

**MEMORANDUM OF AGREEMENT
BETWEEN
THE METROPOLITAN OPERA
AND
MAKE-UP ARTISTS AND HAIR STYLISTS LOCAL 798, IATSE**

MEMORANDUM OF AGREEMENT made and entered into this 29th day of March, 2019, between THE METROPOLITAN OPERA (the "Met"), having its principal office at the Metropolitan Opera House, Lincoln Center, New York, New York, and MAKE-UP ARTISTS AND HAIR STYLISTS LOCAL 798, IATSE ("Local 798"), having its principal office at 70 West 36th Street, New York, New York.

A. TERM

1. The Collective Bargaining Agreement between the Metropolitan Opera and Local 798, effective August 1, 2014 through July 31, 2018, is extended for the period beginning August 1, 2018 through and including July 31, 2022, except as modified in this Memorandum of Agreement ("Agreement").
2. Dates in any provisions of the 2014-18 Collective Bargaining Agreement that have not been changed in this Agreement shall be changed so that all provisions in the 2018-2022 Collective Bargaining Agreement are effective from August 1, 2018 through July 31, 2022, unless a different date is set forth in this Agreement so long as such changes have no economic impact different from those in the 2014-18 Collective Bargaining Agreement.

B. WAGES

1. Effective August 1, 2018, the wages of all Local 798 Staff and Per Diem Employees shall be increased by 3%.

2. Effective August 1, 2019, the wages of all Local 798 Staff and Per Diem Employees shall be increased by 3%.
3. Effective August 1, 2020, the wages of all Local 798 Staff and Per Diem Employees shall be increased by 1%.
4. Effective August 1, 2021, the wages of all Local 798 Staff and Per Diem Employees shall be increased by 1%.

C. SUNDAYS:

1. The Met may schedule up to 20 Sunday opera performances in the 2019-20 season and up to 27 Sunday opera performances in the 2020-21 season and seasons thereafter unless the parties determine otherwise after the expiration of this Agreement.

2. In a week in which there is a Sunday opera performance:

- i. Sundays will be considered a regular workday (i.e. not a double-time day) for those who work on the Sunday opera performance. For those who do not work the Sunday opera performance, the 2014-18 Collective Bargaining Agreement provisions regarding Sunday work shall apply.

ii. A staff employee who works the Sunday opera performance will be given the next day (Monday) off, if possible. If he/she works that Monday, overtime at the rate of double-time (2x) shall be paid for work performed on that Monday.

3. Conforming changes shall be made to the parties' agreement, consistent with this Section C.

D. GUARANTEE OF EMPLOYMENT: Effective August 1, 2019, the first sentence of Article XII.A.1 shall be replaced with the following: "Nine (9) employees shall be employed as Staff Employees: one (1) Department Head, one (1) Assistant Department Head – Hair, one (1) Assistant Department Head – Makeup, five (5) hairstylists, and one (1) makeup artist."

The individual currently employed as a Level 1 make-up artist who will be displaced as a result of the reduction of staff employees in the make-up department shall receive 25 weeks of severance pay, conditional on such employee signing a release as drafted by the Met, and shall not be prohibited from working per diem calls.

E. LEVEL 2 UPGRADE: Effective upon ratification of this Agreement, it is agreed that Article VII of the parties' agreement shall read as follows and shall apply to all Staff Hairstylist/Wig Maker Level 1: "A Staff Hairstylist/Wig Maker Level 1 shall be paid the Hair Stylist/Wig Maker Level 2 hourly rate when performing duties related to hair cosmetics and the application, attachment and/or the adhering directly to the head of hair pieces, switches, transformations and wigs for Principal Artists during performances. This payment shall not apply to rehearsals or audience development performances (i.e. the Staff Hair Stylist/Wig Maker Level 1 shall continue to receive the Level 1 hourly rate). This provision shall not apply to new employees hired on or after April 1, 2019, who shall be hired at the Level 1 rate and shall not be eligible for the Level 2 upgrade referenced above until their second year of employment as a Staff Hairstylist/Wig Maker or Make-Up Artist. "

F. HEAD UPGRADE: Effective August 1, 2019, Article XII.C is clarified by adding the following additional sentence at the end of that section: "For a call during which Hair Stylist/Wig Maker work is being performed in the shop and the Department Head is not present at the Met during the call, another hair/wig employee will be designated in advance of the start of the call as the acting head for that call and will be paid at the hourly rate for the Department Head for that call."

G. SAFETY AND WORKING CONDITIONS: The parties agree to the side letter attached hereto as Exhibit A.

This MEMORANDUM OF AGREEMENT is subject to ratification by the membership of Local 798.

THE METROPOLITAN OPERA

By: 
Peter Gelb, General Manager

Date: March 29, 2019

MAKE-UP ARTISTS AND HAIR STYLISTS LOCAL 798, IATSE

By: 
Daniel D. Dashman, Business Manager

Date: MARCH 29, 2019

EXHIBIT A

March 29, 2019

**Daniel Dashman
Business Representative
Make-up Artists and Hairstylists
Local 798, I.A.T.S.E.
70 West 36th Street, Suite 4A
New York, NY 10018**

RE: Safety

Dear Dan:

The following memorializes the agreed upon terms relating to Safety during the 2018 – 2022 contract negotiations.

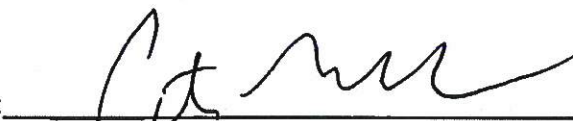
- 1. Subject to any bargaining obligations with AGMA, the Met agrees to establish, publicize and enforce a rule whereby family, friends and all others are required to exit the performers' dressing rooms while their hair and makeup is being done.**
- 2. Subject to any bargaining obligations with AGMA, the Met agrees to establish, publicize and enforce a definitive schedule for all performers to have their hair and makeup done, such schedule to be set by the Local 798 Hair and Make-Up Head.**
- 3. The Met recognizes the desirability and importance of having a central Make-Up and Hair room and will make good faith efforts to create such a space as soon as practicable.**
- 4. The lighting replacement/repair in the second floor Make-Up and Hair work areas (i.e. the wig room, the kitchen and the store room) shall be completed as soon as practicable.**
- 5. The Met agrees to meet with Local 798 on a quarterly basis to discuss progress and concerns regarding safety and facilities issues affecting Local 798 bargaining unit members. These shall be meetings separate and apart from any safety meetings the Met currently conducts with other employees.**

6. Disputes relating to interpretation, performance or application of this side letter are subject to the grievance procedure set forth in the parties' collective bargaining agreement.

Please indicate your agreement to the foregoing by signing where indicated below.

Sincerely,

THE METROPOLITAN OPERA

By: 
Peter Gelb, General Manager

Date: March 29, 2019

Agreed and Accepted:

MAKE-UP ARTISTS AND HAIR STYLISTS LOCAL 798, IATSE

By: 
Daniel D. Dashman, Business Representative

Date: MARCH 29, 2019