

- 2023: eleven and one quarter percent (11.25%)
- 2024: eleven and three quarters percent (11.75%)
- 2025: twelve percent (12%)

## 16 ADDITIONAL FEES

The parties agree that any musician engaged by the Producer may negotiate a fee in addition to those set forth herein. A musician may also negotiate a fee based upon the special demands of the individual orchestral part, which demands may have become apparent from examining the orchestral part either by auditing an original cast recording or during actual rehearsals of the production. Notification of such negotiation shall be made in writing by the musician. The musician and the Producer shall enter into negotiations in good faith within two (2) weeks of receipt of said notice. The Association may negotiate on behalf of the musician if requested by the musician to do so. In this event the musician shall promptly notify the Producer in writing

## 17 MINIMUM BASIC FEE INCREASE & COST OF LIVING ADJUSTMENT

All fees set out in this Agreement shall be increased by four and three quarters per cent (4.75%) as of the first Monday in September 2022. Effective the first Mondays of September in 2023, 2024, and 2025, the fees set out in this Agreement shall be increased as per the “Annual Percentage change for Toronto” published by Statistics Canada in the “June Consumer Price Index” as follows:

- 2023 – Cost of Living Adjustment (COLA) with floor of two percent (2%) and ceiling of three and three quarters percent (3.75%)
- 2024 – COLA with floor of two percent (2%) and ceiling of three percent (3%)
- 2025 – COLA with floor of two percent (2%) and ceiling of three percent (3%)

## 18 WEEKLY PERFORMANCE FEES

| <b>CAA Ed Mirvish Theatre</b>      | <b>2022/23</b> | <b>2023/24</b> | <b>2024/25</b> | <b>2025/26</b> |
|------------------------------------|----------------|----------------|----------------|----------------|
| Musician’s Minimum Basic Scale Fee | \$1,864.39     | \$1922.19      | \$1,979.86     | TBA            |
| Music Director/Conductor           | \$3,728.81     | \$3844.40      | \$3,959.73     | TBA            |
| <b>Princess Of Wales Theatre</b>   |                |                |                |                |
| Musician’s Minimum Basic Scale Fee | \$1,864.39     | \$1922.19      | \$1,979.86     | TBA            |
| Music Director/Conductor           | \$3,728.81     | \$3844.40      | \$3,959.73     | TBA            |
| <b>Royal Alexandra Theatre</b>     |                |                |                |                |
| Musician’s Minimum Basic Scale Fee | \$1,785.47     | 1840.82        | \$1,896.04     | TBA            |
| Music Director/Conductor           | \$3,569.80     | 3680.46        | \$3,790.87     | TBA            |
| <b>CAA Theatre</b>                 |                |                |                |                |
| Musician’s Minimum Basic Scale Fee | \$1,255.50     | \$1294.42      | \$1,333.25     | TBA            |
| Music Director/Conductor           | \$2,510.99     | \$2,588.83     | \$2,666.49     | TBA            |

## 19 OVERTIME PERFORMANCE FEES

See Article 10 OVERTIME (per fifteen (15) minute segment)

|                                    | 2022/23 | 2023/24 | 2024/25 | 2025/26 |
|------------------------------------|---------|---------|---------|---------|
| <b>CAA Ed Mirvish Theatre</b>      |         |         |         |         |
| Musician's Minimum Basic Scale Fee | \$29.46 | \$30.37 | \$31.28 | TBA     |
| Music Director/Conductor           | \$58.88 | \$60.71 | \$62.53 | TBA     |
| <b>Princess of Wales Theatre</b>   |         |         |         |         |
| Musician's Minimum Basic Scale Fee | \$29.46 | \$30.37 | \$31.28 | TBA     |
| Music Director / Conductor         | \$58.88 | \$60.71 | \$62.53 | TBA     |
| <b>Royal Alexandra Theatre</b>     |         |         |         |         |
| Musician's Minimum Basic Scale Fee | \$28.85 | \$29.74 | \$30.63 | TBA     |
| Music Director / Conductor         | \$56.53 | \$58.28 | \$60.03 | TBA     |
| <b>CAA Theatre</b>                 |         |         |         |         |
| Musician's Minimum Basic Scale Fee | \$21.20 | \$21.86 | \$22.52 | TBA     |
| Music Director / Conductor         | \$41.22 | \$42.50 | \$43.78 | TBA     |

