



November 12, 2007

San Francisco Ballet Ratifies 4-Year Agreement

On October 11, 2007, the musicians of the San Francisco Ballet Orchestra ratified a four-year agreement that runs from December 1, 2007 through November 30, 2011. Settlement was achieved on September 10, nearly three months prior to expiration of the current contract, following five productive negotiating sessions utilizing a creative combination of Interest Based Bargaining/TAGS (Technology-Assisted Group Solutions) and Mediation. Negotiations were characterized throughout by a collegial atmosphere and a constructive approach to problem solving. The result was a contract providing musicians with significant gains, and, for the first time in the Orchestra's history, an "Annual Compensation Guarantee".

LENGTH OF SEASON: Remains at 102 hours of rehearsal and 105 performances scheduled between Dec. 1 and May 31 each season.

WAGES:	[2006-07]	2007-08	2008-09	2009-10	2010-11
Annual Salary –	[\$41,153]	\$43,040	\$45,079	\$46,836	\$50,003
Percentage Increase –		4.59%	4.75%	4.4%	6.76%
Annual w/o EMG –	[\$40,153]	\$41,540	\$43,079	\$44,586	\$46,663
Performance Scale –	[\$254.99]	\$262.64	\$271.18	\$280.67	\$291.19
Rehearsal (per hour) –	[\$85]	\$87.55	\$90.39	\$93.56	\$97.06

EMG: *Included in the Annual Compensation Guarantee. The cumulative amount (total over four years was \$4,000 now increased to \$9,090 over four years) is paid annually.*

	[\$1,000]	\$1,500	\$2,000	\$2,250	\$3,340
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AFM-EPF: [11.5%] 11.5% 11.5% 12% 12%

VACATION (as percentage of salary):

	[12%]	12.5%	13%	13%	14%
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[Previously vacation pay was reduced by the use of unpaid personal or partial season leave.] Now there will be no reduction in vacation pay until 50% of services are missed, after which vacation will be paid on actual gross wages, as in the past.

Vacation for extras/subs: [Previously only the top 3 extras working 75% or more of each season would receive vacation pay.] BECOMES: (with no percentage threshold)

	[top 3 extras]	top 6 extras	top 6 extras	top 7 extras	top 8 extras
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SENIORITY (per year/years of service):

5-9 years –	[\$444]	\$500	\$500	\$500	\$519
10-14 years –	[\$816]	\$900	\$900	\$900	\$934
15-19 years –	[\$1,186]	\$1,500	\$1,500	\$1,500	\$1,556
20-24 years –	[\$1,632]	\$1,750	\$1,750	\$1,750	\$1,816
25+ years [NEW] –	-	\$1,900	\$1,900	\$1,900	\$1,971

HEALTH INSURANCE: Musicians opting out of the Health Plan will receive the following payments each year:

[\$1,639]	\$2,000	\$2,000	\$2,000	\$2,135.23
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INSTRUMENT INSURANCE: Remains 100% employer-paid with a cap that increases yearly, from the current \$2.54 million to \$3.5 million in the first two seasons, \$3.75 in the third season and \$4 million in the final year of the contract.

SICK LEAVE: Remains at 12 days per year, cumulative to 40 days with donated services allowed; however, new parameters have been established regarding when donations are credited and when they must be used.

AUDITIONS:

- Changes to the audition process include assigning times to candidates, defining auditions rounds, and establishing that the screen will remain up during the first round of finals.
- Committee compensation increases from \$35 for up to 4 hours and \$70 for more than 4 hours, to \$60 for four hours and \$100 from four to eight hours. An hourly rate of \$20 will be paid each hour beyond eight hours with a maximum per day payment of \$140, even if audition exceed 10 hours.

WORKING CONDITIONS: [NEW] Overtime will be paid at time-and-one-half for any segment that exceeds 60 minutes of continuous playing.

MISCELLANEOUS:

- String players will receive one additional relief day that is charged against sick leave.
- Unpaid personal leave increases from 7 to 10 days by the last year of the contract.
- In order to present “farewell performances” for exiting dancers, and with 45 days advance notice, the Associate may convert unused rehearsal hours into performances, or performances into rehearsal hours without negative financial impact to musicians.
- In determining seniority payments, years of service will continue to accrue during a 1-year leave of absence.
- Musicians moving to any higher position within the section shall now be subject to a one-year probationary period.
- The number of players eligible for retirement bonuses was increased.

Thanks to the negotiating team: Steve D’Amico, Chair; Keith Green, Brian Lee, Thalia Moore and Peter Wahrhaftig. Thanks also to Local #6 President David Schoenbrun, Attorney Liza Hirsch Medina and Federal Mediator Joel Schaffer.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the San Francisco Ballet Orchestra ICSOM Delegate, Thalia Moore.