



July 14, 2006

San Diego Ratifies 5-Year Agreement

On June 30, 2006, the musicians of the San Diego Symphony ratified a five-year agreement that runs from July 1, 2006 through June 30, 2011. Upon a favorable recommendation from the orchestra committee, the membership ratified the new labor agreement before the expiration of the prior agreement—the first time this has occurred in recent memory.

	[was]	2006-07	2007-08	2008-09	2009-10	2010-11
LENGTH OF SEASON:	[41 wks]	41 wks	41 wks	41 wks	42 wks	42 wks
WAGES:						
Annual Salary	[\$43,750]	\$46,412	\$48,298	\$50,266	\$53,592	\$55,776
Weekly Salary	[\$1,067]	\$1,132	\$1,178	\$1,226	\$1,276	\$1,328
Annual EMG	[\$2,000]	\$2,000	\$2,000	\$2,000	\$2,000	\$2,000
SENIORITY — paid in 5 year increments						
	[\$54]	\$57.24	\$59.53	\$61.91	\$64.39	\$66.96

HEALTH INSURANCE: There were no changes to the HMO plan (remains 100% employee/50% dependent coverage paid by the employer). The PPO plan changes from 100% musician/50% dependent coverage paid by the employer to include payment by musicians if the annual PPO premium increases more than 12%, in which case the employer and musician will each pay 50% of the increase above 12%.

SICK LEAVE: [was: 14 days/year, cumulative to 22 days carried over, with the balance not carried over put into a “bank” usable only in the even of chronic, long-term, or catastrophic illness or injury]

Becomes: 14 days/per year cumulative to 22 days carrying over remains unchanged, but now, for chronic, long-term, or catastrophic illness or injury, musicians agree to apply for available insurance and to have benefits integrated with pay. Also, for chronic, long-term, or catastrophic illness or injury, unrestricted sick leave will be utilized only after restricted sick leave is depleted.

TRAVEL: Orchestra approval now required for tours longer than two weeks [was required for tours longer than four weeks]. **New:** Tour planning to commence at least one year prior to foreign tour departure and eight months prior to domestic tour departure. A representative musician will be elected to preview, at management expense, all concert, rehearsal, travel, and hotel accommodations at least six months prior to foreign tour departure or four months for domestic tour departure.

PER DIEM: [was: \$12 – B; \$18 – L; \$28 – D] Becomes: \$15 – breakfast; \$25 – lunch; \$35 – dinner

AUDITIONS: Both parties agree to seek ways to improve the audition process. The number of excerpts allowed on audition lists increased from 7 to 12 excerpts. Audition committee pay increased from \$30/day to pay for one service at minimum scale per audition day.

WORKING CONDITIONS: Management and the Orchestra Committee shall, at least annually, review musician needs related to seating, lighting, monitors, sound shields, and temperature control, and Management shall take necessary actions to accommodate them in a timely manner (side letter). Breaks for dress rehearsals, which are conducted as a dress rehearsal, may be held at the contemplated time of the performance [was: the break must start between 60 and 90 minutes after the beginning of rehearsal.]

MISCELLANEOUS:

- Personal leave for Jacobs Masterworks and San Diego Opera services will now require management approval, which will not be unreasonably withheld [was unrestricted].
- Schedule change notification was increased from 30 to 45 days' notice.
- [New] Up to 4 occasions per year, management may make schedule changes with as little as 7 days' notice to accommodate special circumstances.
- Changes were made to doubling provisions for percussion and for musicians having more than one instrument listed for their positions.
- There is new flexibility allowed for scheduling during Thanksgiving week.
- Pay for New Years Eve services were reduced from double scale to time-and-a-half.
- A new written warning notice must now be given the year prior to a notice of termination.
- The decision of the review committee is now final and binding in all cases [was final and binding unless the vote was 5 to 4 (either way), in which case the decision could be arbitrated].
- Severance pay is now \$1,000 per year with a cap of \$20,000 and is only available to musicians who agree not to appeal to the review committee [was: \$150/year up to \$2,750, payable whether or not the musician appealed to the review committee].

Thanks to the negotiating committee: Rebekah Campbell and Richard Levine, co-chairs; Susan Robboy, Ryan Simmons, and Theresa Tunnicliff. Thanks also to Local #325 President Frank Glasson and Secretary-Treasurer/Business Representative Edward C. Arias, and to Attorney Liza Hirsch Medina.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the San Diego Symphony Negotiating Committee Co-chair, Richard Levine and ICSOM Delegate, Thomas Morgan.