## 20 ADDITIONAL PERFORMANCE - IN EXCESS OF 8 PERFORMANCES PER WEEK

|                                    | 2022/23  | 2023/24  | 2024/25  | 2025/26 |
|------------------------------------|----------|----------|----------|---------|
| <b>CAA Ed Mirvish Theatre</b>      |          |          |          |         |
| Musician's Minimum Basic Scale Fee | \$349.80 | \$360.64 | \$371.46 | TBA     |
| Music Director/Conductor           | \$699.58 | \$721.27 | \$742.91 | TBA     |
| <b>Princess of Wales Theatre</b>   |          |          |          |         |
| Musician's Minimum Basic Scale Fee | \$349.81 | \$360.64 | \$371.46 | TBA     |
| Music Director / Conductor         | \$699.58 | \$721.27 | \$742.91 | TBA     |
| <b>Royal Alexandra Theatre</b>     |          |          |          |         |
| Musician's Minimum Basic Scale Fee | \$335.66 | \$346.07 | \$356.45 | TBA     |
| Music Director / Conductor         | \$671.33 | \$692.14 | \$712.90 | TBA     |
| <b>CAA Theatre</b>                 |          |          |          |         |
| Musician's Minimum Basic Scale Fee | \$236.16 | \$243.48 | \$250.78 | TBA     |
| Music Director / Conductor         | \$471.69 | \$486.31 | \$500.90 | TBA     |

## 21 ORCHESTRA REHEARSAL CALL

Rehearsals shall require a two (2) hour minimum call, except as provided for in Article 21.1 REHEARSAL CALL CONTIGUOUS TO A PERFORMANCE. Rehearsals in excess of two (2) hours may be called in one-half (1/2) hour segments. Payment for such calls may be prorated accordingly. If there is less than forty-eight(48) hours' notice the musicians shall be paid for any cancelled rehearsal call which has not been rescheduled within six calendar days. When a rehearsal is cancelled or postponed with less than twenty-

four(24) hours' notice a musician shall be paid for any rescheduled rehearsal which the musician is unable to attend because of a bona fide conflict.

## 21.1 REHEARSAL CALL CONTIGUOUS TO A PERFORMANCE

The Producer may call a rehearsal immediately preceding a performance. The rehearsal may be scheduled to begin one and one-half hours before the scheduled commencement of a performance. The duration of said rehearsal shall not exceed one hour. This rehearsal shall be a one-hour call and shall require written posted notice of same not later than the commencement of the preceding performance.

| <b>CAA Ed Mirvish Theatre</b>      | <b>2022/23</b> | <b>2023/24</b> | <b>2024/25</b> | <b>2025/26</b> |
|------------------------------------|----------------|----------------|----------------|----------------|
| Musician's Minimum Basic Scale Fee | \$62.41        | \$64.34        | \$66.27        | TBA            |
| Music Director/Conductor           | \$124.86       | \$128.73       | \$132.59       | TBA            |

| <b>Princess of Wales Theatre</b>   | <b>2022/23</b> | <b>2023/24</b> | <b>2024/25</b> | <b>2025/26</b> |
|------------------------------------|----------------|----------------|----------------|----------------|
| Musician's Minimum Basic Scale Fee | \$62.41        | \$64.34        | \$66.27        | TBA            |
| Music Director / Conductor         | \$124.86       | \$128.73       | \$132.59       | TBA            |

| <b>Royal Alexandra Theatre</b>     | <b>2022/23</b> | <b>2023/24</b> | <b>2024/25</b> | <b>2025/26</b> |
|------------------------------------|----------------|----------------|----------------|----------------|
| Musician's Minimum Basic Scale Fee | \$64.18        | \$66.17        | \$68.16        | TBA            |
| Music Director / Conductor         | \$127.78       | \$131.74       | \$135.69       | TBA            |

| <b>CAA Theatre</b>                 | <b>2022/23</b> | <b>2023/24</b> | <b>2024/25</b> | <b>2025/26</b> |
|------------------------------------|----------------|----------------|----------------|----------------|
| Musician's Minimum Basic Scale Fee | \$57.11        | \$58.88        | \$60.65        | TBA            |
| Music Director / Conductor         | \$114.25       | \$117.79       | \$121.32       | TBA            |

