

# **COLLECTIVE BARGAINING AGREEMENT**

THE  
ATLANTA  
OPERA



**LOCAL 798**  
Make-up Artists & Hair Stylists

**SEASONS**  
**2024 - 2028**

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## **COLLECTIVE BARGAINING AGREEMENT**

This Agreement, made and entered into this 1st day of July, 2023, by and between the Make-up Artists and Hair Stylists Union Local 798 of the International Alliance of Theatrical Stage Employees, Motion Picture Technicians, Artists and Allied Crafts of the United States and Canada, AFL-CIO, CLC (hereinafter referred to as the "Union") and The Atlanta Opera, Inc., a non-profit organization, located at 1575 Northside Drive, NW, Building 300, Suite 350, Atlanta, Georgia 30318 (hereinafter called the "Employer").

### **WITNESSETH**

It is the intent and purpose of the parties hereto that this Agreement shall set forth the basic rates of pay, hours of work, and other conditions of employment to be observed by the parties hereto. Now, therefore, in consideration of the mutual covenants and agreements herein contained, the parties agree as follows:

### **ARTICLE I – RECOGNITION AND JURISDICTION**

The Employer hereby recognizes Union as the exclusive bargaining agent for Make-up Artists and Hair Stylists employed by the Employer ("Bargaining Unit" or "Employees"). Except as specified in Article II, the following positions, in their respective jobs, may perform similar duties as those governed by this agreement, but shall be expressly excluded from the bargaining unit representation and scope of this agreement: Performers, Designers, Designer Assistants, Wig Makers, Wig Maker Assistants (collectively hereinafter "Creatives").

### **ARTICLE II – SCOPE OF AGREEMENT**

- A. The duties of Employees employed hereunder shall include, but not be limited to: applying, removing, cleaning, blocking, setting, styling, coloring, perming, cutting, pressing, and braiding of hair; fitting, applying, removing, ventilating, constructing, maintaining and repairing wigs and facial hairpieces; application and removal of make-up and cosmetics, prosthetics, body make-up and tattoos (applied or covered); packing, unpacking, washing, sanitizing, and drying, of equipment, materials, and supplies used in connection with wigs, hairstyling and make-up, including striking and pack-out of wigs, hairstyling, and make-up equipment, materials, and supplies following final performance and restoring Employer's supplies and the Hair and Make-up area after the load-out. In addition to such duties, Lead duties shall include reviewing all original show paperwork to learn the look and running duties of the show.
- B. Employees outside of the bargaining unit, including supervisors, may not perform unit work, except as follows:
  - a. Hair and Make-up Supervisor may build and maintain kits, purchase equipment, materials, and supplies, and assist, if necessary, with load-in and load-out. The Hair and Make Up Supervisor shall be responsible for management tasks concerning the Employees, including filling calls, hiring, discipline, replacing missing or absent Employees, handling timesheets, payroll, the maintaining of show bibles (whether physical or electronic), making calls, and setting and supervising schedules, breaks, and meals under the CBA in consultation with the Lead.
  - b. Creatives, as defined in Article I, shall not be subject to the terms of this Agreement but shall be allowed to participate in these duties for any work calls (including rehearsals and dress rehearsals) outside of performance Show Calls. Except for Performers, Creatives

performing these duties during performance Show Calls will be employed under this Agreement.

- C. This Agreement shall apply to work performed by Employees at the Employer's Mainstage Venue, currently Cobb Energy Performing Arts Centre.

### **ARTICLE III – MANAGEMENT RIGHTS**

- A. The Employer shall retain all the rights and functions of management except those rights expressly limited or modified by this agreement.
- B. The Employer shall direct the work performed by the Employees including the right to hire, promote, demote, transfer, determine the amount of work to be performed, lay off due to lack of work, and discipline or discharge for just cause.
- C. The Employer shall establish work schedules for Employees, determine the number of Employees necessary to perform the work, determine which specific tasks are to be performed and transfer Employees to sites where such tasks shall be done, for any reason.

### **ARTICLE IV - DEFINITIONS**

#### **A. Categories of Employment:**

1. **Crewer:** An Employee hired and designated by Employer that acts as a crew coordinator as further detailed herein.
2. **Lead Hair and Make-up Artist:** An Employee hired and designated by the Employer as the lead crew member providing hair and make-up services under this Agreement.
3. **Hair and Make-up Artist:** An Employee hired and designated by the Employer to provide hair and make-up services under this Agreement.
4. Employees engaged to work under these categories shall be paid at the rate specified for such category in the rate sheet.

