



April 23, 2009

### San Francisco Ratifies 4-Year Agreement

On February 28, 2009, the musicians of the San Francisco Symphony ratified a four-year agreement that is retroactive to November 30, 2008 and continues through November 24, 2012. The negotiations were long and arduous, with the musicians agreeing to “play and talk” past the deadline of November 29, 2008, until an agreement could be crafted in February 2009. What may already have been a difficult negotiation was nearly derailed by the unprecedented economic events of the fall of 2008. The most contentious discussions were triggered by management’s proposals for a local convergence media agreement that would have undercut national agreements, and a pension proposal that sought to freeze past accrual in the defined plan, with increases in benefits for future services only. The musicians of the SFS demonstrated fearless unity and support for their committee during a difficult time and were able to retain their current pension structure as well as remain signatory to national agreements in electronic media. The wage increase percentage is 4.35% for the 2008-09 season, 3.96% for the 2009-10 season, 4.41% for the 2010-11 season, and 4.61% for the 2011-12 season. The committee wishes to express their thanks to attorney Susan Martin for her invaluable skill and expertise.

**LENGTH OF SEASON:** Remains at 52 weeks

<b>WAGES:</b>	<b>[2007-08]</b>	<b>2008-09</b>	<b>2009-10</b>	<b>2010-11</b>	<b>2011-12</b>
<b>Annual Salary –</b>	[\$119,600]	\$124,800	\$129,740	\$135,460	\$141,700
<b>Weekly Salary –</b>	[\$2,300]	\$2,400	\$2,495	\$2,605	\$2,725

**PENSION (private):** Yearly payment of \$64,000 will be increased to \$70,000 during the first two years of the agreement. If an agreement is not reached in the 2010-11 season to increase pension to \$75,000 by the end of the 4-year agreement, a contribution will be made on behalf of every Musician to the AFM-EPF in the 2010-11 and 2011-12 seasons in the amount of 5% of minimum weekly scale.

**SENIORITY (per week per years of service):**

<b>5-9 yrs -</b>	[\$95]	\$99	\$103	\$107	\$112
<b>10-14 yrs -</b>	[\$110]	\$115	\$119	\$124	\$129
<b>15-19 yrs -</b>	[\$125]	\$130	\$136	\$141	\$147
<b>20-24 yrs -</b>	[\$140]	\$146	\$152	\$158	\$164
<b>25 or more -</b>	[\$180]	\$188	\$195	\$203	\$211

**VACATION:** remains at 10 weeks, plus 2<sup>nd</sup> winds and brass will receive two extra relief weeks per season [was - one extra relief week for 2<sup>nd</sup> winds and brass.]

## **INSURANCE:**

**Health** – HMO [HealthNet & Kaiser] and PPO [HealthNet] remain at 100% of the premium paid by management in the 2008-09 season. Should the weighted average of monthly premiums for the three plans exceed 30% or more of the average paid as of January 2009, the Administration will meet with the Players' Committee to discuss alternatives. If the parties are unable to reach agreement as to the benefit levels modifications, each Musicians shall contribute through weekly payroll \$10 per week for Employee plus One coverage or \$15 per week for Family coverage.

**Dental** – Coverage increased from \$2,500 per musician per year to \$3,000.

**TRAVEL:** A Force Majeure clause was added.

**PER DIEM:** The miscellaneous tour fee increased from \$15 to \$20 per day and the runout fee increased from \$26 to \$35 per runout.

## **AUDITIONS:**

- *Principal Auditions* –

- > The committee may now hear candidates perform excerpts with the full orchestra, and have the option of allowing the candidate to perform for up to two weeks in the vacant position before the committee casts a qualification vote.
- > Tenured Musicians and up to 2 highly qualified (non-SFS member) candidates chosen by the Music Director and Screening Committee may now begin the audition process in the final orchestral round for Principal vacancies.

- New limits have been placed on discussion between the Music Director and Audition Committee in semi-final and final rounds.

## **WORKING CONDITIONS:**

- Adjustments have been made to the floating vacation weeks over the length of the contract to allow for more 7-consecutive day weeks off (instead of 6 days).
- The number of Sunday services allowed for each Musician during the regular season increased from 8 to 9.
- Subscription week rehearsal orders will be posted 21 days in advance. Best efforts will be made to ensure that if any changes occur there will be no less than three days notice.

## **MISCELLANEOUS:**

- Subs and Extras – subs hired week to week will no longer receive paid vacation but will instead receive increased AFM-EPF contributions. AFM-EPF contributions increase from 8% to 9% in the 2010-11 season and 10% in the 2011-12 season. Pension will now be paid on all services played by subs and extras (previously pension was only paid for musicians working a complete work week.)

***Misc (cont.):***

- Adoptive and Paternity Leave increases from one-week to 4-weeks paid leave.
- *Electronic Media* –
  - > The previous Radio Fee of \$30 per week (for 52-guaranteed weeks) has been replaced by a new Audio Fee that will be guaranteed for 39 weeks for a maximum of 39 programs per season; broadcasts will remain unlimited in number of plays. The Audio Fee will be \$48.72 per week (for 39 weeks) in the 2009-10 season, \$61.53 in 2010-11, and 3% of weekly scale (\$82.50) in 2011-12 plus 10% AFM-EPF. [NEW] Subs and extras will receive the Audio Fee.
  - > Twenty-one day on-demand streaming and wireless streaming have been added to the existing simultaneous streaming language.
  - > The Musicians agree to work under the AFM Symphony, Opera, Ballet Live Recording Agreement, waiving the project-by-project approval for a guaranteed upfront payment of 8% of weekly scale. [Previous live recording was done under the terms of the AFM Sound Recording Labor Agreement.]

Thanks to the negotiating team: David Gaudry, Chair; Frances Jeffrey, Melissa Kleinbart, Linda Lukas and Nanci Severance. Thanks also to Local #6 President David Schoenbrun, Attorney Susan Martin, and to AFM SSD Electronic Media Director Debbie Newmark, ICSOM Electronic Media Committee Chair Bill Foster, ICSOM Electronic Media Committee member Peter Rofé and AFM Associate General Counsel Patricia Polach for their work on the new media provisions. Special thanks to SFS member and ICSOM Electronic Media Committee member Cathy Payne for all her work.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the San Francisco Symphony ICSOM Delegate, Cathy Payne and SFS Negotiating Committee member Melissa Kleinbart.*

**SAN FRANCISCO SYMPHONY**