are classified as: Stage Crew Loading, Crew Chief, Stage Crew, Labor Team Supervisor, and Labour Team.

Liam Dolmage is employed as the Labor Team Supervisor. He does not have the authority to hire or terminate employees and does not fall within the managerial exclusion. As such, he been included for the purposes of the application and is eligible to vote.

The employees hired through IATSE for the Stampede Event are casual employees who are not regularly scheduled and work on an as-needed basis. They are on a roster of qualified, available people to call on to fill vacancies and they have the right to accept or reject any offers of shifts. Pursuant to the Board's Voting Rules, all casual employees who worked on the date of application, have been included for the purposes of this application and are eligible to vote. They are identified on the attached employee list with an "13".

Excluded employees

According to the *Labour Relations Code* the definition of an employee is:

1 (l) *"employee" means a person employed to do work who is in receipt of or entitled to wages and includes a dependent contractor, but does not include*

(i) *a person who in the opinion of the Board performs managerial functions or is employed in a confidential capacity in matters relating to labour relations, or*

...

The Employer has identified two individuals who exercise managerial functions, and have final decision-making authority to hire, fire and discipline: Mark Muench, the Manager, Parking & Events Services, and Mark Eriksen, the Producer, Grandstand Show. They have been excluded from the bargaining unit for the purposes of the application and are not eligible to vote. They have been identified on the attached list of employees with an "E3" on the "Excluded Employees" list.

Contract companies' workers and sole proprietor contractors were not employees of the Calgary Stampede on the date of application and have been excluded for the purposes of this application and are not eligible to vote. They has been identified on the Excluded Employees list with an "E6."

EVIDENCE OF SUPPORT

Section 33 of the *Code* prescribes the type of employee support that can be used for certification applications:

33 *An application for certification shall be supported by evidence, in a form satisfactory to the Board, that:*

- (a) *at least 40% of the employees in the unit applied for, by*
 - (i) *maintaining membership in good standing in the trade union, or*
 - (ii) *applying for membership in the trade union and paying on their own behalf a sum of not less than \$2 not longer than 90 days before the date the application for certification was made,*

or both, have indicated their support for the trade union, or

- (b) *at least 40% of the employees in the unit applied for have, not longer than 90 days before the date the application for certification was made, indicated in writing their selection of the trade union to be the bargaining agent on their behalf.*

The application is supported by both individual applications for Union membership and evidence of membership in good standing.

The header of the membership application reads:

I.A.T.S.E. Local 212 Membership Application
International Alliance of Theatrical Stage Employees, Moving Picture Technicians,
Artists and Allied Crafts of the United States, its Territories and Canada, Local 212

Application for Membership
Local Union No. 212 Date:

I hereby Designate and authorize the above-named Union to act for me as my collective bargaining agent in all matters pertaining to wages, hours and other terms and conditions of employment; and I also hereby apply for membership in the above-named Union.

I hereby acknowledge that I have paid the sum of Two Dollars on account of initiation fees.

Date: Signature of Applicant Name:

I hereby certify that I have received the sum of Two Dollars on account of initiation fees in the above named Union from the person whose signature appears above.

Date: Signature of Collector.

All of the applications were signed and dated within 90 days of the date of application, and confirm each applicant paid a minimum of \$2.00.

According to the Union's 68th Edition Constitution and Bylaws, Article Twenty-six, Section 3. Good Standing states:

"The term "in good standing" as used in this Constitution and Bylaws shall be construed to mean that the member has fulfilled the requirements for membership in their local union and/or the International, and has not voluntarily withdrawn from membership, nor been expelled or suspended from membership either for being in arrears in their financial obligations or for any offense after appropriate trial proceedings consistent with Article Sixteen of this Constitution and Bylaws."

The Union provided membership letters that confirm each member's good standing status, including the member's full name, initiation date, membership card number, date of dues paid, instructions regarding RSP Account payments, Health & Welfare fringes payments, and an endorsement by the Union's Operations Manager, Dee Picciano.

Only those members who were in good standing on the date of application are included in calculating the employee support for an application.

On and around the date of application, the Employer employed 37 employees who appear to perform work within the scope of the proposed bargaining unit. Of those, at least 40% have indicated their support for the application pursuant to Section 33(a) of the Code.

