



ICCSOM

Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

September 3, 2006

San Francisco Opera Ratifies 5-Year Agreement

On May 20, 2006, the musicians of the San Francisco Opera Orchestra ratified a five-year agreement that runs from August 20, 2006 and continues through July 31, 2011. The negotiating committee, with the orchestra's guidance, established two goals: an early settlement and recovery of wage reductions and concessions that were negotiated in the previous contract. Approximately seven months prior to contract expiration, both sides met informally to ascertain their receptiveness to these ideas. Management responded favorably and they were surprisingly forthcoming in stating their own goals. They acknowledged the company's debt to the orchestra for the sacrifices they accepted during the last contract, and indicated a willingness to move toward recovery. In six days both goals were achieved: four months prior to expiration they reached agreement on a comprehensive wage and benefits package, including 100% retention of medical benefit levels, and a near-complete reversal of concessions in the last contract. The restructuring and eventual phasing out of retiree health benefits was critically important to management. Although agreeing to this concession was painful, they were able to secure 100% Employer-paid health insurance, guaranteed for life, for all current retirees, while achieving significant improvements in wages and working conditions for active musicians.

LENGTH OF SEASON: [was: 23 weeks] beginning in 2007-08 increases to 24 weeks

WAGES:	[2005-06]	2006-07	2007-08	2008-09*	2009-10*	2010-11*
Annual Compensation						
Guarantee (ACG) –	[\$62,840]	\$66,178	\$69,737	\$72,527	\$75,428	\$78,445
ACG w/EMG -	[\$64,910]	\$68,248	\$71,848	\$74,722	\$77,711	\$80,819
Weekly Salary –	[\$1,879.61]	\$2,191	\$2,235	\$2,324	\$2,417	\$2,514
Hourly Rate –	[\$89.30]	\$91.30	\$93.13	\$96.85	\$100.73	\$104.75
Service Rate –	[\$178.60]	\$273.90	\$279.39	\$290.55	\$302.19	\$314.25

** plus COLA in years 3, 4 and 5*

EMG:	[\$2,070]	\$2,070	\$2,111	\$2,195	\$2,283	\$2,374
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[was: paid at the end of each season whether or not media activity occurred.] BECOMES: Electronic Media Guarantee/Audience Development Premium that is attached to each of 10 productions and paid in the final performance payroll to any regular musician or substitute musician who plays any performance of that particular production. Any media activity beyond that covered by this provision will be paid at the rates specified in the CBA.

SENIORITY: [was: \$991 was part of the ACG] NOW: annual payment is in addition to the ACG

3rd-9th year -	[\$1,065]	\$1,086	\$1,108	\$1,152	\$1,198	\$1,246
10th-14th year -	[\$2,128]	\$2,171	\$2,214	\$2,303	\$2,395	\$2,491
15th-19th year -	[\$2,838]	\$2,895	\$2,953	\$3,071	\$3,194	\$3,322
20th year + -	[\$3,548]	\$3,619	\$3,691	\$3,839	\$3,993	\$4,152

SAN FRANCISCO OPERA ORCHESTRA

INSURANCE:

Health – 100% employer paid (no change); PPO changed from Aetna to Great West with the same coverage levels; HMO remains with Kaiser.

Long Term Disability – [NEW] Level of coverage: 60% of weekly salary with a \$5,000 cap per month and a 180 day waiting period (may go to 90 days) for up to 3 years if disability affects orchestra performance or until age 65 if unable to work at all.

SICK LEAVE: [was: 30 days per year with 15 carry-over days for a maximum of 45 days; unlimited donation of days to needy members] BECOMES: In exchange for long term disability, sick days have been reduced to 20 days per year with 10 carry-over days and an allowance to borrow up to 10 advance days from the next season's personal cache (but reducing the next year's allowance) for a maximum of 40 days in any contract year. One service missed is equal to half a sick day; each musician may only donate 3 services to a musician applying for long term disability but a musician may receive up to 7 donated services by colleagues for "other permitted uses"; 3 sick days may be used for personal leave with the same notification and service restrictions that have applied in the past; unlimited unpaid personal leave is still available with the same restrictions.

AUDITIONS: The moratorium on auditions has been lifted and auditions have been reinstated. Musicians will receive 25% of section base hourly rate with a four-hour minimum. Management will no longer provide meals.

WORKING CONDITIONS: Changes include sun protection, wind baffling, heaters provided for outdoor venues, new chairs, wireless access, and increasing the minimum call from two hours to three.

MISCELLANEOUS:

- Retirement - [was 65 years of age or 30 years of service] BECOMES: Rule of 80 – age plus years of service equals 80.
- Post-retirement health insurance [was: retirees and spouses remain on the active medical plan; employer paid 100% of premiums including Medicare Part B premiums; benefits not vested but renewed from contract to contract] BECOMES: 3-tiered plan (1) benefits for current retirees and spouses are vested for life with management continuing to pay 100% of all medical insurance and Medicare Part B premiums; (2) employees who meet the Rule of 90 and retire within the first two years of the agreement remain on the active plan, with individual and spouse's insurance premiums fully employer-paid for the term of the agreement, subject to renegotiations at the expiration of this agreement; (3) all current employees will, upon retirement, have a fixed employer contribution (\$200 + \$200 for spouse) deposited monthly into a personal health care account. Employees hired in the future will have no health care benefits upon their retirement.
- Retirement bonus has been restructured in a mutually beneficial manner.
- Non-reengagement of a tenured musician for artistic reasons: The simple majority needed to override the music director's conflicting opinion now requires a super majority of 7 votes of the 11-member committee.
- Paid parking – management will now pay 100% [was: \$30 per month musician contribution]

(Miscellaneous, cont.)

- Retiree Gold Ticket – two hours prior to any performance, retirees can receive two of the “best available seats” free of charge.
- Injury prevention – The employer will establish an injury prevention plan that includes, but is not limited to massage, Feldenkrais, Alexander Technique.
- Unpaid furlough of 15 hours has been eliminated in the new agreement.
- Overtime rates begin in the 24th hour in any week and are paid at 1.5 for 24-28 hours (increased from 21-24 hours); double time rates from 28+ hours (increased from 24+ hours)
- Standby was mandatory and paid at straight time as part of the ACG; standby is now voluntary and in addition to the straight time portion that is applied to the ACG, an additional 50% will be paid above the ACG.

Thanks to the negotiating team: Bill Holmes and Steve D’Amico, Co-chairs; Patricia Heller, Thalia Moore and Tony Striplen. Thanks also to Local #6 President David Schoenbrun and attorney Melvin Schwarzwald, as well as the 2003 negotiating committee, attorney Liza Medina, and former Local #6 President Melinda Wagner, whose tremendous efforts were the foundation for this positive outcome. Thanks also to AFM-SSD Director of Symphonic Electronic Media Debbie Newmark for her assistance with important media aspects of their agreement.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the San Francisco Opera Orchestra ICSOM Delegate, Leslie Ludena.