

# **Actors' Equity Association**

## **AGREEMENT AND RULES GOVERNING EMPLOYMENT CHICAGO AREA THEATRES (CAT)**

Effective Date: June 27, 2011

Expiration Date: June 22, 2014.

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**AGREEMENT AND RULES GOVERNING EMPLOYMENT  
IN CHICAGO AREA THEATRES (hereinafter the "CAT Contract" or the "Agreement")**

**Preamble.**

It is the essence of this Agreement that the Producers Association of Chicago Area Theatres (hereinafter "PACT") and Actors' Equity Association (hereinafter "Equity," "AEA," or "Actors' Equity") seek the best possible environment for the creative work of the Actor, for the growth, development and long-term survival of the theatres within the Chicago area community, and for the exercise of the theatre artist's craft within that community.

It is the essence of this Agreement that, in deed and action, a humanitarian spirit shall bind all parties of this Agreement. Conduct that in any way deprecates the individual is to be considered reprehensible, and those exhibiting such behavior shall be subject to the disciplinary action of their member organization. Equity and PACT acknowledge their individual and collective responsibilities to advocate and promote behavioral conduct that is responsible, non-abusive, and tolerant of the individuality of those working under this Agreement.

AGREEMENT made between Equity and PACT.

**Recognition.**

The Producer agrees to recognize Actors' Equity Association as the exclusive bargaining representative of all the Actors (Principals, Chorus, Stage Managers, Assistant Stage Managers, Understudies and Extras) employed by the Producer for the purposes of collective bargaining and the administration of matters within the scope of this Agreement.

Actors' Equity Association agrees to recognize PACT as the bargaining representative of its member theatres for the purpose of collective bargaining and the administration of matters within the scope of this Agreement.

**RULE 1 ACTORS' FUND/SEASON OF CONCERN.**

During the course of this Agreement each theatre operating under the terms of this Agreement shall do the following:

- (A) Designate one performance as a benefit for The Actors' Fund of America ("The Actors' Fund") or Season of Concern. The Actor shall perform at said benefit(s) without additional compensation provided that the Actor receives no less than 14 days' notice of the intended benefit performance. The Producer agrees to properly advertise said benefit(s) and, after deducting the actual expenses thereof, to turn over the net proceeds to The Actors' Fund or Season of Concern; or
- (B) Each theatre shall permit either The Actors' Fund or Season of Concern to solicit members of the audience for contributions at least once each year, preferably during the week in which World AIDS Day falls, utilizing the Actors currently employed at the theatre. No Actor who objects shall be required to assist in this project. All funds raised through this or any other audience solicitation shall be promptly deposited with The Actors' Fund or Season of Concern. Determination of the beneficiary shall be made by the theatre in consultation with the Actors and shall be known prior to the solicitation.