

BULLETIN

October 12, 2005



Tulsa Opera Orchestra

Settlement Bulletin
Martha Mattes, Delegate

Ratified:	Term:	Begins:	Expires:	Pay Type
9/3/2005	2 years	9/1/2005	8/31/2007	Per-service

First Tier Section Pay	Previous Year	1st Year	2nd Year
Base Wage:	\$ 88.00	\$ 90.64	\$ 90.64
Services:	No guarantee	No guarantee	No guarantee

- No weekday services (Monday-Friday) prior to 6:00 p.m. without secret ballot vote of affected musicians. Student matinee performances during school hours are an exception to the vote requirement.
- Principal employment protections to prevent penalty beyond nonpayment to musicians unable to attend services due to conflict with principal employment. Definition of "principal employment" includes activity as a student at an accredited educational institution.
- Minimum 31 days notice for schedule changes
- Music availability: New language added providing for legible parts, procedure for establishing string bowings, limitation of changes to parts during rehearsal (including a deadline for changes), and a financial penalty for non-compliance by opera.
- New leave language provides more specificity and limits the number of productions per season for which leave can be taken without affecting the musician's tenure status.
 - Musicians may now take two services personal leave (other than dress rehearsals or performances) per production.
 - Musicians may miss one dress rehearsal per production for purpose of taking auditions. Total audition leave cannot exceed two services per production.
 - Musicians are required to perform the following minimum number of productions/concerts per season in order to maintain tenure:

Number of Productions or Concerts	Attendance Requirement
5	3
4	3
3	2
2	1
1	1

Thank you to our Negotiating Committee: Bernie Guzik, Steve Haefner, Chad Johnson, Martha Mattes and Greg Moore. Special thanks to Bruce Schultz, President of Local #94 and Tammy Kirk, Secretary/Treasurer of Local #94 for their invaluable assistance and support.