

29th August 2019

AGREEMENT, made this 29th day of August 2019 by and between the VIVIAN BEAUMONT THEATER, INC. d/b/a LINCOLN CENTER THEATER (hereinafter referred to as "LCT") and MAKE-UP ARTISTS AND HAIRSTYLISTS UNION, LOCAL 798, I.A.T.S.E, AFL-CIO (hereinafter referred to as "Local 798")

WITNESSETH

WHEREAS, LCT employs Make-Up Artists and Hairstylists in connection with the production and presentation of legitimate shows in the Broadway Area; and

WHEREAS, Local 798 represents such Make-Up Artists and Hairstylists for the purpose of collective bargaining with LCT in respect to their wages, hours and conditions of employment; and

WHEREAS, the parties hereto desire to enter into this Agreement in order to establish the minimum salaries, hours and working conditions to be applicable to the Make-Up Artists and Hairstylists so employed.

NOW, THEREFORE, in consideration of the covenants and promises herein, it is hereby mutually agreed as follows:

1. RECOGNITION AND JURISDICTION

(a) LCT agrees to and does hereby recognize Local 798 as the sole and exclusive bargaining agent for all Make-Up Artists and Hairstylists employed by LCT at the Vivian Beaumont Theater and the Mitzi E. Newhouse Theater, all such Make-Up Artists and Hairstylists being sometimes referred to hereinafter as "employees".

(b) LCT agrees to and does hereby recognize Local 798 as the sole and exclusive bargaining agent for Make-Up Designers and Hair Designers, as defined herein, employed by LCT in connection with the production and presentation of legitimate shows in the Vivian

Beaumont Theater. LCT agrees to and does recognize Local 798 as the sole and exclusive bargaining agent for Assistant and Associate Make-Up or Hair Designers employed by LCT in connection with the production and presentation of legitimate shows in the Vivian Beaumont Theater. A Make-Up and/or Hair Designer is an employee engaged to perform the traditional services of a Make-Up or Hair Designer, as that term has been previously understood in the industry, and nothing in this agreement is intended to alter, expand or enlarge the current practice regarding who is, and who is not, a Hair and/or Make-Up Designer. It is specifically understood and agreed that Make-Up and Hair Designers shall not include, and Local 798 shall not represent, nor shall its jurisdiction extend to, make-up vendors or make-up vendor representatives, wigmakers that build wigs based on a pre-existing look or design, or costume designers engaged on the same production under a design contract within the jurisdiction of the United Scenic Artists.

Terms and Conditions:

1. Nothing in this agreement shall require LCT to hire or engage a Hair or Make-Up Designer. The parties agree that the employer shall make Pension and Welfare benefit payments, on Production Design Fees only, according to the terms of this agreement, for all Hair and Make-up Designers.
2. No other provisions of this agreement, except Section 2 (Union Security), Section 12 (No Discrimination), Section 16 (Dues Check-Off), and Section 19 (Health and Safety, (when Designers are working within the theater)) shall apply to Hair and Make-Up Designers.
3. All other terms and conditions of employment for Hair and Make-Up Designers shall be individually negotiated between such Designer and LCT.

4. The parties agree that if LCT engages an Assistant or Associate Make-Up or Hair Designer, then LCT shall make benefit contributions, in the same way benefit contributions are made for Make-Up Designers and Hair Designers as set forth above, on behalf of those Assistant or Associate Make-Up Designers and Hair Designers actually employed by LCT, and only when (i) LCT actually and voluntarily employs and directly pays the Assistant(s)/Associate(s) and (ii) that person or those persons are required by LCT to perform work in the theatre related to the particular production. The parties recognize that there is no particular event that defines when (ii) above commences (e.g. load-in, beginning of rehearsals, technical rehearsals, etc.). The parties further recognize that LCT is under no obligation to employ an Assistant/Associate for a production. In addition, Section 2 (Union Security), Section 12 (No Discrimination), Section 19 (Health and Safety) (when Assistant or Associate Make-Up or Hair Designers are working within the theatre), Section 14 (Grievance and Arbitration), and Section 16 (Dues Check-Off) shall also apply to Assistant or Associate Hair and Make-Up Designers. Nothing in this subsection is intended to alter, expand or enlarge the current practice regarding who is, and who is not, an Assistant or Associate Hair or Make-Up Designer.