#### **B. Overtime:**

1. Time and one-half (1 ½ x) of an Employee's regular hourly rate shall be paid for all hours worked: (i) beyond forty (40) hours a week; (ii) beyond eight (8) hours of non-performance work in a day; and (iii) on a seventh (7<sup>th</sup>) day worked in a payroll week.
2. Double time (2x) of an Employee's regular hourly rate shall be paid for all hours worked (i) between midnight and 8am, and (ii) on the following holidays:

New Year's Eve, New Year's Day, Martin Luther King, Jr. Day, National Memorial Day, July 4<sup>th</sup>, Labor Day, Thanksgiving Day, Christmas Eve and Christmas Day

- C. **Overscale:** An Agreement with an Employee covered by this Agreement to be compensated at a higher rate than the minimums required by this Agreement. If the Employer pays over-scale wages to an Employee covered by this agreement, upon the Employee's hire, the individual overscale agreement attached to this CBA as Schedule D, shall be completed and signed by both the Employer and Employee.

- D. **Payroll Week:** The payroll week shall begin on Monday at 12:00 AM and proceed until the close of business the following Sunday.
- E. **Show Call:** A minimum four (4) hour performance call, for public performances and final dress rehearsals, that includes all prep and breakdown associated with the performance. Unless Employer chooses otherwise, the Show Call does not include dress rehearsals. Show Calls will be paid at the prevailing hourly wage scale.
- F. **Continuity Call:** A non-performance related work call contiguous to a Show Call. Continuity Calls, being contiguous to a separate four (4) hour minimum Show Call are not subject to call minimums.

#### **ARTICLE V - GENERAL WORK RULES**

- A. Wages shall be paid according to the Employee classifications in the Rate Sheet attached as Schedule A.
- B. All time beyond minimum calls will be computed in half (1/2) hour increments.
- C. All Employees reporting to work for a work call shall be paid a minimum four (4) hour call. Any time worked over four (4) hours in a single day will be paid at the prevailing hourly wage scale.
- D. Employees who are called to work a Show Call may be called to work a Continuity Call before or after the Show Call and be paid at the prevailing hourly wage scale.
- E. Except on Show Calls, there will be a one (1) hour un-paid meal period after an Employee has worked at least three (3) hours and at maximum five (5) hours. If a one (1) hour meal period cannot be provided, then a hot meal and a 30-minute paid meal break must be provided. If neither a one (1) hour unpaid meal period nor a 30-minute paid meal break can be provided during the previously specified window, then the Employee will be paid at double time (2x) of the Employee's regular hourly rate until the Employee receives a one (1) hour un-paid meal period or a hot meal and a 30-minute paid meal break, or until the call ends if no meal period or meal break is provided.
- F. If a Show Call, together with Continuity Calls, is planned to exceed seven (7) hours, and no meal break is possible, a "walking meal" (handheld food) will be provided during the call to affected employees to be eaten as opportunity presents, in lieu of a meal break and/or penalty.
- G. Except on Show Calls, there shall be a fifteen (15) minute break approximately (i) halfway between the beginning of the call and the first meal break; (ii) halfway between meal breaks if there are multiple meal breaks during a call; and (iii) halfway between the last meal break and the end of the call.
- H. There shall be a minimum of eight (8) hours between the end of one workday and the beginning of the next workday. If an Employee is required to return to work without this eight (8) hour rest period, the new work call for the new workday shall be considered a continuation of the work call from the previous workday for purposes of overtime accrual.
- I. All Employees must report to the Lead at the scheduled work time. The Lead must report to the Supervisor at the scheduled work time.

