

BULLETIN

September 4, 2007

**Santa Barbara Symphony Orchestra**

Settlement Bulletin
Kirsten Monke, Delegate

Ratified: 9/4/2007 **Term:** Three years **Begins:** 7/1/2007 **Expires:** 7/1/2010 **Pay Type:** Per-service

First Tier Section Pay	Previous Year	1st Year	2nd Year	3rd Year
Base Wage:				
concert	\$114.21	\$137.05	148.02	158.38
% increase		20%	8%	7%
rehearsal	\$77.81	\$93.37	\$102.71	\$112.98
% increase		20%	10%	10%
Health & Welfare:	0%	0%	4%	5%
Pension	4%	6%	8%	10%

- Principal scale set at 50% over base wage
- Assistant Principals created for string section with 25% premium over base wage
- Substantial travel pay increase
- Audition committee will receive \$150 per diem plus travel pay (previously was \$35 per diem)
- A string call order was established based on seniority
- Audition language was clarified, presented more procedurally
- Peer review committee will reflect the instrument family of the musician under review
- An attendance policy was established that requires 50% attendance calculated over a 2 yr. period. (Previously was 3 of 7 concerts per year)
- A player may miss a rehearsal only 3 times per season (was 1 rehearsal per set)
- One leave of absence allowed every 5 years and a leave may be taken retroactively
- parking will be reimbursed

Special Thanks to:

Orchestra Committee: Paula Fehrenbach (Chair), Diane Gilbert, Jon Lewis, Andrew Malloy, Stephanie Stetson, Laury Woods, and Mark Zimoski

AFM Local 308 Officers: Harry Chanson (President), Herb Fredlund, (Vice President) and Robert Ontiveros (Secretary)