5. The terms and conditions of employment for Hair and Make-Up Designers and Assistant or Associate Make-Up and Hair Designers shall remain in place and shall not be the subject of negotiation until February 7, 2021.

(c) The duties of Make-Up Artists and Hairstylists employed hereunder shall include but not be limited to the following when performed within the theater or as directed by Management: application, removal, cleaning, blocking, setting, styling, coloring, perming,

maintenance and repair of wigs and facial hairpieces; and application of make-up and cosmetics, prosthetics, body make-up and tattoos.

(d) It is distinctly understood and agreed that nothing in this section is intended to enlarge upon or reduce the existing jurisdiction of the Union or to affect existing practices.

2. UNION SECURITY

(a) All employees engaged hereunder shall be required, as a condition of continued employment, to be or become, and to remain members in good standing of Local 798 on and after the 31st day following the date of this Agreement or the date of their initial employment by LCT. Failure of an employee to comply with the foregoing shall obligate LCT to terminate the employment of such employee unless employee comes into compliance therewith within five (5) days after written demand for such termination is made by Local 798 upon LCT. It is agreed, however, that nothing contained in this Section 2(a) shall require LCT to take or refrain from taking any action in contravention of any provision of the National Labor Relations Act of 1947, as amended.

(b) Notice of all employment opportunities in the categories covered hereby shall be given by LCT to Local 798 and Local 798 shall be allowed a 48-hour period from the time of receipt of such notice to refer applicants for such positions; failing which LCT shall have the right, provided it exercises same in good faith, to engage the necessary personnel from any other source. Membership in Local 798 shall not be a condition of referral or hiring.

(c) The duly authorized Business Representative of Local 798 shall have access to the theatre at all reasonable times for the purpose of performing legitimate union business.

3. MINIMUM RATES

(a) Minimum weekly scales shall be as follows:

VIVIAN BEAUMONT THEATER

Minimum Weekly Scales		
	2/4/19	2/3/20
Head	\$1,473.13	\$1,517.32
Assistant	\$1,339.24	\$1,379.42

The Macy's Thanksgiving Day Parade Rate shall be paid to those employees who work an eight-hour minimum call as required by LCT. If additional prep time is required beyond the eight hours, such time will be paid hourly, at time and a half (1.5x) of employees' regular hourly rate.

	2/4/19	2/3/20
Thanksgiving Day Parade Rates	\$549.05	\$565.52

MITZI E. NEWHOUSE THEATER

Minimum Weekly Scales		
	2/4/19	2/3/20
Head	\$1,010.67	\$1,040.99
Assistant	\$741.17	\$763.41

(b) COST OF LIVING:

(i) If the All Urban Consumers NY Northeastern NJ "All Items" cost of living index figure for the month of January 2019, as published by the U.S. Bureau of Labor Statistics, is more than seven percent (7%) higher than such figure for the month of January 2018, then in such event, all of the first term minimum weekly scales specified in Section 3(a) above shall be multiplied by the amount of such excess percentage but in no event be more than

four percent (4%), and the dollar amounts resulting therefrom shall be added to the second and third term minimum weekly scales specified in Section 3(a).

(ii) If the All Urban Consumers NY Northeastern NJ "All Items" cost of living index figure for the month of January 2020, as published by the U.S. Bureau of Labor Statistics, is more than seven percent (7%) higher than such figure for the month of January 2019, then in such event, all of the first term minimum weekly scales specified in Section 3(a) above shall be multiplied by the amount of such excess percentage but in no event be more than three percent (3%), and the dollar amounts resulting therefrom shall be added to the second and third term minimum weekly scales specified in Section 3(a).

(c) If an employee is called to work on a day when said employee does not have a performance call, then said employee shall receive a minimum six (6) hour call, payable at employee's applicable rate.

(d) Minimum hourly rates for the Vivian Beaumont Theater shall be:

VIVIAN BEAUMONT THEATER Minimum Hourly Wages		
	2/4/19	2/3/20
Head	\$40.90	\$42.13
Assistant	\$39.82	\$41.01

(e) Minimum hourly rates for the Mitzi E. Newhouse Theater shall be:

MITZI E. NEWHOUSE THEATER Minimum Hourly Wages	
2/4/19	2/3/20
\$25.77	\$26.54

(f) Specialty Make-up: In the Vivian Beaumont Theater and the Mitzi E. Newhouse Theater, where an employee is asked by Management to apply "specialty" make-up, which shall be defined as requiring the application of prosthetics, bald-cap, or tattoos or the covering of tattoos, when such work cannot be done by the actor themselves solely due to the necessary

skills involved in the work, the parties recognize that it may be appropriate for the employee to receive additional weekly compensation when such work is performed. In such circumstances, the employee and Management may discuss whether an over scale payment is appropriate, and the amount of such over scale payment. Such "specialty" make-up payments may be included in any weekly over scale arrangement agreed to by the parties.