- J. If for any reason an Employee shall be late for a call, the Supervisor must be notified immediately. Failure to arrive within thirty minutes of the scheduled work time may result in discipline, up to and including replacement, for the duration of the show run, at the discretion of the Employer.
- K. Any Employee that reports to a scheduled call and, due to conditions beyond that Employee's control is sent home, shall be paid a four (4) hour minimum call at the prevailing wage scale.
- L. If an Employee must leave a work call, for any reason, and the Supervisor determines that such absence will negatively impact the production, the Supervisor may replace the Employee for the duration of the show run. Employees cannot replace themselves. Employees must be replaced by the Employer. In addition, any Employee leaving a call or turning down a call because of illness must notify the Employer when to be placed back on the Employer's call list.
- M. There is no smoking allowed in the theatre or around costumes.
- N. All Employees are prohibited from using illegal drugs and/or alcohol while working or during work breaks.
- O. Kit Fees – If required by Employer to bring their Kit, a Kit Fee of \$50.00 per day shall be paid to each Employee working under this Agreement. If the cost of Employer approved expendables not supplied by Employer over the course of the production period exceeds the cumulative Kit Fees over the same period, the overage shall be reimbursed upon presentation of valid receipts. The Employer will make best efforts to determine, in consultation with the Designer and the Employee, if a Kit Fee is necessary prior to the first paid performance. The parties agree that the items identified in Schedule B are basic tools that do not constitute part of a Kit.
- P. Make-up Artists and Hair Stylists Union Local 798 and its representatives acknowledge that situations may arise that are not explicitly covered by these rules. It is the responsibility of the business representative or Crewer, when engaged, to bring these situations to the attention of the Supervisor, so that a solution acceptable to both the Employer and the Union may be reached.
- Q. A "Media Fee" as specified in the Rate Sheet shall be paid to each Employee on the show crew for each production that is recorded in an audio/video format for commercial purposes, regardless of the number of performances recorded. The media fee shall be limited to one fee per eligible Employee per eligible production. The meaning of "Commercial" shall be limited to products intended for independent sale or rent, regardless of media type. Any audio/video recording intended for archive, marketing, promo, free public broadcast, or gratis distribution shall not be considered to be for "commercial" purposes.
- R. "Crewer". The Crewer, when engaged by Employer, may perform the following duties otherwise reserved to the Hair and Make-up Supervisor: filling all calls in accordance with the requirements of this Agreement, replacing Bargaining Unit Employees who do not timely report to a call or who are absent, confirming that all Bargaining Unit Employees possess the appropriate skill, equipment, and supplies, to perform their work, ensuring that all Bargaining Unit Employees understand how to properly complete and submit payroll records, working with Bargaining Unit Employees and Employer to answer questions about the payroll and bringing to the immediate attention of the Employer all complaints or grievances that arise between the Union and/or a Bargaining Unit Employee and Employer. If the Crewer does not work the show, the Crewer shall be paid an amount equal to one four-hour work call at the prevailing Lead hourly rate, plus the appropriate annuity, health, and welfare contributions as described in Article X. If the Crewer works the show, the Crewer shall be paid for all hours worked in accordance with the terms of this



Agreement but shall not be paid an additional four-hour call as described in the preceding sentence. Since the Crewer's work is generally before the beginning or after the end of the work calls/performances and during time that is normally personal time, this would mean that the Crewer can submit those hours spent outside of the regular work or performance call each week, but such hours shall not exceed 2 hours per week of the run.

#### **ARTICLE VI – PAYROLL SERVICES**

- A. Employer will provide payroll services either in-house or through a payroll service provider.
- B. Employees shall be required to adhere to all new-hire and human resources protocols, and to provide all documentation as requested and in a timely manner.
- C. Paychecks must be mailed before noon on Friday the week after the Employer's bi-weekly payroll period closes.

#### **ARTICLE VII – DUES CHECK OFF**

- A. The employer, or the designated payroll company, shall deduct and withhold from the paychecks for each Bargaining Unit Employee such dues as the employee has authorized the Employer to deduct from his or her paycheck in a written assignment in accordance with section 302(C) of the Labor Management Relations Act (29 U.S. Code §186 (C)). The Employer shall commence making such deductions with the first wage payment to be made to such Employee following the date of filings of their said written assignment, and such deductions shall continue thereafter with respect to each and every subsequent wage payment to be made to such Employee during effective term of their assignment. The Employer shall remit to the Union at least once every four weeks all sums deducted as and for Union dues. The Employer shall draw a check to the order of Make-Up Artists and Hair Stylists Union Local 798, IATSE for the total amount of all deductions made. Said check shall be forwarded to the Union along with a record certifying the names of Employees on whose account such deductions were made and their respective earnings for said period. The Employer shall provide to each Employee at the time the Employee is hired, a check-off form provided by the Union along with the employee hire paperwork. Copies of authorization forms shall be kept on file with the Union and by the Employer. To be compliant with Union dues requirements the Employee should request a deduction of five (5%) percent of the Employee's base straight time wages, up to eight (8) hours per day for a maximum of forty (40) hours per week.
- B. Deductions are made for the convenience of the Union and the Union shall indemnify and save the Employer harmless against any and all claims, demands, suits, or other forms of liability that shall arise out of or by reason of action taken or not taken by the Employer for the purpose of complying with any of the provisions of this Article, or in reliance on any list, notice, assignment, or authorization furnished under any such provisions.

