

May 7, 2004

### San Francisco Opera Ratifies 3-Year Agreement

On September 5, 2003 the San Francisco Opera Orchestra ratified a three-year agreement on the major economics and on January 14, 2004 ratified a supplementary document. The agreement runs from August 18, 2003 through August 20, 2006. Through a process of open disclosure of all financial information the orchestra determined that the financial problems facing the company were very serious and, in order to ensure the survival of the company, agreed to unprecedented reductions in wages and benefits totaling approximately 9.2% per player in the first year of the Agreement, with an additional reduction of 2.4% in the second year. At the same time, however, considerable gains were made in many other important areas of the contract.

**LENGTH OF SEASON:** [29 weeks] Becomes - 27 weeks

<b>WAGES:</b>	<b>[2002-03]</b>	<b>2003-04</b>	<b>2004-05*</b>	<b>2005-06*‡</b>
<b>Annual Salary –</b>	[\$66,932]	\$63,246	\$63,021	\$63,021
<b>Weekly Salary –</b>	[\$1,843]	\$1,843	\$1,843	\$1,843
<b>Hourly Rate -</b>	[\$61.60/daytime; \$87.75/evening, dress, performance]	\$87.75/all svcs**	\$87.75**	\$87.75**
<b>Overtime -</b>	[1.5x after 30 hrs; 2x after 35 hrs.]	1.5x after 30 hrs; 2x after 35 hrs.	1.5x after 21 hrs; 2x after 24 hrs.	1.5x after 21 hrs; 2x after 24 hrs.

‡ Year 3 subject to cumulative COLA with a 2% cap.

\* Temporary mandatory unpaid furlough of 15 hours in years two and three results in additional reduction of \$1,316.25 per player per year.

\*\* Substitutes and extras would continue to be paid at prevailing rates: \$61.60/87.75

**EMG:** [\$2,254] \$2,254 \$2,029 \$2,029 + COLA (2% cap)  
EMG is paid as it is used. Unused EMG is paid at end of season.

**SENIORITY:** [was: paid in addition to the annual guarantee - yrs 3-9 \$1043.71/yr, yrs 10-14 \$2087.71/yr, yrs 15-19 \$2783.42/yr, yrs 20+ \$3479.42/yr] Annual amounts remain the same; however, the first \$972 is now included in the annual guaranteed wage.

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**INSURANCE:**

**Health** - [was: Aetna or Kaiser; premium paid 100% by Association.] The plans remain the same, HMO and PPO. A joint committee will examine the health plans and redesign the plans to achieve \$50,000 in savings.

**Instrument** - [was: premium paid 100% for all primary instruments] The Association will continue to pay 100% for all instruments owned by Brass, Woodwinds, Percussion, Keyboard, and Harp. Strings will now be covered 100% for up to two instruments, two bows, and two cases. If total value of covered instruments is less than \$800,000, up to two additional instrument, two additional bows, and two additional cases may be covered, the total value of which shall not exceed \$135,000.

**SICK LEAVE:** [was: 30 days per yr, 50% carryover to 45 days max.] The Union and Association agree to discuss the possibility of creating a new sick leave program.

**AUDITIONS:** Auditions for temporary or permanent vacancies shall be suspended for the term of this agreement, unless the orchestra committee specifically requests that an audition be held. The audition committee members will forego any compensation, and the Association shall not be required to provide meals.

**WORKING CONDITIONS:**

- Elimination of the paid opera off provision. The opera off with pay would be reinstated if the Association schedules 8 or more operas during the Fall Season.
- Establish stand-by policy in order to use regular musicians as replacements for other regular musicians who call in sick on operas that have reduced orchestration.
- The 9-service per week average is reduced to an average of 7 services per week with a maximum of 30 hours per week
- 3 paid personal days replaced with unlimited unpaid days (some restrictions apply.)
- No dress rehearsal on the day of a performance.
- Maximum two weeks in the fall season will have 6 performances.
- No rehearsals on opening night of a production.
- No rehearsals on the day of, or before noon the next day, for operas that **a)** run longer than 4.5 hours or **b)** have an act that is longer than 105 minutes.
- No Sunday night rehearsal following a matinee.

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- Three times per fall season the Association shall replace the 43-hour free period with two consecutive calendar days off.

***Working Conditions (cont.):***

- The occurrence of two performances per day is limited to one in the fall and one in the summer.
- The orchestra may be rehearsed alone immediately after the bows at the end of a dress rehearsal for no more than ten (10) minutes for corrections and notes only. There shall be no play-through of overtures or extended musical passages.

**MISCELLANEOUS:**

- The Association will contribute \$30 per month to all musicians for parking.
- The retirement bonus of 60% of the individual's final year's weekly salary multiplied by the number of years of service becomes a flat sum of \$40,000 that will be given to one retiree per year based on seniority. Musicians with 30+ yrs of service at time of ratification are eligible to receive an additional 50% of the difference between \$40,000 and the bonus under the old formula.
- The cumulative COLA with a 2% cap will be measured from year 1, but not paid until year 3.
- The “Merola Grand Finals” event shall become applicable to the Annual Compensation Guarantee (ACG) in years 1 and 3.

Thanks to the negotiating team: Brian McCarty, David Ridge, and Mark Drury, Co-Chairs; Larry Ragent, Carla Maria Rodrigues, Maki Ishi Sowash (Alternate), Thalia Moore (Union Steward). Thanks also to Local #6 President Melinda Wagner, Federal Mediators Joel Schaffer and Greg Lim, and Attorney Liza H. Medina.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the San Francisco Opera Orchestra ICSOM Delegate, Leslie Ludena.*

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