4. WORK WEEK AND HOURS

(a) The work week shall consist of six (6) days, from Monday through Sunday with one (1) day off within the work week. All work performed on the seventh day shall be paid at the rate of time and one-half (1½).

(b) The weekly rates above specified shall cover eight performances per week, each such performance consisting of three and one-half (3½) hours of which the first half hour shall be for "set-up" plus a one and one-half (1½) hour continuity call per performance for work relating to such performance. The one and one-half (1½) hour continuity call may be used either before or after the performance or part before and part after the performance, as LCT may decide. When an attraction plays fewer than eight (8) performances in a week as a regular schedule, all employees working such attraction shall be paid their full weekly salary, but this does not apply for up to four weeks during previews. With respect to the first preview week, if fewer than 8 public performances are played, the weekly salary shall be prorated based on the number of public performances that week. With respect to the next three such weeks, employees will be paid their full weekly salary, but if fewer than eight public performances are played in any of the three weeks, five (5) hours wages for each performance less than eight shall be credited against wages due for any broken time hours worked that week.

(c) Calls not in continuity with a performance shall be for a minimum of four (4) hours payable at the hourly rate.

(d) Calls on non-performance day shall be for a minimum of six (6) hours in accordance with Section 3(c) above.

(e) On a day with two or more performances, employees shall receive either a one-hour meal break or a half-hour break with hot catered meal while on the clock between the two shows. If no meal break is provided, a penalty of one hour's pay at the individual's applicable rate will be given, provided Management has given prior approval for the missed meal period. In addition, for calls for commercials under Article 13(c)(i) of 2 hours or more that are scheduled contiguous to a performance call, a one-hour meal break or a half-hour break with a hot catered meal while on the clock shall be provided.

Should LCT schedule an eight (8) hour work call it will also schedule an unpaid meal period between the start of the fourth (4th) hour and the start of the seventh (7th) hour during the workday. In the event the meal period is not granted, an additional one (1) hour shall be paid.

(f) All work performed between the hours of midnight and 8:00 a.m. shall be paid at double the hourly rate.

(g) So long as LCT provides prior approval, swings shall be paid for training at the hourly rate. No minimum call shall apply.

(h) Time and one-half (1.5x) shall be paid on all hours actually worked over 40 hours in a week, inclusive of both performance and work calls. All overtime hours shall be paid based upon the minimum hourly rate and not on an individual's performance rate divided by 40 hours, *unless* such calculation would provide for a higher hourly rate. In this case, time and one-half (1.5x) the higher hourly rate shall be the rate paid.

Individually negotiated weekly over scale rates may include compensation for hours worked over 40 hours in a week, so long as the overall compensation package is at least

equal to the minimum weekly rate plus time and one-half the minimum hourly rate for all hours included in the over the scale arrangement.

(i) Up to four (4) times in each calendar year, during any two-week period, if LCT schedules or a schedule change results in nine performances in one of those weeks and seven performances in the other contiguous week, LCT will pay for seven performances in the seven performance week and nine performances in the nine performance week, including overtime, if applicable, in the nine performance week.

(j) If requested to work extra time to train employees of a touring company, employees shall be compensated at the applicable hourly rate for that time subject to prior LCT approval.

(k) In the event a performance is cancelled due to weather or other state of emergency declared by the civil authorities, and employees are notified of the cancellation at least four hours before what would have been the scheduled start of the half-hour call for the affected performances or pre-set call if the employee is so scheduled, a production may revise its performance schedule to reschedule a missed performance on any day in the same week or in the subsequent two (2) weeks without paying any penalty or premium to employees to whom such notice was given, so long as no more than two (2) performances per day/nine (9) performances per week are scheduled. Notice to Local 798 shall constitute notice to employees under this provision. A performance scheduled to replace a performance cancelled pursuant to this provision shall be treated for all compensation purposes as if it occurred on the day when the cancelled performance was initially scheduled.

(l) For government mandated or legislative mandated training there may be two sessions per employee, per year at one (1) hour regular time.

