

## Oakland East Bay Symphony

Settlement Bulletin  
Deborah Steiner Spangler , Delegate

<b>Ratified:</b>	<b>Term:</b>	<b>Begins:</b>	<b>Expires:</b>	<b>Pay Type</b>
11/13/07	5 years	7/1/07	6/30/2012	Per-service

First Tier Section Pay	Prev Year	1st Year	2nd Year	3rd Year	4th Year	5th Year
<b>Base Wage:</b>	\$112	\$115	\$119	\$124	\$130	\$135
<b>% Increase</b>		2.7%	3.5%	4.2%	4.8%	3.8%
<b>Services</b>	0	32	32	31	31	32
<b>Pension</b>	6%	6.5%	7.0%	7.5%	7.5%	8.0%

- The negotiations began with a total rewrite of our CBA (skillfully crafted by our Local 6 President and Negotiator, Dave Schoenbrun). It was a disorganized document, impossible to find things, and full of "Best Efforts" for Management but "Musicians must...." It was a fruitful task because we were mutually able to fix things that weren't yet problems.
- Guaranteed Services: (formerly "best efforts" language) are for full orchestra (65+ musicians)
- Music for Excellence (MUSE) is a comprehensive instrumental music program, currently serving 3,000 students in grades 3-12 at Oakland and East Bay public schools. A large portion of the budget is poured into this program, but there was no language in the contract for first right of refusal until now.
- Alteration of Services was increased to 4 weeks notice in most cases, with a compensation provision in special instances.
- New absence language guaranteeing approval of requests made with at least four weeks notice, but still allowing for approval ("not unreasonably denied") when request is made 2-4 weeks prior.
- Audition Committee Pay Language (formerly there was no audition pay language): \$60 for the first 4 hours of work, \$15 per hour for work between 4 and 8 hours, pro rated in 1/2 hour increments, then \$25.20 per hour beyond 8 hours.
- Adoption of a specified orchestra complement of 72 contracted musicians.
- All Contracted Musicians are guaranteed 3 rehearsals per subscription set.

**Special Thanks to:**

Negotiation Committee: Debbie Spangler (chair), David Arend, David Cheng, Ross Gershenson, Andrea Plesnarski and Paul Rhodes  
AFM Local 6: David Schoenbrun (President)