

**Summary of the Tentative Agreement between AFM Local 12 and MSOA**

**Term:** three years (expires June 30, 2028)

**IX.A Wages (were \$158):** 7.59% over three years as follows:

2025-26	\$161 (1.9%)
2026-27	\$165 (2.48%)
2027-28	\$170 (3.03%)

**IX.D Cartage**

A cartage rate of \$45 per round trip shall be paid to a Musician for transportation of the following instruments: a) timpani (up to three drums); and b) drum set. A timpanist shall be paid an additional \$25.00 for each drum above three (3). Concert toms are now \$25 cartage rate.

**IX.E Travel:**

	2024-25 (current)	2025-26	2026-27	2027-28
45-70 miles	\$37.50	\$37.50	\$38.00	\$38.50
71-90 miles	\$40.50	\$40.50	\$41.00	\$41.50
Over 90 miles	\$45.00	\$45.00	\$45.50	\$46.00

**IX.H Other Compensation:**

Audition, Appeals and Tenure Review Committee Compensation: The members of these Committees shall be compensated at a rate of 20% of the per service section rate in Article IX, per hour for up to nine (9) hours. (\$32.20/hour in year one, was \$100/day.) Tenure Review and Appeals Committee compensation will be for actual meeting times only. (Tenure Review Committee members will not be compensated for time spent submitting email reports to MSOA.)

**IX.I Guaranteed Services:** unchanged

**All other financials (doubling, cartage, pension):** unchanged

**III Holidays**

Musicians are excused from performing services on religious holidays (listed in the CBA).

**VI.F and G: Tenure and Tenure Review Committee**

Tenure Review will take place after four sets, each with four rehearsals with the Music Director conducting. After two probationary sets, the Music Director and Tenure Review Committee will issue a progress report to each probationary musician.

The Tenure Review Committee will now be chosen by MSOA using a process outlined in the CBA. Said committee (and other musicians from the probationary musician’s section and related sections) will submit written statements in both the probationary review and tenure review process. The Music Director may request a meeting of the Committee (in person or electronically), or (for tenure review) proceed directly to voting to be tallied by the Union.

Tenure voting: to qualify for tenure, a probationary musician must receive yes votes from a majority of committee members plus the Music Director. If the committee votes yes and the Music Director votes no, the Music Director may opt to request an additional two sets of probation (reduced from four sets). A written report shall be provided if extended probation is offered.

### **VII.C Attendance Policy**

The current policy remains unchanged, except that **titled chair players are no longer held to a higher standard** when calculating how a set is counted. For all musicians, a four-rehearsal classics set counts as an “offered” set, but all contract musicians may use a three-rehearsal set to meet their attendance requirement.

### **Paid Sick Leave (New)**

Contract musicians shall now have one service paid sick leave each season. Unused paid sick leave may accumulate to a maximum of two services in the next season.

### **Tardy Policy**

Tardiness may now be excused at the discretion of MSOA.

### **Leave of Absence**

Musicians on leave must inform MSOA if they intend to be included on the sub list for that season, and for which sets they are available, for priority in hiring.

### **XI Auditions**

The Audition Committees shall be chosen by MSOA using a procedure similar to that of the Tenure Review Committee.

Finals voting: the Music Director and each committee member shall have one vote. A majority determines qualified candidates. In case of a tie vote, the Music Director has the tie breaking vote. A similar process will be used to select a runner-up (new).

### **XIII Discipline/Dismissals**

For musical discipline (termination), a new **Appeals Committee** (separate from the Tenure Review Committee) shall be chosen as follows: two members selected by the Association, and three members **elected by the tenured musicians in rank order at the outset of the new CBA**, with results kept by the Union until such time that an appeal is to take place.

The new Appeals Committee is **a peer review committee, with the Music Director no longer having a vote**. This is consistent with industry standards. A majority vote determines the outcome.

Non-musical discipline language was cleaned up, but functionally the process is unchanged.