5. HOLIDAYS

New Year's Day, Martin Luther King's Birthday, President's Day, Memorial Day, July 4th, Labor Day, Columbus Day, Election Day, Veteran's Day, Thanksgiving Day, and Christmas Day are recognized holidays under this Agreement for weekly employees. The parties agree that for purposes of this Agreement, Martin Luther King's Birthday shall be recognized on January 15. Employees shall be paid an additional 1/8th of weekly salary for each performance worked on a holiday. There shall be no additional compensation paid if a holiday is not worked.

6. PENSION, WELFARE, ANNUITY, 401(k) PLAN

(a) LCT shall contribute to the "Pension Fund of Make-Up and Hairstylists, Local 798", the sum of seven percent (7%) of gross salary throughout the term of this contract for each week of employment of any weekly employee hereunder and the sum of one-sixth (1/6th) of the applicable percentage amount for each day of employment of any daily employee hereunder.

(b) LCT shall contribute to the "IATSE National Health and Welfare Fund," at the following rates: effective 2/4/19, thirteen percent (13%) of gross earnings for each week of employment for any employee hereunder; effective 2/3/20, fourteen and one-half percent (14.5%) of gross earnings for each week of employment for any employment for any employee hereunder.

(c) LCT shall contribute to the "IATSE Annuity Fund" a sum equal to ten percent (10%) of the gross earnings of each employee hereunder, whether engaged on a weekly or daily basis, for the term of this Agreement. Once all required approvals, including from the IATSE Annuity Fund, have been obtained by the parties, and provided that LCT shall have received a valid authorization form from the employee, LCT shall forward to the IATSE Annuity Fund, such salary deferrals as may be authorized by said employee, subject to and in accordance with any rules and requirements of the IATSE Annuity Fund.

(d) LCT shall contribute to the I.A.T.S.E. Training Trust Fund the amount of fifteen dollars (\$15.00) per production per running week for productions in the Vivian Beaumont Theater only, commencing with the week in which the first paid public performance of said production shall occur.

(e) The contributions required to be made by LCT as aforesaid shall be made by no later than the tenth (10th) day of each month for the accruals during the preceding month but in no event later than the date of closing of the show. LCT shall furnish with its remittances a breakdown showing the names of the employees for whom the contributions are being made, their social security numbers and the respective amounts contributed for such employees.

7. SICK AND BEREAVEMENT LEAVE

(a) For every 64 performances worked by an employee in a year of employment, such employee shall be entitled to sick leave pay of one performance, subject, however, to a maximum sick leave pay of five performances per year.

(b) Up to four (4) earned sick days may be used for bereavement leave.

(c) Bereavement leave may be taken for up to three (3) work days for each applicable occasion. The deceased must be a spouse, qualified domestic partner under New York law, child, stepchild, grandchild, parent, parent-in-law, grandparent, or sibling of the employee. If an employee was especially close or had responsibility for a relative other than these, LCT may grant bereavement leave. Payment is available only for regularly scheduled performance calls that employees miss due to arrangement of, travel time to and from, and attendance at funeral services. Requests for bereavement leave must be made to and approved by LCT. The employee's relationship to the deceased and, upon request, the location and date of the funeral, must be provided in the request for bereavement leave. Supervisors or Heads must record any day an employee is absent from work due to bereavement leave. Bereavement leave benefits

may not be accumulated, nor will employees be paid in lieu of any unused bereavement leave. Payment for bereavement leave will be made at the base wage salary rate in effect at the time of the leave. Employees on leaves of absence are not eligible for bereavement leave.

(d) Given that comparable benefits are provided for employees covered by the Agreement as set forth herein, the parties agree to waive the provisions of the New York City Earned Sick Time Act.

8. VACATION ALLOWANCE

Each employee hereunder shall be entitled to receive each week, in addition to employee's other compensation, the sum of six and one-half percent (6.5%) (7% effective 2/3/20) of such employee's gross wages as a vacation allowance. The weekly pay envelope or check stub given to the employee shall specify the amount of such vacation allowance.

9. DISMISSAL NOTICE

Each employee shall be entitled to at least two (2) week's notice of dismissal or two (2) weeks of pay in lieu thereof.

10. NOTICE OF SHOW CLOSING

Each employee shall be entitled to at least one (1) week's notice of the closing of the show or one (1) week of pay in lieu thereof.

