

MEMORANDUM OF AGREEMENT
FOR A SUCCESSOR COLLECTIVE BARGAINING AGREEMENT

Between
Dr. Phillips Center for the Performing Arts
&
Make-Up Artists and Hair Stylists Union, Local 798, IATSE, AFL-CIO
October 15, 2024

The Dr. Phillips Center for the Performing Arts and the Make-Up Artists and Hair Stylists Union, Local 798, IATSE, AFL-CIO agree to modify the 2017-2021 Collective Bargaining Agreement, with all the terms and conditions not modified here to remain the same.

1. Article 5 WAGES:

| | current | 2024-25 | 2025-26 | 2026-27 |
|------------|---------|---------|---------|---------|
| Percentage | | | +4% | +4% |
| Head | \$35.05 | \$39.00 | \$40.56 | \$42.18 |
| Assistants | \$31.16 | \$35.00 | \$36.40 | \$37.86 |

2. Article 12 BENEFITS:

| | Current | 2024-25 | 2025-26 | 2026-27 |
|------------|---------|---------|---------|---------|
| Percentage | | +1% | +1% | 0% |
| Welfare | 14% | 15% | 16% | 16% |
| Annuity | 10% | 10% | 10% | 10% |
| | | | | |

3. **Article 5 Wages:** (paragraph 2. Added language and clarification for "Crewer")
Crewer will be compensated for time worked with a minimum of 4 hours. If crewer is needed to find replacements or handle crew problems during the production's stay in the DPCPA, crewer shall be compensated as above for time expended with a 4-hour minimum.

4. **Article 5 Wages:** (new paragraph 4. Added language for Parking)
PARKING: Same benefit as is extended to the Local 631 Department Head.

5. **Article 8 Work Calls:** (paragraph 2. Added language and clarification)
WORK CALLS AND PERFORMANCES: Work calls and performance calls are separate calls. All work for a performance call must be for that performance. Work for future performances must be done in separate work calls. The sole exception is the preparation for an emergency put in. For example: a performer falls sick or is injured during a performance. Work may commence when there is time during that performance call to prepare wigs, hair, and/or makeup for the understudy to act in the next performance.

6. **Article 21 Employee Duties / Equipment:** (paragraph 3. Updating existing kit fees)

KIT FEE: per performance for run where materials and equipment not provided, \$50. For single performances where there is no notice of what is necessary, \$125.

7. **Article 22 Yellow Card Attractions:** (paragraph 2. Added language)

If there is a Local crew for the event, any work must be done in the presence of a member of the Local makeup and hair crew. The First Hire (Department Head) gets first refusal for the call. If the First Hire turns down the call, the call is offered to another HMU crew member. If the work requires it then the balance of the crew will be called for the work call. But, in no event is an outside HMU, even a Road Department Head or Designer to be working HMU without a Local hire of DPCPA working with them.

8. **Article 27 Term and Renewal:**

Term: 3 years, beginning October 15, 2024, and expiring August 30, 2027. Years 2 and 3 will become effective as of September 1 of each year within the term.

Make-up Artists and Hair Stylists Union
Local 798, IATSE, AFL-CIO

By: Daniel D. Dasluna

Title: Business Representative

Date: October 27, 2024

The Dr. Phillips Center for the
Performing Arts

By: [Signature]

Title: EVP Operations

Date: 10/25/24