



INTERNATIONAL CONFERENCE OF
SYMPHONY AND OPERA MUSICIANS

SETTLEMENT BULLETIN

July 11, 2009

San Francisco Ballet Ratifies to Amend and Extend Agreement

On May 9, 2009, the musicians of the San Francisco Ballet Orchestra ratified modifications to their previously negotiated agreement that was originally set to run through November 30, 2011. Modifications were made to the terms of the 2009-10 contract year only. While painful reductions were made in pension contributions from 12% to 6% for half of the 2009-10 season, and a wage freeze imposed for the 2009 Nutcracker production, the Musicians were nevertheless able to achieve an increase in the overall Annual Compensation Guarantee for 2009-10, a complete restoration of all cuts and the preservation of previously-negotiated increases in 2010-11, and a one-year contract extension through November 30, 2012 which includes an increase in annual compensation, pension contributions and, for the first time, a Cost of Living Adjustment.

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

WAGES:	[2008-09]	2009-10	2010-11	2011-12*
Annual Salary –	[\$45,079]	\$46,483	\$50,004	\$51,002*
Annual w/o EMG –	[\$43,079]	\$44,233	\$46,664	\$47,595□
Performance Scale –	[\$271.18]	\$280.67 (rep)□ \$271.18 (nut)□	\$291.19	\$297.01*
Rehearsal (per hour) –	[\$90.39]	\$93.56 (rep) \$90.39 (nut)	\$97.06	\$99.003*
EMG:	[\$2,000]	\$2,250	\$3,340	\$3,407+COLA

□ a lower performance rate for Nutcracker performances will be allowed during the 2009-10 season

* wages in 2011-12 season are subject to Cost of Living Adjustment with a minimum increase of 2% (as stated above) and a maximum of 5% on all rates

□ COLA still to be applied to the EMG rate

AFM-EPF:	[11.5%]	6% / 12% <i>Split over 50% of season</i>	12%	13%
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VACATION (as percentage of salary):

	[13%]	13%	14%	14%
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SENIORITY (per year/years of service):

5-9 years –	[\$500]	\$500	\$519	\$529*
10-14 years –	[\$900]	\$900	\$934	\$953*
15-19 years –	[\$1,500]	\$1,500	\$1,556	\$1,587*
20-24 years –	[\$1,750]	\$1,750	\$1,816	\$1,852*
25+ years [NEW] –	[\$1,900]	\$1,900	\$1,971	\$2,010*

INSTRUMENT INSURANCE: Remains 100% employer-paid with a cap that increases from \$3.5 million to \$4 million beginning in the 2011-12 season.

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WORKING CONDITIONS:

- All Musicians shall forego 2 paid personal leave services during the 2009-10 season only
- String players shall forego 2 additional services of paid personal relief during 2009-10 only
- Unpaid leave shall increase by 2 or 4 services for 2009-10
- Musicians may take a partial or full season's Leave of Absence during 2009-10 which shall not count against any maximum allowable leaves of absence.
- Musicians who resign from the Orchestra during the 2009-10 or 2010-11 seasons shall receive a supplementary bonus of \$4,000; Musicians leaving the Orchestra upon the conclusion of the 2011-12 season shall receive a supplementary bonus of \$2,500. Bonuses shall be paid in addition to any applicable retirement bonus.
- The 2009 Nutcracker production shall not be subject to overtime.

MISCELLANEOUS:

- Members of the Basic Orchestra shall perform 2 performances and one rehearsal hour without compensation. However, season guarantees remain at 105 performances and 102 hours of rehearsal.
- 2009-10 Repertory Season string complement (extra musicians) will be reduced to specified levels.
- should the Company's financial condition improve to the extent that audited financial statement for the fiscal year ending June 30, 2010 report an operating surplus and positive operating cash flow, the parties agree to meet to discuss these improvements and the potential impact of such improvements upon the wages and working conditions of the Musicians.

Thanks to the negotiating team: Steve D'Amico, Chair; Keith Green, Thalia Moore, Eric Sung and Peter Wahrhaftig. Thanks also to Local #6 President David Schoenbrun and Secretary-Treasurer Gretchen Elliot, and especially to Attorney Liza Hirsch Medina for her expert negotiation skills and brilliance at the bargaining table.

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

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