

From: San Francisco Symphony <messages@sfsymphony.org>
Date: Fri, Nov 15, 2024 at 7:46 PM
Subject: Update on SF Symphony negotiations with AGMA Choristers



Dear San Francisco Symphony Supporters,

As we head into this weekend's performances of Fauré's Requiem, we want to share an update about the Symphony Administration's latest contract proposal to the American Guild of Musical Artists (AGMA) members of the San Francisco Symphony Chorus.

We have been transparent about the significant financial challenges facing our organization, and the need to reach agreement on a contract that recognizes the important contributions of our AGMA choristers while also addressing our financial reality.

With approval from the Symphony's Board of Governors, on Monday this week the **San Francisco Symphony agreed to meet the key terms of the AGMA choristers' previous three-year proposal**, which was presented to the Administration on September 19, 2024. Despite the Symphony Administration agreeing to AGMA's previous proposal terms and making a competitive offer that preserves existing generous wage levels for these part-time employees, **AGMA has not accepted this offer and has instead raised their demands**.

The current contract proposal from the Administration:

- Preserves current wage rates for AGMA choristers for the current and following seasons – more than \$131/hr for performances and \$73/hr for rehearsals.
- Modestly reduces the guaranteed number of chorus performances for the 2024–25 season from 26 to 23, resulting in a 7.5% reduction in total compensation for the season – from \$22,053 to \$20,411 – but still allowing for all scheduled choral concerts to proceed as planned.
- Restores total compensation and the volume of guaranteed services in the 2025–26 season to current levels.
- Commits to continued bargaining on terms for the third year of the contract.

Throughout this negotiating process, AGMA's representatives have been unwilling to fully consider the Symphony's long-term interests. We urge the Chorus and AGMA to recognize our economic realities and negotiate with us on a fair agreement that rewards their talent and commitment, while also providing flexibility for our organization to continue adapting to the

new and challenging climate facing the performing arts in America. **The Symphony is committed to continuing to work with our AGMA partners in hopes of ratifying a new contract soon.**

If you would like to support the San Francisco Symphony Chorus' annual operating costs, we encourage you to [donate](#) online and designate your gift to the "San Francisco Symphony Chorus" or send a check by mail with "San Francisco Symphony Chorus" in the note. We continue to be optimistic about the Symphony's future and are deeply appreciative of your ongoing support.

Sincerely,

The San Francisco Symphony