

**MODIFICATION OF THE 2017 NUTCRACKER SIDE LETTER**  
**SACRAMENTO REGION PERFORMING ARTS ALLIANCE (Alliance)**  
**AMERICAN FEDERATION OF MUSICIANS, LOCAL 12 (Union)**  
**For the Seasons 2025-26 Through 2028-29**

The Alliance and Union agree to the following modifications to the Nutcracker side letter, as ratified in 2017 and utilized for Nutcracker productions by the Sacramento Ballet in subsequent seasons.

For payroll purposes, Article 8.G shall remain in effect as the definition of a Set, and the attendance policy of Article 11.C.1 shall be in effect. All Nutcracker services shall be run on a single payroll on the first business day after Christmas.

The special 2-hour Nutcracker rate shall apply for all Performances. Rehearsals may use either the special 2-hour Nutcracker rate or the 2.5-hour service rate, with a minimum of one (1) rehearsal at the 2.5-hour rate. Rehearsal overtime shall begin after the call time has expired.

Musicians should remain in the pit until they are excused by the conductor or the Personnel Manager. Should the Performance duration exceed two hours, overtime shall apply; however, a five (5) minute grace period at the end of two hours shall be allowed without additional overtime compensation. As stated in Article 13.C.3, a performance shall be considered ended after bows are completed and/or the orchestra is permitted to leave the stage or pit.

For all performances, dress code shall be per Article 10.E of the Master Agreement.

All other rights and provisions of the current Master Agreement between the Alliance and Union shall apply.

For the Alliance:

For the Union:

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Giuliano Kornberg, Chief Executive Officer      Date

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Thomas Derthick, President      Date