#### **ARTICLE VIII – NO DISCRIMINATION**

The Employer shall not discriminate against any employee or applicant for employment by reason of race, color, creed, religion, disability, citizenship status, national origin, sex, gender, age, sexual orientation, marital status, or any other legally protected status.

#### **ARTICLE IX - GRIEVANCE AND ARBITRATION**

- A. GRIEVANCE PROCEDURE

1. A claim from the Business Agent that the Employer has violated some provision of this Contract or failed to perform some obligation assumed under this Contract is a grievance within the meaning of this Contract. Should any difference arise to the meaning, interpretation or application of the provisions of this Agreement, the procedure for settling such difference shall be as set forth in this Article.

**STEP 1:** The affected employee, with their Union Business Agent, shall present their complaint to the Supervisor, or a designated substitute, ("Manager") within fourteen (14) days after the incident giving rise to the complaint has occurred. The Manager will answer the employee's complaint within seven (7) days after being presented with the complaint.

**STEP 2:** If the Manager fails to answer the complaint within the seven (7) days as set forth above or if their answer fails to provide an acceptable settlement of the matter, it will be presented in writing, signed by the employee and their Union Business Agent, to the Director of Production within seven (7) days after either the receipt of the Manager's answer or the expiration of the seven (7) day period set forth in STEP 1, whichever occurs sooner. Such writing shall include the heading "Grievance" and shall detail the facts giving rise to the complaint and the section of the Agreement at issue. The Director of Production will issue his/her written response to the grievance within ten (10) days of his/her receipt of the grievance.

**STEP 3:** If the matter is not satisfactorily settled in STEP 2, the Union Business Agent shall, within seven (7) days, notify the Director of Production of his/her desire to meet with a representative of the Employer to discuss resolution of the grievance. Such meeting will be scheduled at a time mutually agreed to by the parties, not to exceed two (2) weeks from the date the meeting is requested by the Union Business Agent.

2. If the grievance is not settled as a result of the meeting provided for in STEP 3 of this Article, the Union may appeal the grievance to binding arbitration as provided for in Section B below by notifying the Employer in writing within twenty-one (21) days following the STEP 3 meeting.
3. If the Union fails to refer a grievance to any succeeding step within the time limits prescribed, the grievance shall be considered as closed and cannot again be presented. If the Employer fails to meet the time limits prescribed above, the grievance may be processed by the Union to the next step of the grievance procedure. The parties may mutually agree to extend any of the above time limits.

#### **B. ARBITRATION PROCEDURE:**

1. If the Union appeals to arbitration within the time limits set forth in Article IX, Section A(2), the grievance shall be arbitrated according to the following procedure:

Within seven (7) days, the Union must request Federal Mediation and Conciliation Service ("FMCS") to furnish the parties with a list of seven (7) names. Within ten (10) business days after receipt of the list, an arbitrator shall be elected by the parties by each party striking, in turn, one strike at a time, three (3) names from said list of seven (7) persons. The complaining party to have the first strike. The person remaining on said list, after each party has exercised its strikes, shall become the



arbitrator. Either party shall have the right to reject the first list submitted by FMCS, which right shall be exercised before the parties exercise their strikes.

