



Wage Increase and Job Security

Tariff Results Reached In The 4th Round Of Negotiations!

Hamburg, 16th April, 2015. On the 15th of April, in the 4th Round of negotiations between Stage Entertainment and ver.di, a final Tariff result was reached. All together a calculated wage increase of 7.1% over the 3 year term of the Tariff Contract, an agreement prohibiting Outsourcing and Divestment, and also job security clauses protecting employment during the run of a production were achieved. The new Tariff Contract takes effect on the 1st of July, 2015.

WAGES

Wage Increases

1. 1st July 2015 - 1.5%
2. 1st July 2016 - 2.8%
3. 1st July 2017 - 2.8%

In order to finance the special demands of the Theater am Hafen, yearly wage increase will be 0.2% less then stated above. Also, with the exception of **Cast Members in Theater im Hafen** and the Cast in the Bluemax Theater, those earning more than € 6.000 brutto are excluded from the yearly wage increase.

EXCLUSION OF DISMISSAL DURING THE RUN OF A PRODUCTION

For the duration of the new Tariff Contract (1st of July 2015 until 30th of June 2018), dismissal during the run of a production is prohibited.

EXCLUSION OF OUTSOURCING

From 1. July 2015 until 30 June 2018 any form of Outsourcing or long term transfer of duties to external sources is prohibited. This includes Outsourcing or long term transfer of duties to other affiliates of Stage Entertainment, with the exception of the following Departments: Cashier, Finance and Payroll Accounting, Controllers and Regional Object Management. Here Stage is permitted to "Outsource" or in this case transfer duties, but only within company affiliates bound and covered by the Tariff Contract. Nevertheless such "Outsourcing" or transfer of duties to Stage affiliates covered by the Tariff Contract shall be avoided when ever possible. The first step in this process will be review by the Works Council to prevent, or direct employment or transfer of duties to a Theater within the Region ("Job Pooling" Hamburg, Berlin, Stuttgart, NRW). When a Works Council decision is reached, their ruling on "Outsourcing" or transfer of duties can only be over ruled after negotiations between the Works Council and Stage have failed, and only within the Region.

ORCHESTRA RULING

On the basis of ver.di demands, at the conclusion of negotiations additional provisions regarding job security for Orchestra musicians have been reached. The Orchestra ruling takes effect on 1 July 2015 in all Theaters, with the exception of the Bluemax Theater. For the next pending Production changes, transition rulings regarding the possibility of continued employment were agreed upon.

Among other things **Jubilee** (reward for long term employment) and subsidies have been improved, the begin of production changes clarified, and the **Non-extension procedure for the Cast** simplified.

SPECIAL DEMANDS

Bluemax Theater

* Employees responsible for throwing back the Helium Ball receive a pro-show supplement of 11€.

*For the Bluemen it has been agreed that no more than four 7 show weeks in a row shall be permitted, and when possible a second day off in the week will be arranged.

Theater am Potsdamer Platz

* Theater Cashier Employees will be regrouped from VG 4 into VG 6.

* Director of the Theater Cashier's will be regrouped from VG 8 into VG 10.

Theater des Westens

*The claim to vacation days according to the MTV will be increased by 2 days.

Metronom Theater

* 2 extra wage groups for Theater Technicians have been established, after 72 and 96 months of employment.

Apollo Theater

*Newly negotiated wage scales agreed upon in the Tariff Agreement will also apply to those employed after 1 July 2015.

Theater im Hafen

* It is agreed that 3 double shows in a 9 show week shall be avoided.

* On arrival the Employer shall provide, for a maximum of 4 weeks, a hotel for new Cast Members coming to Germany for the first time.

*New Cast Members traveling to Germany for the first time are entitled to a "Start Up" fee of up to 4.000 €, to be repaid, free of interest, over the term of their contract.

*Newly employed, non German speaking Cast Members shall be entitled to a employer financed German course in their land of origin.

- *The current, agreed wage supplement for Side Stage Director shall be raised by 150 €. It has also been agreed the Radio Room supplement shall also be raised by 150 € brutto monthly.
- * The Wage Scale and individual fees for the Child Coordinators will be raised by 100 € a month.
- * The Wage Scale and individual fees for Stage Management shall be raised by 200 € a month.
- * For those employed at the Stage Door, a Qualification Table after 3 1/2 years shall be added, with an increase of 100 € a month brutto.
- * The individual wage scale or fee for newly employed Tailors and Dressers shall be adjusted to that of a newly employed Show Crew.
- * New wage scales and wage scale structures have been established for the Orchestra.

Neue Flora

- *The period of compensation for accumulated extra work and over hours during a Production change shall be extended to 9 months.
- * The clause regarding the voluntary 6 day week in a Production change has been strengthened.
- * For difficulties arising in a Production change, employees of Stage Management, Stage Technic, Lights, Sound Department, Costume, Make Up, Dresser Coordinator and House Technic, will receive a one time supplement of 300 € brutto.
- * The Moving Light supplement shall be raised by 150 € brutto.

These good results could only be achieved through the participation and engagement of ver.di members. With more members, next time we can achieve even more!

**More Members - More Power To Achieve
Good Wage Contracts!**

Participate - Become A ver.di Member