

**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 16th day of August, 2022, 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

The Collective Bargaining Agreement between the Metropolitan Opera and Local 798, effective August 1, 2018 through July 31, 2022, is extended for the period beginning August 1, 2022 through and including July 31, 2025, except as modified in this Memorandum of Agreement ("Agreement").

B. WAGES

1. Effective August 28, 2022, the wages of all Local 798 Staff and Per Diem Employees shall be reduced by 3.7%.
2. Restoration of Wage Rates Reductions:
 - a. In the contract year following the contract year in which the Met's box office revenues and core contributions equal or exceed 85%, but less than 90%, of the total of those revenues in the 2018-19 contract year, wage rates will be increased so as to restore one-tenth (1/10) of the reduction achieved in the 2022-2025 collective bargaining agreement.
 - b. In the contract year following the contract year in which the Met's box office revenues and core contributions equal or exceed 90%, but less than 95%, of the total of those revenues in the 2018-19 contract year, wage rates will be increased so as to restore one-fifth (1/5) of the reduction achieved in the 2022-2025 collective bargaining agreement.

- c. In the contract year following the contract year in which the Met's box office revenues and core contributions equal or exceed 95%, but less than 100%, of the total of those revenues in the 2018-19 contract year, wage rates will be increased so as to restore one-third (1/3) of the reduction achieved in the 2022-2025 collective bargaining agreement.
- d. In the contract year following the contract year in which the Met's box office revenues and core contributions equal or exceed 100% of the total of those revenues in the 2018-19 contract year, wage rates will be increased so as to restore one-half (1/2) of the reduction achieved in the 2022-2025 collective bargaining agreement.
- e. The wage reduction restorations in Paragraphs a, b, c and d, above, are cumulative, *e.g.*, if the restoration in Paragraph b is triggered, the total restoration would be one-fifth, not three-tenths, of the total reduction.
- f. Notwithstanding Paragraphs a-e, above, the wage reductions will be restored no later than August 1, 2025, to the wage rates that were in effect on July 31, 2022.

C. REST PERIOD

Effective August 28, 2022, Article IX.A shall be amended to change the rest period from eleven (11) hours to ten-and-one-half (10 ½) hours.

D. SICK LEAVE

For Staff Employees hired after August 1, 2022, Article XII.H(2) will be revised as follows:

<u>Years of Service</u>	<u>Sick Leave</u>
1-3	2 Weeks
4-6	3 Weeks
7-9	4 Weeks
10-12	8 Weeks
13 and over	12 Weeks

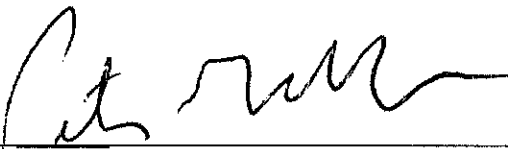
- E. LEVEL 2 UPGRADE: Effective August 28, 2022, Article VII of the parties' agreement shall be revised to read as follows:

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 apply to performances, stage rehearsals and or audience development performances involving such duties ~~(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 and 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. SAFETY AND WORKING CONDITIONS: The Safety Side Letter dated March 29, 2019 (Exhibit A to the March 29, 2019 Memorandum of Agreement) shall be renewed for the period August 1, 2022-July 31, 2025.


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

THE METROPOLITAN OPERA

By: 
Peter Gelb, General Manager

Date: August 22, 2022

MAKE-UP ARTISTS AND HAIR STYLISTS LOCAL 798, IATSE

By: 
Daniel D. Dashman, Business Manager

Date: Aug 28, 2022