2. Absent a special agreement to the contrary which must be in writing and signed by authorized agents of both parties, each grievance upon which arbitration is requested shall be handled by a separate arbitrator and a separate hearing.
3. The expense of the arbitrator and all other expenses of the arbitration shall be borne equally by the Union and the Employer; however, each party shall bear the expenses of its own representatives, of its own witnesses, and of preparing and presenting its own case. The arbitration proceedings shall be considered confidential for the duration of the proceedings, if so requested by either party. All witnesses shall be subject to the rule of sequestration, if so invoked by either party, except for the grievant, the grievant's Supervisor, and a representative designated by the Employer. Either party shall have the right to request the presence of a court reporter to prepare an official written transcript of the evidence. Should the party not requesting the court reporter order a copy of the written transcript, then the expenses and fees of the reporter and the cost of copies shall be divided equally between the parties.
4. Each party shall have the right to file a post-hearing brief on the issues presented at the hearing. Unless extended by consent of the opposing party, such brief shall be due to the arbitrator within thirty (30) days of the close of the hearing or receipt of the hearing transcript, whichever is later. Each party shall serve a copy of its brief on the other part(ies). The arbitrator shall render his/her decision in writing within sixty (60) days of receipt of the parties' briefs. The decision shall include an analysis of the evidence supporting the decision.
5. The following conditions shall bind the Arbitrator:
  - a. The jurisdiction and authority of the arbitrator and his/her opinion and award shall be limited to interpretation of the written provisions of this Agreement and their application to those grievances that are subject to arbitration under this Agreement. An arbitrator's decision shall be final and binding on the Employer, Union and employees so long as his/her award does not exceed his/her jurisdiction and authority under this Agreement.
  - b. The arbitrator shall not have the jurisdiction or authority to: Add to, subtract from, alter, amend, or modify any of the terms of this Agreement; or impair any of the rights reserved to management by the term of this Agreement; require the payment of a wage rate different from or the payment of any wages in addition to those expressly set forth in this Agreement.
  - c. The arbitrator shall not have jurisdiction or authority to substitute his/her judgement for that of management as to the degree of discipline, including termination, imposed by management for any offense or violation of Employer rules, policies or procedures.
  - d. No defense to a grievance shall be deemed waived so long as the defense is presented to the arbitrator, and no party is estopped from raising such defense because it was not raised during the Grievance Procedure. Notwithstanding the preceding, an arbitrator may find that a defense of timeliness was waived if it is first presented at the arbitration hearing.
  - e. Any award of back wages by an arbitrator shall be limited to the amount of compensation the employee would otherwise have earned from employment with the Employer during the period involved. Any award of backpay shall be offset by any compensation, or other financial benefit, received for work performed during the hours that the employee would have been employed by the Employer, including unemployment compensation.

- f. Neither the decision of the arbitrator nor a settlement of the grievance by the parties shall constitute precedent with respect to future cases.

#### **ARTICLE X – BENEFITS**

- A. In addition to the wages set forth in this agreement, the Employer shall pay a percentage of the gross wages for both annuity benefits and health benefits for each Employee in the amount called for in the Rate Sheet attached as Schedule A.
- B. These benefits shall be paid respectively to:
  - a. IATSE National Health & Welfare Fund Plan C, and
  - b. IATSE Annuity Fund
  - c. Employees shall be eligible to participate in the IATSE Annuity Fund 401K program in accordance with the terms of the applicable plan document.
  - d. Such benefit contributions shall be remitted to the Funds no later than the fifteenth (15th) day of the month following the month in which the Employee(s) worked. Contributions shall be accompanied by a remittance report that includes the name(s) of the Employee(s) for whom the contributions are being made, their social security numbers and the respective amounts contributed for each Employee(s). A copy of the accompanying remittance form shall be forwarded to Local 798 at the time of submission to the Funds.
  - e. See Schedule C for appropriate addresses for such funds.
- C. As used herein gross earnings shall cover and include all wages, compensation, and remuneration paid to the employees pursuant to this Agreement hereunder inclusive of overtime and payments for which no services are rendered such as unworked time on a minimum call, prior to deductions of payroll.
- D. Subject to the contribution limitations stated herein, Employer further agrees to be bound by all of the terms and conditions of The Agreement Declaration of Trust for each respective Fund, to wit: (i) the IATSE National Health & Welfare Fund; and (ii) the IATSE Annuity Fund, as amended respectively, and each respective Fund's Statement of Policy and Procedures for collection of Contributions Payable by Employers, as related to the contributions as set forth herein. The Union shall provide the Employer with copies of the applicable trust documents.

#### **ARTICLE XI – SAFETY**

If Hair and Makeup workers are scheduled to arrive to a call during early morning hours prior to sunrise or leave a call during late night hours, and no staff are present, Employer will help to organize a buddy system or telephonic chaperones upon request by Employee.

#### **ARTICLE XII – ACCESS**

While Union Employees are engaged on a work call for Employer the duly authorized Business Representative of Local 798 shall have access to the work site for the purpose of performing legitimate union business.

**ARTICLE XIII – STRIKES AND LOCKOUTS**

- A. The Union agrees that neither it nor its members will engage or participate in or in any way support any strike, walk out, sit down, stoppage or unauthorized cessation of work, including sympathy strikes, during the term of the agreement.
- B. The Employer agrees that it will not engage in any lockout during the term of this agreement.

**ARTICLE XIV – NO SUBCONTRACTING**

There shall be no subcontracting of any work covered by this Agreement.

**ARTICLE XV – DISCIPLINE AND DISCHARGE**

The Employer shall not discipline or discharge Employees without just cause.

