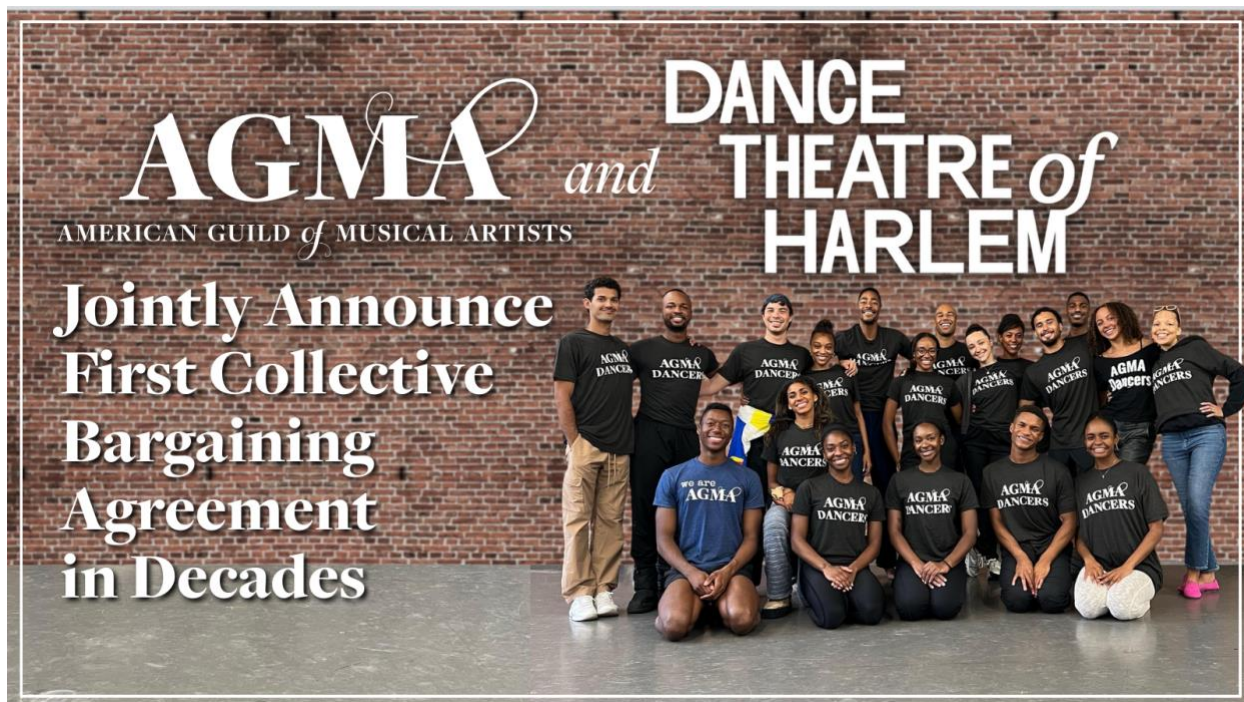


AGMA and Dance Theatre of Harlem Jointly Announce First Collective Bargaining Agreement in Decades



Picture taken in the fall of 2025: Company Artists with Executive Director Anna Glass (pink shoes)

New York, NY — December 22, 2025 — The American Guild of Musical Artists (AGMA) and Dance Theatre of Harlem are proud to announce the ratification of a collective bargaining agreement, marking an important moment for the institution.

Ratified by the Company Artists of Dance Theatre of Harlem and subsequently approved by Dance Theatre of Harlem's Board of Directors on December 11 and AGMA's Board of Governors on December 15, this new agreement reflects a shared commitment to artistic excellence, equity, sustainability, and the long-term well-being of the Company Artists.

Established in 1969, Dance Theatre of Harlem stands as a singular presence in the ballet world. Formerly AGMA members for more than a decade in the late 80s, this agreement marks the Dance Theatre of Harlem Company Artists' first union contract in many years.

"As the company's first union contract in decades, this agreement reflects a renewed commitment to collaboration and care," said **AGMA Delegates and Company Artists Micah Bullard, Delaney Washington, and David Wright**. "We're proud of what this contract secures for the dancers of Dance Theatre of Harlem today and the strong foundation it lays for the future."

Rooted in Dance Theatre of Harlem's founding vision and AGMA's longstanding role as an advocate for artists, the agreement was shaped through a collaborative, values-driven process grounded in mutual respect, transparency, and trust.

"This agreement is a unique example of what's possible when artists and management come to the table with a shared commitment to partnership," said **Jeffrey Boyd, AGMA National Executive Director**. "What makes this contract especially meaningful is not only what it achieves on paper, but the spirit in which it was reached—a spirit that we look forward to building on together in the years ahead."

"From the start, our joint mission has been to ensure Dance Theatre of Harlem's prominence as a leading ballet company, which includes deepening our commitment to the well-being and livelihoods of our Company Artists and DTH staff, said **Robert Garland, Artistic Director** of Dance Theatre of Harlem. **Anna Glass, Executive Director** of Dance Theatre of Harlem, added, "We hope that this agreement and DTH and AGMA's working relationship will be a standard of excellence for the rest of the field."

The agreement includes key updates, including a new compensation structure resulting in average wage increases of 29% effective July 1, 2026, and additional wage increases in subsequent years. The agreement also establishes clear standards around scheduling and rest, strengthens health and safety protections, and provides meaningful improvements to touring conditions—reflecting a holistic approach to artists' sustainability and wellness.

Honoring Arthur Mitchell's legacy of artist voice and leadership, the agreement also creates new, structured channels for dialogue between artists and Board leadership, strengthening transparency, mutual understanding, and shared stewardship of Dance Theatre of Harlem's mission.

Together, AGMA and Dance Theatre of Harlem view this agreement as a new framework for a shared future—one that recognizes that when artists thrive, the organization thrives. Both AGMA and DTH look forward to continuing this partnership and setting a standard of excellence for the field in the years ahead.

About Dance Theatre of Harlem

Dance Theatre of Harlem is a leading dance institution of unparalleled global acclaim, encompassing a world class company, a professional studio school, a leading arts education program - Dancing Through Barriers®, and community engagement activities. Each component of Dance Theatre of Harlem carries a solid commitment towards enriching the lives of young people and adults around the world through the arts. Founded in 1969 by Arthur Mitchell and Karel Shook, Dance Theatre of Harlem was considered "one of ballet's most exciting undertakings" (*The New York Times*, 1971). Shortly after the assassination of The Reverend Dr.

Martin Luther King, Jr., Mitchell was inspired to start a school that would offer children — especially those in Harlem, the community in which he was born — the opportunity to learn about dance and the allied arts. Now in its sixth decade, Dance Theatre of Harlem has grown into a multi-cultural dance institution with an extraordinary legacy of providing opportunities for creative expression and artistic excellence that continues to set standards in the performing arts.

About AGMA

The American Guild of Musical Artists (AGMA) is the labor union of singers, dancers, and staging staff in opera, ballet and contemporary dance, and concert choral performance in the United States. A national union with a membership of ~7,000 artists, AGMA provides forceful advocacy and defense of its members' employment and artistic rights. AGMA negotiates and enforces over 70 collective bargaining agreements nationwide, ensuring fair and safe working conditions and enhancing the quality of life for its members. AGMA has a direct charter from the AFL-CIO and is affiliated with the AFL-CIO Branch of Associated Actors and Artists of America and the Department for Professional Employees (DPE). AGMA is also a part of the Coalition of Broadway Unions and Guilds (COBUG).

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