## 21.2 ORCHESTRAL REHEARSAL HOURLY FEE

| <b>CAA Ed Mirvish Theatre</b>      | <b>2022/23</b> | <b>2023/24</b> | <b>2024/25</b> | <b>2025/26</b> |
|------------------------------------|----------------|----------------|----------------|----------------|
| Musician's Minimum Basic Scale Fee | \$62.41        | \$64.34        | \$66.27        | TBA            |
| Music Director/Conductor           | \$124.86       | \$128.73       | \$132.59       | TBA            |

| <b>Princess of Wales Theatre</b>   | <b>2022/23</b> | <b>2023/24</b> | <b>2024/25</b> | <b>2025/26</b> |
|------------------------------------|----------------|----------------|----------------|----------------|
| Musician's Minimum Basic Scale Fee | \$62.41        | \$64.34        | \$66.27        | TBA            |
| Music Director / Conductor         | \$124.86       | \$128.73       | \$132.59       | TBA            |

| <b>Royal Alexandra Theatre</b>     | <b>2022/23</b> | <b>2023/24</b> | <b>2024/25</b> | <b>2025/26</b> |
|------------------------------------|----------------|----------------|----------------|----------------|
| Musician's Minimum Basic Scale Fee | \$64.18        | \$66.17        | \$68.16        | TBA            |
| Music Director / Conductor         | \$127.78       | \$131.74       | \$135.69       | TBA            |

| <b>CAA Theatre</b>                 | <b>2022/23</b> | <b>2023/24</b> | <b>2024/25</b> | <b>2025/26</b> |
|------------------------------------|----------------|----------------|----------------|----------------|
| Musician's Minimum Basic Scale Fee | \$57.11        | \$58.88        | \$60.65        | TBA            |
| Music Director / Conductor         | \$114.25       | \$117.79       | \$121.32       | TBA            |

## 21.3 UNSCHEDULED REHEARSAL OVERTIME

Unscheduled rehearsal overtime shall be paid in fifteen (15) minute increments at one and one-half (1 ½) times the regular rehearsal fees as set out in Article 21.2. ORCHESTRAL REHEARSAL HOURLY FEE.

| <b>CAA Ed Mirvish Theatre</b>      | <b>2022/23</b> | <b>2023/24</b> | <b>2024/25</b> | <b>2025/26</b> |
|------------------------------------|----------------|----------------|----------------|----------------|
| Musician’s Minimum Basic Scale Fee | \$23.55        | \$24.28        | \$25.01        | TBA            |
| Music Director/Conductor           | \$47.12        | \$48.58        | \$50.04        | TBA            |

| <b>Princess of Wales Theatre</b>   |         |         |         |     |
|------------------------------------|---------|---------|---------|-----|
| Musician’s Minimum Basic Scale Fee | \$23.55 | \$24.28 | \$25.01 | TBA |
| Music Director / Conductor         | \$47.12 | \$48.58 | \$50.04 | TBA |

| <b>Royal Alexandra Theatre</b>     |         |         |         |     |
|------------------------------------|---------|---------|---------|-----|
| Musician’s Minimum Basic Scale Fee | \$24.74 | \$25.51 | \$26.28 | TBA |
| Music Director / Conductor         | \$49.46 | \$50.99 | \$52.52 | TBA |

| <b>CAA Theatre</b>                 |         |         |         |     |
|------------------------------------|---------|---------|---------|-----|
| Musician’s Minimum Basic Scale Fee | \$22.95 | \$23.66 | \$24.37 | TBA |
| Music Director / Conductor         | \$45.93 | \$47.35 | \$48.77 | TBA |

#### **21.4 REHEARSAL PIANIST’S / MUSICIAN’S WEEKLY FEE**

A minimum of twenty-one (21) hours shall be guaranteed in each week of the engagement. The rehearsal pianist shall be informed prior to the first rehearsal of the week that the weekly rate shall apply. If the musician is not informed that they will be engaged at the weekly rate, the hourly rate (as per 21.5) shall apply for the first twenty (20) hours of rehearsal. The weekly rate per hour shall apply for each additional hour.