CONCLUSIONS AND RECOMMENDATIONS

1. The name of the Employer is correct: **Calgary Exhibition and Stampede Limited.**
2. The legal name of the Union is: **International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, Local 212.** The Union has trade union status under the *Code*.
3. The application appears to be timely pursuant to section 37(2)(a) of the *Code*.
4. The proposed amended bargaining unit is:

"All stage employees except stage management, production management, designers, performers, choreographers, and technical directors."

The proposed amended unit is one the Board should find appropriate for collective bargaining, as it is reasonably similar to the unit applied for and does not change the size or composition of the unit.

5. On or around the date of application, the Employer employed **37** employees who appear to perform work within the scope of the proposed bargaining unit. Of those, at least 40% have indicated their support of the union in writing, pursuant to section 33(b) of the *Code*.
6. I recommend the Board order a representation vote to determine the wishes of the affected employees.
7. Should the Board order a vote, I recommend the vote proceed via mail-in ballots.

Vicki Lalonde
Labour Relations Officer

Attachment

Process File: CR-05805 Date of Application: 7/15/2021

Officer in Charge: Vicki Lalonde

Employer No: ER-05550 Calgary Exhibition and Stampede Limited

INCLUDED EMPLOYEES

Name	Classification	Legend(s)	Other Notes
Bowie, Dayven	Labor Team		
Chang, Dae Sik	Stage Crew	I3	
Charran, Tara	Stage Crew	I3	
Cozubbo, Jason	Stage Crew	I3	
Curtis, Hayden	Labor Team		
Dhaliwal, Pinky	Stage Loading Crew	I3	
Dolmage, Liam	Labor Team Supervisor Rigging Contractor Liase		
Doncaster, Aaron	Stage Crew	I3	
Dubbin, Gerry	Stage Crew	I3	
Evans, Rob	Labor Team		
Fitzner, Cameron	Labor Team		
Forsyth, Harold	Labor Team		
Foster, Hugh	Stage Crew	I3	
Heuther, Malory	Stage Loading Crew	I3	
Homenuk, Darlene	Stage Crew	I3	
Horvath, Tom	Stage Loading Crew	I3	
Isom, Steve	Stage Crew	I3	
Kilpatrick, Frazer	Stage Loading Crew	I3	
King, Michael	Stage Loading Crew	I3	
Komonoski, Lane	Labor Team		
Kristoffersen, Kenn	Labor Team		
Lane, Ian	Stage Crew	I3	
Lockhart, Jaret	Labor Team		
Messer, Robin	Stage Crew	I3	
Newton, Jullien	Labor Team		
Nyland, Eric	Stage Crew	I3	
Parsons, Catlin	Stage Loading Crew	I3	
Patenaude, Rob	Stage Crew	I3	

List of Employees

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Name	Classification	Legend(s)	Other Notes
Petti, Oliver	Stage Crew	I3	
Prysiakny, Glen	Stage Crew	I3	
Rishaug, Peter	Stage Crew	I3	
Smurlick, DA	Stage Crew	I3	
Staroszik, Arni	Stage Crew	I3	
Upshaw, Dwight	Stage Crew	I3	
West, Robin	Crew Chief	I3	
Wills, Bryan	Stage Crew	I3	
Zack, Tim	Stage Loading Crew	I3	

EXCLUDED EMPLOYEES

Name	Classification	Legend(s)	Other Notes
Anderson, Summer	Video Contractor	E6	
Barton, Kerry	MVI/Video	E6	
Bloomfield, Austin	Lighting Contractor	E6	
Bourne, Raynah	Stage Managers	E6	
Bowie, Daniel	Broadcast and timing	E6	
Brager, Emma	Stage Managers	E6	
Brisbin, Michael	MVI/Video	E6	
Broughton, Andy	Audio Contractor	E6	
Brown, Nikkie	Video Contractor	E6	
Burrows, Daryl	Video Contractor	E6	
Cane, Phil	Video Tech / MVI	E6	
Champagne, Alex	Video Contractor	E6	
Chan, Nelson	Video Contractor	E6	
Coe, Dave	Audio Contractor	E6	
Conrad, Brian	Show Caller (Stage management)	E6	
Cooke, Chris	Video Contractor	E6	
Cowie, Tess	Production Services Coordinator	E6	
Doak, Rob	Video Contractor	E6	
Drake, Susan	Hair & Makeup	E6	
Eriksen, Mark	Producer	E3	
Fawcett, Andy	MVI/Video	E6	
Foggo, Darcy	Stage Managers	E6	
Frerichs, Dan	Audio Contractor	E6	
Garton, Darrell	Audio Contractor	E6	

