

APPENDIX A				
RATE OF PAY				
RATE OF PAY 9/1/19 TO 8/31/20				
APPENDIX A:	WAGE/HR	18.00% HEALTH BENEFIT	10.00 % BENEFIT RETIREMENT	TOTAL
Stewards				
Base Rate	\$28.20	\$5.08	\$2.82	\$36.10
Performance Call Rate	\$154.98	\$27.90	\$15.50	\$198.37
Department Heads, Loaders, Followspots				
Base Rate	\$25.72	\$4.63	\$2.57	\$32.92
Performance Call Rate	\$141.45	\$25.46	\$14.15	\$181.06
Riggers				
Base Rate	\$30.32	\$5.46	\$3.03	\$38.81
Performance Call Rate	\$166.76	\$30.02	\$16.68	\$213.45
Stagehands				
Base Rate	\$22.05	\$3.97	\$2.21	\$28.22
Performance Call Rate	\$121.21	\$21.82	\$12.12	\$155.15
Youth Performance				
Flat Rate: Head/Stew	\$107.63	\$19.37	\$10.76	\$137.77
Back to Back Flat rate	\$215.25	\$38.75	\$21.53	\$275.52
Flat Rate: Stagehand	\$97.38	\$17.53	\$9.74	\$124.65
Back to Back Flat rate	\$194.75	\$35.06	\$19.48	\$249.28
Pre-Production/Project Advancing				
Base Hourly Rate	\$36.93	\$6.65	\$3.69	\$47.27
Rackham Productions: 3 or Less Staff				
8 HR Minimum of Prevailing Rate				

APPENDIX A				
RATE OF PAY				
RATE OF PAY 9/1/20 TO 8/31/21				
APPENDIX A:	WAGE/HR	18.00% HEALTH BENEFIT	10.00 % BENEFIT RETIREMENT	TOTAL
Stewards				
Base Rate	\$28.90	\$5.20	\$2.89	\$36.99
Performance Call Rate	\$158.85	\$28.59	\$15.89	\$203.33
Department Heads, Loaders, Followspots				
Base Rate	\$26.36	\$4.74	\$2.64	\$33.74
Performance Call Rate	\$144.99	\$26.10	\$14.50	\$185.59
Riggers				
Base Rate	\$31.08	\$5.59	\$3.11	\$39.78
Performance Call Rate	\$170.93	\$30.77	\$17.09	\$218.79
Stagehands				
Base Rate	\$22.60	\$4.07	\$2.26	\$28.93
Performance Call Rate	\$124.24	\$22.36	\$12.42	\$159.03
Youth Performance				
Flat Rate: Head/Stew	\$110.32	\$19.86	\$11.03	\$141.21
Back to Back Flat rate	\$220.63	\$39.71	\$22.06	\$282.41
Flat Rate: Stagehand	\$99.81	\$17.97	\$9.98	\$127.76
Back to Back Flat rate	\$199.62	\$35.93	\$19.96	\$255.51
Pre-Production/Project Advancing				
Base Hourly Rate	\$37.85	\$6.81	\$3.79	\$48.45
Rackham Productions: 3 or Less Staff				
8 HR Minimum of Prevailing Rate				

APPENDIX A				
RATE OF PAY				
RATE OF PAY 9/1/21 TO 8/31/22				
APPENDIX A:	WAGE/HR	18.00% HEALTH BENEFIT	10.00 % BENEFIT RETIREMENT	TOTAL
Stewards				
Base Rate	\$29.65	\$5.34	\$2.97	\$37.95
Performance Call Rate	\$162.83	\$29.31	\$16.28	\$208.42
Department Heads, Loaders, Followspots				
Base Rate	\$27.02	\$4.86	\$2.70	\$34.59
Performance Call Rate	\$148.61	\$26.75	\$14.86	\$190.22
Riggers				
Base Rate	\$31.85	\$5.73	\$3.19	\$40.77
Performance Call Rate	\$175.20	\$31.54	\$17.52	\$224.26
Stagehands				
Base Rate	\$23.15	\$4.17	\$2.32	\$29.63
Performance Call Rate	\$127.34	\$22.92	\$12.73	\$163.00
Youth Performance				
Flat Rate: Head/Stew	\$113.07	\$20.35	\$11.31	\$144.73
Back to Back Flat rate	\$226.15	\$40.71	\$22.62	\$289.47
Flat Rate: Stagehand	\$102.30	\$18.41	\$10.23	\$130.94
Back to Back Flat rate	\$204.61	\$36.83	\$20.46	\$261.90
Pre-Production/Project Advancing				
Base Hourly Rate	\$38.80	\$6.98	\$3.88	\$49.66
Rackham Productions: 3 or Less Staff				
8 HR Minimum of Prevailing Rate				

APPENDIX A				
RATE OF PAY				
RATE OF PAY 9/1/22 TO 8/31/23				
APPENDIX A:	WAGE/HR	18.00% HEALTH BENEFIT	10.00 % BENEFIT RETIREMENT	TOTAL
Stewards				
Base Rate	\$30.40	\$5.47	\$3.04	\$38.91
Performance Call Rate	\$166.90	\$30.04	\$16.69	\$213.63
Department Heads, Loaders, Followspots				
Base Rate	\$27.69	\$4.98	\$2.77	\$35.44
Performance Call Rate	\$152.33	\$27.42	\$15.23	\$194.98
Riggers				
Base Rate	\$32.65	\$5.88	\$3.27	\$41.79
Performance Call Rate	\$179.58	\$32.32	\$17.96	\$229.86
Stagehands				
Base Rate	\$23.75	\$4.28	\$2.38	\$30.40
Performance Call Rate	\$130.53	\$23.50	\$13.05	\$167.08
Youth Performance				
Flat Rate: Head/Stew	\$115.90	\$20.86	\$11.59	\$148.35
Back to Back Flat rate	\$231.80	\$41.72	\$23.18	\$296.70
Flat Rate: Stagehand	\$104.86	\$18.87	\$10.49	\$134.22
Back to Back Flat rate	\$209.72	\$37.75	\$20.97	\$268.44
Pre-Production/Project Advancing				
Base Hourly Rate	\$39.77	\$7.16	\$3.98	\$50.91
Rackham Productions: 3 or Less Staff				
8 HR Minimum of Prevailing Rate				