



The Performers' Collective Agreement 2011-2013

The Performers' Collective Agreement 2011-2013 provides basic working conditions for performers engaged in live theatre productions.

Standard Equity PCA contracts should be used for all live performance work. The standard contract for weekly engagement is at the back of the Performers' Collective Agreement. Further information on contracts is available from the Alliance Enquiry desk on 1300 65 65 12.

HOURS OF WORK

Hours of work are up to a maximum of 38 hours per week, except during rehearsal weeks when 40 hours may be worked or tech week when 48 hours may be worked. Averaged hours over the course of the year (or your employment) must be no more than 38, and any hours over this must be paid at overtime.

Hours can be worked between 9am and midnight, but no more than 8 hours in one day (or overtime is payable).

The minimum time to be credited to an employee for each whole time performance/dress rehearsal is 2.5 hours.

The minimum time to be credited to an employee for each rehearsal or any extra session such as wardrobe or photo calls is 2 hours.

NUMBER OF PERFORMANCES

The maximum number of performances that the Total Negotiated Weekly Rate includes is:

- 8 - for substantial whole time performances;
- and
- 12 - for performances up to one hour duration.

Any extra performances are paid at the rate of one-eighth of the performer's overtime rate.

OVERTIME

Overtime is paid as time and a half for the first two hours and double time for each hour after that provided that when a performer's weekly (or casual) Negotiated Rate of Pay is greater than 133.33% of the minimum rate, the Overtime Rate will be set at 133.33% of the performer's Negotiated Rate of Pay.

WORK ON SUNDAY (OR 7TH DAY IN WEEK)

For any work on the seventh day in a week, the employee will be paid an additional amount equivalent to one third of the employee's Overtime Rate.



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PUBLIC HOLIDAYS

Any employee who works Good Friday or Christmas Day is paid an extra one quarter of his or her Negotiated Weekly Wage.

Any employee who works any other public holiday is entitled to an extra amount of one sixth of his or her Negotiated Weekly Wage.

In the event that work is not performed on a public holiday, the holiday will be regarded as a day that one of the full-time performances or two of the one hour performances has occurred.

Casual Employees – Rehearsal or Performance on a Public Holiday.

Any casual employee who works on a public holiday will be paid double his or her minimum rate per performance.

REST BREAKS

No employee will be required to work more than 4 hours without a meal break of one hour except with the agreement of the majority of the cast when the break may be extended to 5 hours. If this break is after 4pm it must be a break of 1.5 hours. These meal breaks are unpaid.

There shall be a break of not less than 45min clear of dressing, undressing, making up or taking off make up between the conclusion of one performance and the commencement of another on the same day.

If there is a break of less than 2 hours between two performances, the employer will provide the employee with a satisfactory meal or pay for a meal.

A break of 11 clear hours between the end of one day and the commencement of another will be observed, except that on one day each week it may be reduced to 10 clear hours for publicity calls or for travel by air. The minimum break between one full rehearsal and another full rehearsal/performance is 1.5hours.

SPECIAL ATTENDANCE

Prior to the commencement of employment, any special attendance for the purposes of wardrobe still photo shoots or any other matter in connection with the employer's business will be paid at the Casual Rehearsal Rate with a minimum call of two hours, plus any travel time.

Travel costs are reimbursed.

LAY-OFF

Producers can access up to 3 weeks for every 26 weeks that you are employed as lay-off. This means they can put you on rehearsal salary for this period if there is, for example, a break between cities. Once the producer has utilised lay-off they then have to pay you performance salary again, even if the show is still on a break.



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ANNUAL LEAVE

Performers accrue 4 weeks of annual leave each year. Performers may apply for annual leave at any time, and whether it is approved or not will be subject to factors such as who else is on leave. Producers may send performers on annual leave in very limited circumstance after six months of employment. After a year of employment, producers may direct employees to take annual leave at any time with reasonable notice.

SICK LEAVE

Performers receive 10 days of sick leave upon commencement of a contract, and accrue a further 10 during the first year of employment. In each subsequent year performers accrue 15 days. Sick leave carries over from year to year.

AUDITIONS

Performers who are required to do more than 3 auditions in a 28 days period must be paid for each subsequent audition at the casual rate.

TERMINATION

Engaged for run of the play and employer advises employee of conclusion of tour, season or run – 3 weeks notice (or 2 weeks notice if the run of the play has been 5 weeks or less).

Engaged for run of play and performer has been employed for 14 months from his/her opening performances – only the employee can give notice (4 weeks). The employer cannot terminate the employee's employment without justification.

Failure to present or produce the play – 4 weeks notice

RECORDING OF PRODUCTIONS

There are no 'standard rates' for recording of productions. Appropriate contracting arrangements must be negotiated between producers, casts and Equity. It is of vital important that performers do not stand in front of a camera until they have spoken with Equity and an appropriate agreement has been entered into which takes into account what usage is being proposed, for how long, and in what territories. Archival recording is permitted under the PCA.

