

## **REGENTS PARK OPEN AIR THEATRE / MUSICIANS' UNION HOUSE AGREEMENT**

**From 1 April 2018 until 31 March 2021**

The following minimum terms and conditions have been agreed between Regents Park Open Air Theatre (RPT) and the Musicians Union (MU) for musicians working at the Regents Park Open Air Theatre. Where a Manager uses a Contractor to engage Musicians under this agreement, the Manager undertakes to ensure that the Contractor abides by the terms and conditions of this agreement.

### **Background**

Regent's Park Open Air Theatre (RPT) is an un-subsidised registered charity operating in the not-for-profit sector. As such, it bases its personnel arrangements on the UK Theatre union agreements.

In return for various concessions, RPT agreed in 2009 to fixed percentage uplifts on the published UK Theatre / MU Commercial Theatre Agreement 8 performance weekly rates. This has removed the need for yearly negotiation as whenever the published rates increase, so too do the RPT rates as they are uplifted by fixed percentages.

### **Duration of Agreement**

The terms set out below are to apply from 1 April 2018 to 31 March 2021. This agreement will initially be for 36 months and shall then continue to have effect unless or until terminated by either party giving six months' written notice to the other. Any proposed revisions to this Agreement by either party shall be subject to written notice, and any agreed revision shall remain in force for at least 24 months before any further revision to the same provision can be proposed.

### **Fees**

RPT pays the following fixed percentage uplifts to the MU/UK Theatres rates:

- 25% more than the published rate for doubling;
- 17% more than the published rate for trebling; and
- 8% more than the published rate for quadrupling.

### **Technical Calls**

Technical calls are any rehearsal calls which take place within seven days of the first paid performance on stage with the cast and at which there is full technical support. These may last for a maximum of four hours and shall be paid at the pro rata hourly rate at single time subject to:

- no more than two, four-hour calls being scheduled in any 24 hour period; and such four hour calls being paid pro rata at the hourly rate. For the avoidance of doubt, any four hour calls may include preparatory work with the band provided that this leads to work with full technical support within the same call.

### **Deputies**

As per 5.2 of Appendix 2 of the UKT/MU Agreement, any deputy required to 'sit in' on more than one occasion will receive a basic show fee.

**Recorded Music**

In any calendar year in which RPT also produces a musical with a live band, RPT may use recorded music in its play productions at RPT without usage fees provided that the MU agreed session rate is paid to members for recording and that the usage is limited to: general underscoring; scene changes; four songs as part of the action sung with live vocal in character; and three dances/fights (one of which forms part of one of the songs above).

At the end of each calendar year, where requested RPT will give the MU details of live recording sessions which it has commissioned for plays in that year, the minutes of such music actually used in performance and the musicians employed for such recordings.

**Actor musicians**

Will be engaged under the relevant UK Theatre/Equity agreement and are not party to this agreement.

**RPT staff handbook**

As has been the case since 2004, musicians will be required to agree to abide by the provisions of the RPT staff handbook.

**Subsistence and Travel**

Given the central London location of RPT, a musician who declares London to be his/her normal centre of employment shall not be due subsistence or travel payments irrespective of their contractual address.

**UK Theatre**

The remaining terms of this agreement shall be those set out in the UK Theatre/MU Commercial Theatre Agreement.

Signed.....  
  
Jo Laverty  
**Musicians' Union**

Signed.....  
  
William Village  
**Regents Park Open Air Theatre**