

**SIDE LETTER CONCERNING THE MERGER OF ADDENDUM B OPERA CALL/SEATING ORDER INTO  
ADDENDUM A PHILHARMONIC ROSTER, CREATING ONE SRPAA ROSTER, AND HIRING  
CONSIDERATIONS FOR MUSICIANS LOSING WORK AS A RESULT OF THE ROSTERS MERGING**

**SACRAMENTO REGION PERFORMING ARTS ALLIANCE (Alliance)  
AMERICAN FEDERATION OF MUSICIANS, LOCAL 12 (Union)  
Effective July 1, 2025**

THIS SIDE LETTER AGREEMENT is made and entered into the \_\_\_\_\_ day of \_\_\_\_\_ 2025 between SACRAMENTO REGION PERFORMING ARTS ALLIANCE, DBA the Sacramento Philharmonic & Opera, a California non-profit corporation (subsequently called the "Alliance", "SP&O", or "SRPAA) and MUSICIANS' UNION LOCAL 12, AMERICAN FEDERATION OF MUSICIANS (subsequently called the "Local" or "Local 12" or the "Union").

The Alliance and the Union shall be the formal parties to this Side Letter Agreement.

All terms and provisions included in the Master Agreement shall remain in full force and effect, except for the Parties agreement to the following amendments and modifications:

The Alliance and Union agree that Addendum B Opera Call/Seating Order shall be merged into Addendum A Philharmonic Roster, and that the nearly merged SRPAA Roster (herein after called the "Roster") shall be the sole Roster for the Alliance.

All mentions of the multiple rosters in the Master Agreement shall be deleted or consolidated in favor of the Roster.

As part of the merging of the former Addendum A and Addendum B rosters, the conditions below shall be in effect for musicians affected by the Roster Merging, and shall remain in effect for so long as any musician listed in this document is employed on the Roster by the Alliance.

**Titled String Musicians:**

Each of the following musicians shall be guaranteed first work offer for their corresponding titled position whenever the Alliance produces an Opera Set, so long as that position is called for in the instrumentation of that Opera Set:

- VIOLIN I
  - Cindy Lee, Assistant Concertmaster
- VIOLIN II
  - Erika Miranda, Principal
- VIOLA
  - Melinda Rayne, Assistant Principal
- CELLO
  - Lena Bonhorst Andaya, Principal
  - Susan Lamb Cook, Assistant Principal

If any of the musicians mentioned in this section decline an Opera Set, the Titled string musician listed on the Roster for the corresponding instrument shall get the next work offer for that set.

Offers of employment for Opera Sets for the musicians listed in this section shall be included in the minimum attendance requirement calculation per Article 11.B.3 of the Master Agreement between the Alliance and the Union.

In the event that any of the musicians included in this section retire, resign, or are no longer listed on the Roster, they shall be removed from this Side Letter, and the Title musician on the Roster for the corresponding instrument shall get the first work offer for Opera Sets as described above.

### **Section String Musicians:**

Each of the following musicians shall be guaranteed first work offer for their corresponding section position whenever the Alliance produces an Opera Set, so long as that position is called for in the instrumentation of that Opera Set:

- VIOLIN I
  - Sandra Togashi Chong
  - Anita Felix
- VIOLIN II
  - Catherine Heusner
  - Ingrid Tracy
- CELLO
  - Julie Hochman

If any of the musicians mentioned in this section decline an Opera Set, the Alliance shall fill the vacancy for that set per equitable hiring practices as listed in the Master Agreement between the Alliance and the Union.

Offers of employment for Opera Sets for the musicians listed in this section shall be included in the minimum attendance requirement calculation per Article 11.B.3 of the Master Agreement between The Alliance and the Union.

In the event that any of the musicians included in this section retire, resign, or are no longer listed on the Roster, they shall be removed from this Side Letter.

### **Woodwind Musicians**

Each of the following musicians shall be guaranteed first work offer for their corresponding position whenever the Alliance produces an Opera Set, so long as that position is called for in the instrumentation of that Opera Set:

- FLUTE
  - Tod Brody, Principal

- OBOE
  - Ruth Stuart Burroughs, 2<sup>nd</sup> Oboe
- CLARINET
  - Sandra McPherson, 2<sup>nd</sup> Clarinet

If any of the musicians mentioned in this section decline an Opera Set, the musician listed on the Roster for the corresponding instrument shall get the next work offer for that set.

Offers of employment for Opera Sets for the musicians listed in this section shall be included in the minimum attendance requirement calculation per Article 11.B.3 of the Master Agreement between the Alliance and the Union.

In the event that any of the musicians included in this section retire, resign, or are no longer listed on the Roster, they shall be removed from this Side Letter, and the musician on the Roster for the corresponding instrument shall get the first work offer for Opera Sets as described above.

Additionally, as a result of the Roster Merging, the below individuals shall have the following designations on the Roster:

- Mathew Krejci, *Associate Principal Flute Emeritus, Opera*
- Elizabeth Coronata, *Piccolo Emeritus, Opera*

In the event that either of these two musicians retire, resign, or are no longer listed on the Roster, they shall be removed from this Side Letter, and the above corresponding designations shall no longer be included on the Roster.

Further, all staff musicians given titled chair work offers for their sections on opera services per this side letter shall be placed on the Principal substitute lists for their instrument in Article 20.B.

In addition, the Alliance and Union agree that all rights granted to staff musicians under this side letter shall be included in the PSA of each staff musician in this side letter, and remain in place as part of each staff musician's tenure under Article 28 of the Master Agreement until such time that any musician listed in this side letter retires, resigns or otherwise leaves employment with the Alliance.

For the Alliance:

For the Union:

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Giuliano Kornberg, Chief Executive Officer

Date

Thomas Derthick, President

Date