

April 7, 2004

San Francisco Ballet Orchestra Ratifies 4-Year Agreement

On August 4, 2003 and March 3, 2004, the musicians of the San Francisco Ballet Orchestra ratified first the economic and then non-economics respectively of a four-year agreement that runs from November 26, 2003 through November 30, 2007. Negotiations were held at the Federal Mediation and Conciliation Services office in Oakland, CA with facilitators Joel Shaffer and Greg Lim who utilized the Interest Based Bargaining process, and a network of laptop computers connected to the FMCS' TAGS website in Washington DC. This new technology was a great success, enabling the parties to instantly record all proposals, notes, new contract language, and other information in a single repository for access during and after negotiating sessions.

	[2002-03]	2003-04	2004-05	2005-06	2006-07
LENGTH OF SEASON*:	[105P/102H]	117P/102H	105P/102H	105P/102H	105P/102H

* Performance guarantee/hours of rehearsal guaranteed; All seasons but the 2003-04 run from Dec. 2-May 31. 2003-04 season runs from Nov. 26, 2003-May 31, 2004.

WAGES:

Annual Salary –	[\$36,765]	\$40,870	\$38,848	\$39,983	\$41,153
Performance Scale –	[\$227]	\$233	\$240	\$248	\$255
Rehearsal Scale (per hour) –	[\$76]	\$78	\$80	\$83	\$85
EMG (yearly):	[\$906]	\$1,000	\$1,000	\$1,000	\$1,000

SENIORITY: [5-9 yrs. \$396; 6-14 yrs. \$729; 15-19 yrs. \$1,059; 20+ yrs. \$1,457]

Percent increase - 2.5% 3% 3% 3%

PENSION – AFM-EPF: [10%] 11% 11% 11% 11.5%

VACATION (% wages): [13%] 12% 12% 12% 12% + 3 extras
(w/ highest services over 75% of season)

HEALTH INSURANCE:

- \$0 copay becomes \$5. Employer contribution remains at 100% for individual coverage and dependant coverage increases from 70% to 80%.
- Agreement was reached in principle to allow retirees to remain a member of the group plan at the musician's own expense until they become eligible for Medicare, and to allow extra musicians to enroll in the group plan at the musician's own expense.
- Health care opt-out payment increases from \$1,500 to \$1,639 over the term of the agreement.

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MISCELLANEOUS:

- Special projects fund (which includes an archival taping fee) increases from \$100 to \$418 per year in year one with a 3% a year increase in years 2, 3 and 4.
- Extras and subs shall receive \$15.38 per archival tape for the first 9 tapes. For the 10th and subsequent tapes, payment shall increase by 3%, 3% and 3% over the term of the agreement.
- New costume fee of \$20 to \$50 per performance dependant upon performance variables.

The Players' Committee expresses their appreciation to the San Francisco Ballet Association for their cooperative and straightforward approach to negotiations with special kudos to Executive Director Glenn McCoy and General Manager Lesley Koenig. The collegial attitude they brought to the table enabled them to resolve all major economic issues in three productive bargaining sessions.

Thanks to the negotiating team: Steve D'Amico, chair; Thalia Moore, Brian McCarty, Keith Green and Peter Wahrhaftig. Thanks also to Local #6 President Melinda Wagner, Attorney Liza Hirsch Medina, and special thanks to Joel Schaffer and Greg Lim (FMCS) for their tireless and incredible assistance.

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

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