| <b>CAA Ed Mirvish Theatre</b>            | <b>2022/23</b> | <b>2023/24</b> | <b>2024/25</b> | <b>2025/26</b> |
|--|----------------|----------------|----------------|----------------|
| Per hour: Two (2) hour minimum call      | \$70.08        | \$72.25        | \$74.42        | TBA            |
| Each additional hour over forty-two (42) | \$92.44        | \$95.31        | \$98.17        | TBA            |

| <b>Princess of Wales Theatre</b>         |         |         |         |     |
|--|---------|---------|---------|-----|
| Per hour: Two (2) hour minimum call      | \$70.08 | \$72.25 | \$74.42 | TBA |
| Each additional hour over forty-two (42) | \$92.44 | \$95.31 | \$98.17 | TBA |

| <b>Royal Alexandra Theatre</b>           |         |         |         |     |
|--|---------|---------|---------|-----|
| Per hour: Two (2) hour minimum call      | \$71.25 | \$73.46 | \$75.66 | TBA |
| Each additional hour over forty-two (42) | \$93.63 | \$96.53 | \$99.43 | TBA |

| <b>CAA Theatre</b>                       |         |         |         |     |
|--|---------|---------|---------|-----|
| Per hour: Two (2) hour minimum call      | \$67.71 | \$69.81 | \$71.90 | TBA |
| Each additional hour over forty-two (42) | \$84.80 | \$87.43 | \$90.05 | TBA |

#### **21.5 REHEARSAL PIANIST’S / MUSICIAN’S HOURLY FEE**

|                                     |                |                |                |                |
|-------------------------------------|----------------|----------------|----------------|----------------|
| <b>CAA Ed Mirvish Theatre</b>       | <b>2022/23</b> | <b>2023/24</b> | <b>2024/25</b> | <b>2025/26</b> |
| Per hour: Two (2) hour minimum call | \$104.23       | \$107.46       | \$110.68       | TBA            |
| <b>Princess of Wales Theatre</b>    |                |                |                |                |
| Per hour: Two (2) hour minimum call | \$104.23       | \$107.46       | \$110.68       | TBA            |
| <b>Royal Alexandra Theatre</b>      |                |                |                |                |
| Per hour: Two (2) hour minimum call | \$105.40       | \$108.67       | \$111.93       | TBA            |
| <b>CAA Theatre</b>                  |                |                |                |                |
| Per hour: Two (2) hour minimum call | \$100.12       | \$103.22       | \$106.32       | TBA            |

## 21.6 AUDITION ACCOMPANIST HOURLY FEE

Total hours under 21.6 should not exceed forty (40) hours in each engagement week. Any time in excess of forty (40) hours in a week shall be paid as per 21.6 (a)

|   |                |                |                |                |
|---|----------------|----------------|----------------|----------------|
| <b>CAA Ed Mirvish Theatre</b>   | <b>2022/23</b> | <b>2023/24</b> | <b>2024/25</b> | <b>2025/26</b> |
| a) Per hour, for first twelve (12) hours per week. May be pro-rated in one-half (1/2) hour segments | \$126.01       | \$129.92       | \$133.82       | TBA            |
| b) Each additional hour or part thereof, over twelve (12) hours                                     | \$75.98        | \$78.34        | \$80.69        | TBA            |
| <b>Princess of Wales Theatre</b>  |                |                |                |                |
| a) Per hour, for first twelve (12) hours per week. May be pro-rated in one-half (1/2) hour segments | \$126.01       | \$129.92       | \$133.82       | TBA            |
| b) Each additional hour or part thereof, over twelve (12) hours                                     | \$75.98        | \$78.34        | \$80.69        | TBA            |
| <b>Royal Alexandra Theatre</b>  |                |                |                |                |
| a) Per hour, for first twelve (12) hours per week. May be pro-rated in one-half (1/2) hour segments | \$119.54       | \$123.25       | \$126.95       | TBA            |
| b) Each additional hour or part thereof, over twelve (12) hours                                     | \$75.98        | \$78.34        | \$80.69        | TBA            |
| <b>CAA Theatre</b>  |                |                |                |                |
| a) Per hour, for first twelve (12) hours per week. May be pro-rated in one-half (1/2) hour segments | \$88.35        | \$91.09        | \$93.82        | TBA            |
| b) Each additional hour or part thereof, over twelve (12) hours                                     | \$58.88        | \$60.71        | \$62.53        | TBA            |

## 21.7 PREMIUM DUPLICATING

There shall be no duplication or pyramiding of premium or overtime rates.

## 21.8 MISSING PERFORMANCE FOR REHEARSAL

Where a musician is required to miss a performance in order to play for a rehearsal, the musician will