

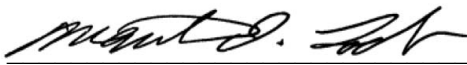
## MEMORANDUM OF UNDERSTANDING

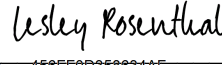
The Juilliard School (hereinafter referred to as the “School” or “Juilliard”) and the International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, its Territories and Canada, AFL-CIO, CLC (hereinafter referred to as “Union” or “IATSE”), agree to resolve the contested positions from the NLRB election on April 4, 2025 and the Union’s proposal to add additional positions to the bargaining unit, as follows:

1. Employees currently employed as Audio Shop, Electric Shop, HMU Shop and Property Shop Supervisors as well as Scenic Charge Artist shall continue in these positions during their respective employment with the Juilliard School (“Red-Circled Employees”).
2. Red-Circled Employees (as set forth in Paragraph 1) are permitted to perform covered work during the term of the Agreement.
3. Red-Circled Employees shall be given the option to join the Union (or its affiliated local unions) and may, at their option, participate in/be covered by the dues check off provisions of the Agreement.
4. Union Security obligations will not apply to a Red-Circled Employee who declines to join the Union (or its affiliated local unions).
5. Red-Circled Employees who are or become members of the Union (or its affiliated local unions), shall not be covered by any provision of the Agreement, unless otherwise noted herein and all existing terms and conditions for Red-Circled Employees shall continue during the term of the Agreement.
6. The following provisions apply to Red-Circled Employees who are or become members of the Union (or its affiliated local unions):
  - a. Article Six, No Strike-No Lockout,
  - b. Article Seven, Non-Discrimination
  - c. Article Eight, Employer Policies,
  - d. Article Nine, Safety and Training,
  - e. Article Ten, Joint-Labor Management Committee,
  - f. Article Twenty, Hair and Makeup Employees, limited to HMU Shop Supervisor, and
  - g. Article Twenty-two, Dues Checkoff.

7. Red-Circle Employees shall receive the annual increase provided to non-represented, non-exempt administrative employees of the School, or 2.5%, whichever is greater, beginning effective July 1, 2027.
8. The Audio Shop Supervisor, Electric Shop Supervisor, and Property Shop Supervisor may elect for the School to make benefit contributions on their behalf pursuant to Article Fifteen, in lieu of receiving School-provided health and retirement benefits, effective July 1, 2026. Such election must be made by May 31, 2026.
9. At the end of a Red-Circled Employee's employment, the School shall provide the Union with the job description for the position and if the Union believes the position should be included in the bargaining unit, the parties will bargain over whether the vacant position should be included or excluded from the bargaining unit, and if included, which provisions of the collective bargaining agreement shall apply to the position. If the parties are unable to come to a resolution regarding the unit status of the position, the parties agree that either party may submit the issue of whether it is appropriate to include the position in the unit to an arbitrator pursuant to the time limits and conditions in Article Five, Grievance and Arbitration. In any such proceeding, neither party shall present as supporting evidence the fact that the prior employee in the position was a covered employee or that the parties agreed for the sole purpose of this agreement that the position would be considered part of the bargaining unit while the prior employee held the position.
10. Any disputes between the parties regarding the interpretation or application of this Memorandum of Understanding shall be processed in accordance with Article Five, Grievance and Arbitration.
11. Costume Shop Manager and Wardrobe Shop Supervisor shall be included in the bargaining unit outright.

Agreed to:

  
IATSE

DocuSigned by:  
  
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The Juilliard School

Date May 6, 2026

5/6/2026  
Date