



ICCSOM

Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

May 1, 2006

San Francisco Ratifies 3-Year Agreement

On February 3, 2006, the musicians of the San Francisco Symphony ratified a three-year agreement that is retroactive to November 27, 2005 and continues through November 28, 2008. The recent settlement between musicians and management of the San Francisco Symphony was achieved following an unprecedented 10-month long negotiation. The protracted nature of the talks came partly as a result of the previous contract having lasted 6 years, with a predictable backlog of issues to resolve, but was also due to fundamental differences between the parties as to the vision of the organization's future.

The San Francisco Symphony enjoys strong revenue and endowment growth along with increased artistic stature and international recognition. The goal of the musicians' committee was to achieve parity with their peer orchestras in the major compensation areas, and to do so in a balanced way. Before settlement could be reached, the musicians found it necessary to stage a comprehensive media campaign and a unanimous strike vote was taken. The resulting package finally offered by management included a 21% increase in pension and a 39% increase in seniority pay, as well as a 15% raise in base pay and continuation of PPO medical coverage without premium-sharing.

LENGTH OF SEASON: 52 weeks

WAGES:	[2004-05]	2005-06	2006-07	2007-08
Annual Salary –	[\$104,000]	\$107,120	\$114,400	\$119,600
Weekly Salary –	[\$2,000]	\$2,060	\$2,200	\$2,300

EMG: \$30 per week radio fee [NEW] 10% AFM-EPF

PENSION: Private pension was \$53,000; becomes \$64,000 with a grandfather clause stating that anyone retiring during this contract will receive the highest pension negotiated during the next contract with no retroactivity.

An additional pension fund concert was added increasing the number from 2 to 3 per season.

Increases were made to the Supplemental pension fund (for previous retirees) from \$125,000 to \$140,000 by the third year of the contract.

SENIORITY:	[2004-05]	2005-06	2006-07	2007-08
5-9 years –	[\$65]	\$75	\$81	\$95
10-14 years –	[\$80]	\$90	\$96	\$110
15-19 years –	[\$95]	\$105	\$111	\$125
20-25 years –	[\$110]	\$120	\$126	\$140
25+ years –	[\$130]	\$140	\$146	\$180

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INSURANCE:

Health –

- Continues at 100% premium payment by management with no premium cap.
- Dual coverage for 2-musicians couples was discontinued but deductibles will be refunded through a rollover flex account.
- Deductibles in the 2005-06 season remain at \$200 per member and \$400 per family and total out of pocket remains at \$700 in network/\$1,500 out of network for both individual and family with a lifetime maximum of \$2,000,000. In the 2006-07 and 2007-08 seasons, the deductible increases to \$250 in network/\$500 out of network for individuals and \$500 in network/\$1,000 out of network for families. The out of pocket maximums increase to \$1,000 in network and \$2,000 out of network for both individuals and families with a lifetime maximum of \$5,000,000.

SICK LEAVE: The maximum guarantee of 40 regular services for tenured musicians was expanded to include audition-year and probationary-year musicians. In a side letter, the parties agreed to develop a policy, to be implemented during the agreement, regarding the use of sick leave and long-term sick leave.

TRAVEL:

- For travel to countries 8 or more time zones from San Francisco, the allowance of 1 day for each week of touring will increase to 3 days for a 1 or 2 week tour, 4 days for a 3-week tour and 5 days for a 4-week tour.
- For musicians choosing not to use the hotels provided during the tour, reimbursement changes from \$50 per night to the average of the top 2 hotels considered by the Administration for each city on tour.
- Musicians sharing a room on tour will be reimbursed 1/3 of the cost of the room (was \$30).
- No reimbursements for hotels provided by a presenter.
- Administrative fees previously charged to musicians for guests they bring on tour have been eliminated.
- Side-letter stipulating the allocation of seating and cost for married couples and single parents traveling with children under the age of 12 on charter flights.
- One extra tour rehearsal/acoustical rehearsal may be scheduled per season (previously there were no allowances). For a two-hour extra rehearsal, the rate will be 1/6 of personal weekly salary and for an extra acoustic rehearsal the rate will be 1/24 of personal weekly salary.
- The Administration may schedule early departures on the last day of an international tour with an agreed upon pay structure built in.

PER DIEM:

Domestic travel – Breakfast increases from \$15 to \$20, Lunch increases from \$20 to \$30; Dinner increases from \$30 to \$35. The NYC supplement of \$15 was increased to \$20 and now includes Los Angeles as well. Miscellaneous expenses and the daily tour fee remain the same.
International travel - per diem was reduced from 107% GSA plus a daily tour fee of \$5 to 100% GSA plus no daily tour fee.

AUDITIONS:

- Audition committee fees have been increased from \$100 per day for 4 hours and \$200 per day for more than 4 hours to \$120/\$240 during the 2005-06 season, \$130/\$260 during the 2006-07 season and \$140/\$280 during the 2007-08 season.
- The 50-candidate maximum for auditions has been eliminated.
- New members may now negotiate the possibility of early tenure (from 2 years to 1.)

(Auditions continued)

- Tenure review committees will now be drawn from the audition committees that hired the musicians under review. Previously, review committees were selected at the beginning of each season and could review several new members at once.
- The Music Director is no longer required to attend section string auditions and 8 of 10 votes from the audition committee now guarantees a candidate participation in post-audition activities (i.e. playing a week in the section.)
- Principal auditions will now have a 12-member committee (was 10) with more representation from all instrument groups.
- When a principal vacancy occurs, the Music Director and screening committee may mutually agree to invite up to 3 candidates to play with the orchestra for up to 2 weeks before an audition takes place.
- The number of candidates who may be designated into the final round for Principal auditions will increase from 3 to 4; the screening committee may now designate up to 3 candidates into the semi-final round for any audition.
- Recommendation letters will replace tapes submitted by candidates whose resumes were not accepted by the screening committee.
- Excerpt rounds have been added to the list of post-audition activities that may be used to further screen qualified candidates.
- The Music Director will now have 10 days (reduced from 28) to make a hiring decision when post-audition activities have been completed.

WORKING CONDITIONS:

- New time limits on family concerts and lecture/demo concerts with double overtime to take effect if the concerts go into overtime.
- More compensation/relief from Saturday floating vacation returns.
- Outdoor heaters will now be provided for all outdoor services with a reduction in rehearsals that will be allowed to take place outdoors.
- Minor changes to dress code allowances.
- Reduction in substitute vacation pay but an increase in substitute pension contributions.
- Increase in string rotation fee in the 3rd year of the contract.
- Minor changes made to break time possibilities during 3-hour rehearsals.

Thanks to the negotiating team: David Gaudry, Chair; Steve Braunstein, Melissa Kleinbart, Sarn Oliver and Nanci Severance. Thanks also to Local #6 President David Schoenbrun, former President Melinda Wagner, AFM Symphonic Electronic Media Supervisor Debbie Newmark and Attorney Susan Martin. Additional thanks to Peter Rofe, Dawn Hannay, Steve Lester and all the other committee members from Cleveland, Boston, Philadelphia and New York that helped the committee.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the San Francisco Symphony ICSOM Delegate, Linda Lukas.

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