

**APPENDIX A
RATES OF PAY
9/1/23 to 8/31/24**

APPENDIX A:	WAGE/HR	18.00% HEALTH BENEFIT	10.00% BENEFIT RETIREMENT	0.25% TRAINING TRUST FUND	TOTAL
Stewards					
Base Rate	\$31.31	\$5.64	\$3.13	\$0.08	\$40.16
Performance Call Rate	\$166.90	\$30.04	\$16.69	\$0.42	\$214.05
Department Heads, Loaders, Followspots					
Base Rate	\$28.52	\$5.13	\$2.85	\$0.07	\$36.57
Performance Call Rate	\$152.33	\$27.42	\$15.23	\$0.38	\$195.36
Riggers					
Base Rate	\$32.65	\$5.88	\$3.27	\$0.08	\$41.87
Performance Call Rate	\$179.58	\$32.32	\$17.96	\$0.45	\$230.31
Stagehands					
Base Rate	\$24.50	\$4.41	\$2.45	\$0.06	\$31.42
Performance Call Rate	\$130.53	\$23.50	\$13.05	\$0.33	\$167.41
Youth Performance					
Flat Rate: Head/Stew	\$115.90	\$20.86	\$11.59	\$0.29	\$148.64
Back to Back Flat rate	\$231.80	\$41.72	\$23.18	\$0.58	\$297.28
Flat Rate: Stagehand	\$104.86	\$18.87	\$10.49	\$0.26	\$134.48
Back to Back Flat rate	\$209.72	\$37.75	\$20.97	\$0.52	\$268.96
Pre-Production/Project Advancing					
Base Hourly Rate	\$40.96	\$7.37	\$4.10	\$0.10	\$52.53
Rackham Productions: 3 or Less Staff					
8 HR Minimum of Prevailing Rate					

**APPENDIX A
RATES OF PAY
9/1/24 to 8/31/25**

APPENDIX A:	WAGE/HR	18.00% HEALTH BENEFIT	10.00% BENEFIT RETIREMENT	0.25% TRAINING TRUST FUND	TOTAL
Stewards					
Base Rate	\$32.56	\$5.86	\$3.26	\$0.08	\$41.76
Performance Call Rate	\$166.90	\$30.04	\$16.69	\$0.42	\$214.05
Department Heads, Loaders, Followspots					
Base Rate	\$29.66	\$5.34	\$2.97	\$0.07	\$38.04
Performance Call Rate	\$152.33	\$27.42	\$15.23	\$0.38	\$195.36
Riggers					
Base Rate	\$32.65	\$5.88	\$3.27	\$0.08	\$41.87
Performance Call Rate	\$179.58	\$32.32	\$17.96	\$0.45	\$230.31
Stagehands					
Base Rate	\$25.45	\$4.58	\$2.55	\$0.06	\$32.64
Performance Call Rate	\$130.53	\$23.50	\$13.05	\$0.33	\$167.41
Youth Performance					
Flat Rate: Head/Stew	\$115.90	\$20.86	\$11.59	\$0.29	\$148.64
Back to Back Flat rate	\$231.80	\$41.72	\$23.18	\$0.58	\$297.28
Flat Rate: Stagehand	\$104.86	\$18.87	\$10.49	\$0.26	\$134.48
Back to Back Flat rate	\$209.72	\$37.75	\$20.97	\$0.52	\$268.96
Pre-Production/Project Advancing					
Base Hourly Rate	\$42.60	\$7.67	\$4.26	\$0.11	\$54.63
Rackham Productions: 3 or Less Staff					
8 HR Minimum of Prevailing Rate					

**APPENDIX A
RATES OF PAY
9/1/25 to 8/31/26**

APPENDIX A:	WAGE/HR	18.00% HEALTH BENEFIT	10.00% BENEFIT RETIREMENT	0.25% TRAINING TRUST FUND	TOTAL
Stewards					
Base Rate	\$34.19	\$6.15	\$3.42	\$0.09	\$43.85
Performance Call Rate	\$175.25	\$31.54	\$17.52	\$0.44	\$224.75
Department Heads, Loaders, Followspots					
Base Rate	\$31.14	\$5.61	\$3.11	\$0.08	\$39.94
Performance Call Rate	\$159.95	\$28.79	\$15.99	\$0.40	\$205.13
Riggers					
Base Rate	\$34.28	\$6.17	\$3.43	\$0.09	\$43.97
Performance Call Rate	\$188.56	\$33.94	\$18.86	\$0.47	\$241.83
Stagehands					
Base Rate	\$26.75	\$4.82	\$2.68	\$0.07	\$34.31
Performance Call Rate	\$137.06	\$24.67	\$13.71	\$0.34	\$175.77
Youth Performance					
Flat Rate: Head/Stew	\$121.70	\$21.91	\$12.17	\$0.30	\$156.07
Back to Back Flat rate	\$243.39	\$43.81	\$24.34	\$0.61	\$312.15
Flat Rate: Stagehand	\$110.10	\$19.82	\$11.01	\$0.28	\$141.21
Back to Back Flat rate	\$220.21	\$39.64	\$22.02	\$0.55	\$282.41
Pre-Production/Project Advancing					
Base Hourly Rate	\$44.73	\$8.05	\$4.47	\$0.11	\$57.36
Rackham Productions: 3 or Less Staff					
8 HR Minimum of Prevailing Rate					

**APPENDIX A
RATES OF PAY
9/1/26 to 8/31/27**

APPENDIX A:	WAGE/HR	18.00% HEALTH BENEFIT	10.00% BENEFIT RETIREMENT	0.25% TRAINING TRUST FUND	TOTAL
Stewards					
Base Rate	\$35.90	\$6.46	\$3.59	\$0.09	\$46.04
Performance Call Rate	\$184.01	\$33.12	\$18.40	\$0.46	\$235.99
Department Heads, Loaders, Followspots					
Base Rate	\$32.70	\$5.89	\$3.27	\$0.08	\$41.94
Performance Call Rate	\$167.94	\$30.23	\$16.79	\$0.42	\$215.39
Riggers					
Base Rate	\$36.00	\$6.48	\$3.60	\$0.09	\$46.17
Performance Call Rate	\$197.99	\$35.64	\$19.80	\$0.49	\$253.92
Stagehands					
Base Rate	\$28.05	\$5.05	\$2.80	\$0.07	\$35.97
Performance Call Rate	\$143.91	\$25.90	\$14.39	\$0.36	\$184.56
Youth Performance					
Flat Rate: Head/Stew	\$127.78	\$23.00	\$12.78	\$0.32	\$163.88
Back to Back Flat rate	\$255.56	\$46.00	\$25.56	\$0.64	\$327.76
Flat Rate: Stagehand	\$115.61	\$20.81	\$11.56	\$0.29	\$148.27
Back to Back Flat rate	\$231.22	\$41.62	\$23.12	\$0.58	\$296.53
Pre-Production/Project Advancing					
Base Hourly Rate	\$46.96	\$8.45	\$4.70	\$0.12	\$60.23