

BRIDGE THEATRE / MUSICIANS' UNION HOUSE AGREEMENT

The following minimum terms and conditions have been agreed between London Theatre Company Staging Limited (**LTC**) and the Musicians' Union (**MU**) for musicians working at the Bridge Theatre. These terms supplement those set out in the agreement for musicians working in theatre (excluding the West End of London) between the UK Theatre Association (**UK Theatre**) and the MU dated 3 April 2023 and any renewals or revisions to it as agreed between UK Theatre and the MU from time to time (the **UK Theatre Agreement**).

Duration

The terms set out below are to apply from 1 April 2025 to 31 March 2028. This agreement will 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

LTC shall pay the basic weekly rates set out in the agreement between The Society of London Theatre (**SOLT**) and MU dated 2 October 2023 (the **SOLT Agreement**), which at present are:

- Single: £1,218.66
- Doubling: £1,401.46
- Trebling: £1,584.25
- Quadrupling: £1,767.05

These rates shall apply for engagements from 1 April 2025 and shall increase in line with SOLT Agreement rates.

Costume: The Musician shall receive an additional payment as set out in the SOLT Agreement, currently £12.79 per performance, if when playing on stage, the Musician is required by the Manager to do one or more of: Play from memory outside of their normal position on the stage within the band pertaining to that show; React as a character in the production or move as a character in the production; Perform in costume. The payment is not due more than once if the Musician does more than one of the above, e.g. play from memory and wear a costume. Where the Musician is required by the Manager during the course of the performance to change into another costume, they will be entitled to an additional payment as set out in the SOLT Agreement, currently £4.26 per performance. Costume is a particular style of clothing worn to portray the wearer as a character in the performance on the stage. When costume is required it will be provided, stored by and laundered by the Manager. Black clothing, black tie, and normal day wear is not costume. For the avoidance of doubt, these sums include compensation for the Musician being required to present at the "half" for the purpose of getting into costume, hair and/or make-up (unless the maximum period for performance of 3 hours is exceeded, in which case an overtime payment will be made in accordance with the UK Theatre Agreement at time and a half). These payments shall increase in line with SOLT Agreement rates.

Sundays: It is acknowledged that, aside from during periods of flexible scheduling in accordance with the UK Theatre Agreement, to include Christmas/New Year, it is not intended that there will be any performances scheduled for Sundays. For playing a first performance on a Sunday during a period of flexible scheduling, the Musician will receive an additional payment of 1/10 of their weekly rate. For any further performances on a Sunday, the Musician will receive payment at double time.

Additional performances: Any additional performances over and above the number of performances specified in the contract shall be paid pro rata to the above weekly rates.

Subsistence and Travel

No minimum subsistence or travel payments are due under this agreement.

Technical calls

Technical calls are any rehearsal calls which take place within fourteen 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, such technical calls may be scheduled in addition to any band calls at which the cast is not present; and 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.

Notes calls during preview period

During the preview period, LTC may schedule one call of 3 hours and 15 minutes in duration, charged at the standard 3-hour call rate. The additional 15 minutes shall be provided at no extra cost and is intended specifically for the purpose of giving musical notes. The 15 minute period shall occur at the beginning of the call and shall form part of the total session. LTC shall provide a minimum of 48 hours' notice prior to scheduling such a call. If less than 48 hours' notice is given, the Musician reserves the right to be unavailable without penalty.

Short/early rehearsals

LTC may call a short rehearsal of up to 2 hours for emergency purposes (for example, a sudden cast change or technical issue). Such rehearsals may be scheduled to commence no earlier than 2½ hours prior to the published curtain-up time or immediately following a performance. These rehearsals shall be restricted to the music from the current Production.

Musicians shall be paid for a minimum of 60 minutes at the pro rata hourly rate (single time). Any time beyond the first 60 minutes shall be paid in additional 15-minute units at the same pro rata rate. No rehearsal may extend beyond midnight in accordance with the UK Theatre Agreement, unless otherwise agreed and subject to enhanced payment terms.

Deputies

LTC recognise the usefulness of a well-managed deputies procedure. Rules for deputising must be reasonable and developed between all parties (including the MU where necessary). LTC will appoint a Deputies Supervisor to take responsibility for co-ordinating the use of Deputies. Depending on music and production requirements, once a production has settled there could be flexibility on the number of deputies within a band and the percentage of shows that are depped out. However, the Musician agrees not to use Deputies for more than 40% of the performances given in a 26-week period except when sick or on holiday. Any deputy required to 'sit in' on more than one occasion will receive a basic show fee.

Professional conduct - compliance with policies and rules

At all times during the engagement, the Musician shall comply with: (a) the policies set out in LTC's Employee Handbook (in particular those relating to Equal Opportunities, Health and Safety, Social Media, Alcohol and Drugs, Harassment, and Protecting Vulnerable People); (b) the rules and regulations of the Bridge Theatre and any other place of rehearsal or performance; and (c) all rules made by LTC, provided they do not conflict with the terms of this Agreement. LTC shall provide the Musician with copies of all relevant policy documents at the outset of the engagement. The Musician acknowledges that failure to comply with these policies may result in disciplinary action.

Company news

LTC shall provide at least 48 hours' notice to all Musicians regarding company news or operational updates that may affect them, such as house notices or general backstage information. This clause does not apply to formal notices governed by the UK Theatre Agreement, including but not limited to notice of closure, termination, flexible scheduling, holiday weeks, or other contractual notice periods, which shall be handled in accordance with the relevant provisions of that Agreement.

Archive recording

The Musician consents that LTC may, for the fee stated in the MU Archive/ Promotional Recordings Agreement, currently £60, make a video recording of a Performance to be used strictly for archive purposes and may make such recording available to national archives (including without limitation

the National Video Archive of Performance) and to organisations involved in the provision of a signed or audio-described performance of the Production. The Musician shall be informed in advance of the times and dates on which the recording is to be made.

Broadcasts

The Musician acknowledges that LTC may, but is not obliged to, record and broadcast the Production for cinema distribution. If a Performance or any part of a Performance is broadcast LTC or LTC's chosen broadcast production partner shall pay to the Musician an appropriate fee in addition to the Musician's Salary in line with the appropriate agreement with the MU. This paragraph applies only to broadcasts from the Theatre. LTC shall notify the MU not less than two weeks before any recording takes place.

Artificial Intelligence

Notwithstanding any grant of rights, including but not limited to performers' rights and moral rights, LTC agrees that they have no right to use, assign or license others to use, any rights or personal data in relation to (without limitation) the training, development, or operation of AI models. This includes large language models, diffusion models, generative or any other AI products, unless they or their appointed representatives, have specifically agreed licensing arrangements for this purpose in advance. For the avoidance of doubt, where there is any ambiguity around lesser terms and protections being afforded to the Performer, such as the terms contained in prior agreements, this clause shall prevail.

UK Theatre Agreement

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

Signed for and on behalf of

MUSICIANS' UNION

Signed for and on behalf of

LONDON THEATRE COMPANY STAGING LIMITED