UPPER SALARY LIMIT

If weekly salary exceeds the "upper limit" then only the Annual Leave (or payment in lieu of Annual Leave) and Superannuation apply to the performer. Separate contracts are negotiated on a case by case basis:

Upper Salary Limit from 1 April 2012	\$3775.12
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Minimum Wages and Salaries: Weekly Rates as of 1 April 2012

	No Sunday performances	One Sunday performance
Engaged by the week		
Performer Grade 2 (Grade 1 rate generally not used)	\$998.34	\$1063.48
Opera Principal	\$1042.16	\$1110.11
Variety	\$998.34	\$1063.48
Supernumeraries	\$904.82	\$976.93
Supernumeraries		
Per week	\$472.54	\$503.38
Per hour	\$27.35	\$29.13
On tour	\$904.82	\$1005.39
Juveniles		
14 yrs & under		
Performer Grade 1	\$424.70	\$452.43
Performer Grade 2	\$449.25	\$478.57
14 yrs & under On tour		
Grade 1	\$904.82	\$1005.39
Grade 2	\$957.12	\$1063.48
15 years		
Performer Grade 1	\$519.08	\$552.96
Performer Grade 2	\$549.09	\$584.91
15 yrs on tour		
Performer Grade 1	\$943.78	\$1005.39
Performer Grade 2	\$998.34	\$1063.48

For performers contracted to do one Sunday show, a second Sunday performance is paid at a flat rate of \$75.

Sunday loadings when not contracted

Category	1 April 2012 \$
Performer Grade 2	65.14



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SUPERANNUATION

The Superannuation rate under the PCA is 10%. You should be receiving 10% Superannuation on top of your wage and this should be paid into your nominated Superannuation fund.

CASUAL OR WEEKLY?

Any employee who is employed for more than one week must be paid the weekly rate. Casual rates may only be used for engagements of less than one week.

CASUAL RATES

Category (per Perform 3 hour call)	1 April 2012 \$ (19% casual loading)
Category 1	
Performer Grade 2 (NB Grade 1 rate generally not used)	198.00
Opera Principal	206.70
Category 2 Performer (Variety)	237.60
Supernumeraries	85.42
Juveniles	
14 yrs & under	
Performer Grade 1	84.23
Performer Grade 2	89.10
15 years	
Performer Grade 1	102.95
Performer Grade 2	108.90
REHEARSALS	
Performer adult per hour	41.60
Per ½ hour	20.80
Supernumeraries Min 2 hour call	28.48 ph
Juveniles	
14 yrs and under	18.72
15 years	22.88



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UNDERSTUDY ALLOWANCES ETC

If you are required to act as understudy, act as assistant stage manager etc the following loadings are payable to you:

Clause No.	1 April 2012 \$
22.6.1 <u>Star Role</u> 22.6.2	50.77 per week
22.6.1 <u>Leading Role</u> 22.6.2	108.77 per performance 36.28 per week
22.6.1 <u>Supporting Role</u> 22.6.2	72.50 per performance 21.76 per week
22.6.1 <u>Minor Supporting Role</u> 22.6.2	43.51 per performance 17.40 per week
22.6.2 Ensemble Cover	34.81 per performance 26.30 per performance
22.7.1 Assistant Stage Manager	45.91 per week
22.7.2 Dance Captain	45.91 per week
22.7.3 Driver/Tour Leader	61.54 per week
22.8.1 Wardrobe Allowances	9.04 pw for each suit etc 11.62 pw min payment 4.64pw for each pair of shoes
22.8.2 Skating boots Socks and laces	6.81 per week 2.30 per week

The next pay increases will take effect from 1 October 2012.



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WORKING AWAY FROM HOME/TRAVEL

If you are working away from home you should be provided with accommodation (or an allowance) and per diems. Producers must not induce you to misrepresent your ordinary place of residence in order to avoid paying you these allowances.

ALLOWANCES from 1 July 2011

(these increase automatically on 1 July each year and are linked to CPI)

Meal allowance between performances	\$23.98
Meal allowance during travel	\$23.98
Travel to or from airport*	\$60
Cash allowance less than one week	\$151.22
Reimbursement	
Sydney, Melbourne	\$1057.00
Adelaide, Hobart, Perth and Brisbane	\$746.50
Canberra	\$909.05
Other places	\$695.87
Cash allowance more than 1 week	\$528.45 per week and \$105.68 per night
Meals	\$48.67 per day to a maximum of \$243.29 per week
Incidentals	\$13.09 per day to a maximum of \$65.54 per week
39.16.2 Meal allowance casual employee	\$23.98 per meal
39.17.2 Motor vehicle allowance	88 cents per kilometre

* this rate has been agreed to by producers. It is higher than the industry allowance but will increase in line with relevant CPI in the same way as the other allowances increase.