

**FRESNO PHILHARMONIC ASSOCIATION (ASSOCIATION)
AMERICAN FEDERATION OF MUSICIANS, LOCAL 12 (UNION)
MODIFICATION AND EXTENSION OF THE
2024-2026 COLLECTIVE BARGAINING AGREEMENT**

Article I

The Association and Union agree to extend the term of the 2024-26 Agreement by one year, with an expiration date of August 31, 2027.

Article VI and Auditions Side Letter

The Memorandum of Understanding executed May 5, 2025 between the Union and Association for the 2025-26 season remains in place.

During the 2026-27 season, auditions shall be held for Principal Bassoon, and for one other vacancy (but not 2nd Bassoon) chosen by the Music Director.

Article VIII.A

All probationary musicians entering the 2025-26 season shall have their probationary review for consideration for tenure within the current season, or after no more than three (3) standard orchestral sets, whichever is later. All musicians hired at auditions during the 2025-26 season or 2026-27 season shall be likewise considered for tenure within the season in which they were hired or after no more than three (3) standard orchestral sets, whichever is later.

Article XII.C

The Union agrees to allow the Association to temporarily reduce the number of guaranteed standard orchestral sets in XII.C from five (5) to four (4) in the 2025-26 season only. The Association shall produce five (5) standard orchestral sets in the 2026-27 season as per XII.C.

In the 2025-26 season, the Association shall produce at least one additional orchestral concert beyond the 4 standard orchestral sets, holiday concert and Link Up concerts. This additional orchestral concert shall include the staffing, rehearsal and concert schedule, and number of services as agreed upon by the parties in October 2025. The Union agrees to waive Article XII.N.5 "small ensemble performances" for this additional concert in the 2025-26 season only, and allow chamber works for fewer than ten musicians to be included in this program, and for the chamber rehearsals associated with this program to be counted towards service guarantees.

Article XII.D

The Association may offer services to staff musicians after the Firm Schedule date of June 30, 2025 to replace services lost to the cancellation of the February 2026 standard orchestral set. Staff musicians who are unable to perform these services offered in replacement for the cancelled February set shall not be penalized per XII.D.10 for missing these replacement services. Musicians who do not have other absences per XII.D.10 shall be paid no fewer than their guaranteed services per XII.D.1-7.

For the 2025-26 and 2026-27 seasons only, "Sold Services" as defined in XII.D.14 shall count toward Staff Musician minimum guaranteed services.

Article XIII

Paragraph 2:

All musicians performing on an audio recorded live concert program, or individual works therefrom, shall be compensated at the rate of \$4 (four dollars) each time the program or works are broadcast or re-broadcast on local radio.

Article XIV

Wages for the 2026-27 season shall be as follows:

Section Pay	\$157.50
Assistant Principal/2 nd Chair	\$173.25
Principal	\$196.87

Article XIV.C

Any leaves of absence, including multiple years, taken during the term of this memorandum shall not be considered a break in continuous service for calculation of seniority pay.

Article XVII

The attendance policy remains unchanged as long as the Association meets the service guarantees in Article XII. D.

Article XVII.E shall be suspended for the duration of the contract. The timeline for all Leave of Absence requests shall reset for all musicians at the end of the 2026-27 season.

If the Association has not offered enough services in an individual musician’s contract to qualify for a minimum attendance requirement, even if more services are added at a later date, there shall be no attendance requirement for that musician.

Side Letter 4

The Union shall have complete access to all RSC Feasibility Study Executive Summary and acknowledges receipt of same. FPA will share all written progress reports on the Comprehensive Campaign with the Union at the same time they are transmitted to the FPA Board. The Players’ Committee chair will be invited to all Board meetings updating the status of the Comprehensive Campaign.

All financial information communicated to the FPA Board Executive Committee must be shared with the Players’ Committee and Union at the same time. The Association shall meet with the Union and Players’ Committee for financial updates as often as necessary, but no less frequent than monthly.

All other language and conditions of the 2024-26 CBA between the Association and Union shall remain in force through August 31, 2027.

FOR THE ASSOCIATION:

FOR THE UNION:

Stephen Wilson, President and CEO Date

Thomas Derthick, President Date