

## STAGEHAND LABOR WORK RULES

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<u>Minimum Call:</u>	Four (4) hour minimum guarantee daily unless a break in work exceeds three (3) hours in which case a worker will be guaranteed another four (4) hours at standard hourly rate between 8:00 AM - 12:00 AM. If there is not a three (3) hour break and work is continuous, all other work will be paid on half hour basis with the overtime provisions below.
<u>Straight Time:</u>	All hours worked between 8:00 AM – 12:00 AM shall be paid at the standard hourly rate above for the first eight (8) hours.
<u>Overtime:</u>	Hours worked between midnight and 8:00a.m. And the hours worked after eight (8) hours for the same presenter are paid at time and one-half.
<u>Holidays:</u>	Holidays are paid at one and one-half the standard hourly rate and those holidays are Labor Day, Martin Luther King's Birthday, Easter, Independence Day, Thanksgiving, Christmas Eve (after 5:00 PM), Christmas Day, New Years Eve, New Year's Day, Memorial Day and Veterans' Day.
<u>Premium Time:</u>	After sixteen (16) hours of work in the same day, for the same attraction, the rate is double the standard hourly rate.
<u>Seventh Day:</u>	When working the seventh day for the same attraction same presenter, the pay rate shall be one and one-half the standard hourly rate.
<u>FLSA:</u>	Hours worked over forty (40) hours in a week shall be paid at time and one half the standard hourly rate in accordance with the Federal Labor Standards Act
<u>Meal Break:</u>	When work continues for two (2) hours and does not exceed five (5) hours, a one (1) hour meal break must be given. When a one (1) hour meal break is not given, a meal must be provided with a thirty minute (30 min) meal break in which to eat the meal- then work may continue upon discussion with the event coordinator. If a meal break is not given in the time period stipulated, double the standard hourly rate will be paid until a break is received.
<u>Stagehand Personnel</u>	Billing will be at prevailing rates.