List of Employees

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Name	Classification	Legend(s)	Other Notes
Gerritsen, Tara	Head of Wardrobe	E6	
Graham, Greg	MVI/Video	E6	
Graham, Iain	Production Manager	E6	
Gunvordahl, Tom	Audio Contractor	E6	
Harcus, Michelle	Wardrobe Stitcher	E6	
Hawse, Quinn	Audio Contractor	E6	
Hill, Laura	Prop Builder	E6	
Hlebnicov, Misha	Audio Contractor	E6	
Jewell, Doug	Video Contractor	E6	
Keller, David	Video Contractor	E6	
Kirtchner, Owen	Stage Elevator Spotter and properties cleaning (covid)	E6	
Knorr, Darren	Lighting Contractor	E6	
Knorr, Darren	Audio Contractor	E6	
Kuemper, Regan	Audio Contractor	E6	
Lejune, Sylvia	Production Manager / Lead	E6	
Letwin, Clay	Video Contractor	E6	
Lodder, Matt	Audio Contractor	E6	
McConnaghy, Todd	Video Contractor	E6	
McGurk, Ronan	Audio Contractor	E6	
Messer, Lilian	Prop Maintenance	E6	
Meuller, Terry	Audio Contractor	E6	
Miller, Kelsey	Audio Contractor	E6	
Moore, James	Audio Contractor	E6	
Mosdell, Kevin	Lighting Contractor	E6	
Moss, Paul	Lighting Contractor	E6	
Muench, Mark	CS Manager	E3	
Mulligan, Scott	Video Contractor	E6	
Olson, Cory	Lighting Contractor	E6	
Olson, Don	Hair & MakeUp Coordinator	E6	
Pallesen, Kate	Stage Managers	E6	
Penkala, Peter	Contact for MVI (alt.Phil Cane)	E6	
Plumbtree, Dan	Audio Contractor	E6	
Pon, Vance	Video Contractor	E6	

List of Employees

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Name	Classification	Legend(s)	Other Notes
Pond, Ian	Video Contractor	E6	
Prankard, Zack	Video Contractor	E6	
Prankrad, Steve	Video Contractor	E6	
Sams, Carissa	Stage Managers	E6	
Scott, Jeff	Video Contractor	E6	
Scuurrah, Katherine	Lighting Contractor	E6	
Shelton, Carl	Video Contractor	E6	
Spence, Dan	Video Contractor	E6	
Suzy-Lamy, Justine	Audio Contractor	E6	
Swarez, Martin	Video Contractor	E6	
Thorne, Nova Lea	Production Stage Manager	E6	
Tindungan, Jules	Audio Contractor	E6	
Tower, Chase	Audio Contractor	E6	
Treiber, Stephen	Video Contractor	E6	
Volk, Cody	Audio Contractor	E6	
Voykin , Audessa	Stage Elevator Spotter and properties cleaning (covid)	E6	
Voykin, Odessa	Elevator Spotters and Prop cleaners	E6	
Weibe, Shawn	Video Contractor	E6	
Wilkinson, Michael	Lighting Programmer	E6	
Williamson, Kristal	Wardrobe Lead	E6	
Wilson, Rick	Lighting Contractor	E6	
Winslow, Samantha	Video Contractor	E6	

Legend	Description	Legend	Description
I1	Include Maternity Leave	I2	Include Paternity Leave
I3	Incl Casual Emp Worked on App date	E1	Excl Not Meet 30/30 Rule
E2	Excl On Leave - Not Meet 30/30 Rule	E3	Excl Management
E4	Excl Term or Quit Prior to App Date	E5	Excl Not Meet 14/14 Rule
E6	Excl Not Emp on App Date	E7	Excl Casual Emp Not Work on App Date
E8	Excl Out of Scope	E9	Excl Management/Conf LR Capacity