11. PRIOR OBLIGATION

As Local 798 is a local of the I.A.T.S.E. and M.P.M.O. of U.S.& C., nothing in this Agreement shall be construed to interfere with any obligation Local 798 owes to such organization by reason of a prior obligation; but this shall in no event be construed or applied so as to contravene any applicable state or federal law.

12. NO DISCRIMINATION

Neither LCT nor Local 798 shall discriminate against any employee or applicant for employment by reason of race, ethnicity, color, creed, religion, national origin, sex, sexual orientation, disability, gender identity, covered veteran status, political beliefs or age.

13. SHOW MARKETING AND ADVERTISING

(a) Publicity and Promotions.

(i) No additional compensation shall be paid for show publicity or promotions (not including commercials or Commercial Pictures) when an employee is already on call for another purpose. "Publicity and Promotions" shall be interpreted as broadly as possible.

(ii) If called in for such work, only necessary help will be called as determined by LCT in consultation with a Supervisor.

(iii) Should a specified daytime picture call be made exclusively for the purpose of taking pictures, it shall require a two (2) hour minimum call for necessary help as determined by LCT in consultation with a Supervisor, which shall be separate and distinct from any day work or performance.

(iv) Notwithstanding the previous section, as a continuity of employment, pictures may be taken (on an hourly basis) one (1) hour before a performance or either one (1) or two (2) hours after a performance, but if it exceeds such limitations, it becomes a four (4) hour call.

(v) For taking of all pictures after the performance (whether commercial pictures or pictures for general publicity), those employees involved shall be paid at the applicable overtime rate (time and one-half or double time) for time worked in excess of the five (5) hour show call, in addition to their regular pay.

(vi) If a special call is needed for publicity, promotions or show commercials, such work will be paid at the minimum hourly theatre rate, except the Macy's Thanksgiving Day Parade which shall be paid to those employees who work a six (6) hour call as required by management, as per Article 3(a) of this Agreement.

LCT may use footage or photos for publicity and promotions (not including show commercials) without additional compensation. The foregoing includes, but is not limited to, the use of footage and photos on entertainment shows, web sites, educational or promotional material, group sales, etc.

(b) Commercial Pictures.

(i) For taking of all Commercial Pictures, employees involved (in addition to their regular pay) are to be paid at the hourly theatre rate. Commercial Pictures are defined as those where the pictures are exploited in connection with an advertised product (not including the production) or where LCT derives any compensation for such pictures. This shall not apply to non-commercial pictures. During put-ons, rehearsals and run-throughs, employees then being employed shall not receive additional pay if no Commercial Picture tie-up is involved.

(ii) All Commercial Picture calls shall require a two (2) hour minimum call for necessary help as determined by LCT in consultation with a Supervisor, which shall be separate and distinct from any day work or performance.

(c) Commercials, Television, and Film.

(i) If a TV commercial is made while the show is in production, preview or after the official opening, the employee as required shall be paid the Local 798 hourly theatre rate for a six (6) hour minimum in addition to their usual weekly salary. If the work is done out of the theatre or on a dark day, the Local 798 hourly theatre rate shall be paid. There shall be no minimum call for commercial shooting when such is contiguous with a performance call. For

commercial calls of two (2) hours or more that are scheduled contiguous to a performance call, a one hour meal break or a half-hour break with a hot catered meal while on the clock shall be provided.

(ii) If (i) does not apply and the show or segment of a show is being filmed, taped or televised while the show is still running, regardless of where such work is done, or if it is being filmed, taped or televised from the theatre after the show closes, the hourly theatre rate shall apply.

(iii) If a show or segment thereof is filmed, taped or televised outside of the theatre and after the show closes, the provisions of this Agreement are not applicable to such situation.

(iv) The foregoing shall not prohibit the taking of B-roll/news footage, which may be taken without restriction. B-roll/news footage may be shot during rehearsal or performance and may be used solely for the purpose of promoting or publicizing the show, including television commercials, without additional payment. When employees are called for the sole purpose of shooting footage, such employees shall be paid, in addition to their weekly salary, at the hourly theatre rate for the call.

(v) If footage is shot at a time when the crew is not otherwise present, a Supervisor must be assigned and paid at least a minimum call. There shall be no minimum call for commercial shooting when such is contiguous with a performance call.

(vi) The above rules do not apply to closed circuit, pay TV or the making of cassettes or other audio-visual reproduction for public sale or distribution and LCT agrees that there will be no closed circuit, pay TV or the making of cassettes or other types of audio-visual reproduction of the production without prior negotiations and Agreement with Local 798 as to the payments and working conditions for said televising and reproduction.