**ARTICLE XVI – SEVERABILITY**

The parties agree that should any part of this Agreement be found to be void or unenforceable by a court of competent jurisdiction or by a duly appointed arbitrator, that determination will not affect the remainder of this Agreement.

**ARTICLE XVII – ENTIRE AGREEMENT**


The Parties acknowledge that this Agreement reflects the entire agreement between the Union and the Employer.

**ARTICLE XVIII - TERM OF AGREEMENT**

This Agreement shall be in effect as of August 1, 2023 and shall remain in full force and effect through July 31, 2028.

**IN WITNESS THEREOF**, the parties hereto have executed this Agreement as of the date set forth above.

**FOR THE EMPLOYER:**

  
Tomer Zvulun  
General and Artistic Director

Date

07/25/2023

**FOR THE UNION:**

  
Angela L. Johnson  
President

Date

8/3/2023

  
Samantha Reese  
Business Representative

Date

8/3/2023

**SCHEDULE A**  
**PAY RATES FOR ATLANTA OPERA**  
**HAIR AND MAKE-UP AGREEMENT**

**GENERAL RATE SHEET**

STRAIGHT TIME HOURLY RATES STARTING ON DATE BELOW:

<u>Job Classification</u>	<u>September 1, 2023</u>	<u>September 1, 2024</u>	<u>September 1, 2025</u>	<u>September 1, 2026</u>	<u>September 1, 2027</u>
Crewer	\$27.23	\$ 28.05	\$ 28.89	\$ 29.75	\$ 30.65
Lead	\$27.23	\$ 28.05	\$ 28.89	\$ 29.75	\$ 30.65
Hair and Make-up	\$24.20	\$ 24.93	\$ 25.67	\$ 26.44	\$ 27.24
Media Fee	\$75	\$75	\$75	\$75	\$75
<u>Benefits</u>					
Annuity	3%	3%	3%	3%	3%
Health	13%	13%	13%	13%	13%

**SCHEDULE B**  
**NON-KIT TOOLS**

**Make-Up:**

- Make-up brushes (not disposable)
- Tweezers
- Cape (non-disposable)
- Scissors
- Reusable Palette
- Spatula (not disposable)
- Fan or blower for drying adhesive
- Electric Razor / Clippers
- Any other preferred non-depletable item to keep station organized

**Hair:**

- Brushes
- Combs
- Pin Bracelet
- Brush Belt
- Cape (disposable)
- Shears
- Clippers
- Blow Dryer
- Clips/Claws
- Any other preferred non-depletable item to keep station organized

**SCHEDULE C**  
**BENEFITS FUNDS ADDRESSES**

Contribution checks, along with the appropriate reporting forms, should be mailed to the Funds' Lockbox:

IATSE National Benefit Funds  
PO Box 11944  
Newark, New Jersey 07101-4944



SCHEDULE D  
OVERSCALE AGREEMENT

**Over Scale Agreement Form  
Make-Up Artists and Hair Stylists, Local 798, I.A.T.S.E., AFL-CIO, CLC  
and The Atlanta Opera.**

This is an individual Over Scale Agreement for services to be performed under the Collective Bargaining Agreement (hereinafter "CBA") between Make-Up Artists and Hair Stylists, Local 798, I.A.T.S.E. ("Local 798" or "Union") and The Atlanta Opera ("Employer") (hereinafter "the Parties") for the \_\_\_\_\_ - \_\_\_\_\_ season.

Employee Name: \_\_\_\_\_

1. Employer agrees to engage Employee as \_\_\_\_\_ with The Atlanta  
(Title of Employee)  
Opera at \_\_\_\_\_ dollars per hour for a forty-hour week,  
commencing \_\_\_\_\_, 20\_\_\_\_, payable weekly (on \_\_\_\_\_ day).  
(Date) (Fill in day of week)

2. The Employee's straight time hourly rate is \_\_\_\_\_ and the Employee's overtime rate is \_\_\_\_\_.

3. Over Scale may not be reduced during the Employee's employment.

4. The Parties acknowledge that this Over Scale Agreement shall be subject to all of the terms contained in the CBA. In the event that any terms contained in this Over Scale Agreement are less favorable than the terms of the CBA, the terms contained in the CBA shall prevail, provided that all other terms contained herein shall remain in full force and effect.

Upon execution of this Agreement, the Employer shall provide a copy of this Agreement to the Union.

For The Atlanta Opera: \_\_\_\_\_

Date: \_\_\_\_\_

For the Employee: \_\_\_\_\_

Date: \_\_\_\_\_