(vii) If a production or part of a production is captured for potential commercial release, no payment will be due for the capture, except for the applicable wages for time worked. Payment shall be due upon the initial commercial release if all or substantially all of the production is released commercially at the rate of one week's regular salary paid to each regular employee as a full buyout for such use and any and all future uses. Union shall be notified prior to any capture and/or commercial release of the production.

14. GRIEVANCE AND ARBITRATION

In the event of any difference, dispute, grievance or controversy involving the application or interpretation of this Agreement, or arising from any act or omission of either of the parties hereto, the same shall be resolved as follows:

- (a) Between LCT's representative and the Business Representative of Local 798.
- (b) If not resolved, then between LCT's Managing Director and an IATSE International Representative.
- (c) If not so resolved, then either party shall have the right to refer the matter to final and binding arbitration by a designee of the American Arbitration Association with each side to share equally the fee of the arbitration and otherwise to bear its own expenses.

15. JOB SECURITY

In the event LCT terminates an employee after the official opening in New York and the Union believes that such termination was for an arbitrary or capricious reason, the Union may grieve such termination under the grievance procedure in this Agreement. If such grievance is not resolved and the matter is submitted to arbitration as provided for in this Agreement, the arbitrator shall determine whether said termination was arbitrary or capricious.

16. DUES CHECK-OFF

LCT agrees that it will deduct five percent (5%) of all wages earned by an employee under this Agreement, excluding any overscale payments, upon LCT's receipt of a written authorization/assignment for the employee which complies with Section 302(c) of the Labor-Management Relations Act. LCT shall commence deductions with the first wage payment to be made to the employee after filing of the written authorization/assignment, or the effective date of this Agreement, whichever is later, and such deductions shall continue to be paid for the term of this Agreement.

Within one week after the end of each payroll period, LCT shall forward to Local 798: (i) a check payable to Local 798 for the total amount of all deductions for the payroll period, and (ii) a certified remittance report listing the names of all employees for whom dues were deducted and their earnings for the payroll period.

Once per contract year, the Union may, with the adequate notice to LCT, change the amount of dues and/or which earnings shall be subject to dues check-off.

17. BONDING

(a) Should LCT default in payments to or on behalf of employees employed under this Agreement, Local 798 shall give prompt notice thereof to LCT.

(b) "Default" shall be defined as the failure to make payments that are due and owing under this Agreement, and shall not apply to any payment that is in dispute between the parties. Failure to make any payment within twenty (20) business days after payment is due and owing or within twenty (20) business days after resolution of any such dispute, or upon an order of an arbitrator upholding the Union's position, shall constitute default. Should LCT and the Union not agree as to whether there has been a "default" under this provision, either LCT or the Union may file a demand for arbitration under the expedited arbitration rules of the American

Arbitration Association, with each side to bear its own costs and share equally the fees of the arbitrator. When LCT fails to cure such default as set forth above it shall be referred to as a "Defaulting Producer."

(c) If a default is cured and no further default occurs during the following twelve (12) months, LCT shall no longer be considered a Defaulting Producer under this Agreement.

(d) Should LCT be a Defaulting Producer under this Agreement, the Union shall have the right to require LCT to post a bond equal to two (2) weeks gross salary plus benefits for all employees employed under this Agreement.

18. NO STRIKE/NO LOCKOUT CLAUSE

The Union agrees that there shall be no strike or work stoppage of any kind, nor shall there be any lockout by the Employer during the term of this Agreement.

19. HEALTH AND SAFETY

The Management and the Union recognize the importance of a safe work environment. A joint Management and Union safety committee shall be formed to review safety conditions in the workplace as needed.

21. TERMS

The term of this Agreement shall be from February 4, 2019 through February 7, 2021. At least sixty (60) days prior to the expiration date, the parties shall meet and confer to negotiate the terms of a new Agreement to take effect.

IN WITNESS WHEREOF, the parties have set their hands the day and year first above written.

VIVIAN BEAUMONT THEATER, INC. d/b/a
LINCOLN CENTER THEATER

By: 
Adam Siegel, Managing Director

MAKE-UP ARTISTS AND HAIRSTYLISTS,
LOCAL 798, I.A.T.S.E., AFL-CIO

By: 
Daniel D. Dashman, Business Agent

8/29/2019