

**Summary of Proposed Changes to Eugene Concert Orchestra Master Agreement  
For 2018-2020**

**Original in Red**

**Change in Green**

**Cover Page:**

2016-2018

Add name of orchestra: **EUGENE CONCERT ORCHESTRA**  
2018-2020

**P. 1 - MASTER AGREEMENT**

**THIS AGREEMENT** is made and entered into this **26<sup>th</sup> day of May, 2016** by and between the **EUGENE CONCERT CHOIR (ECC)** and the **MUSICIANS' ASSOCIATION, LOCAL 689, AMERICAN FEDERATION OF MUSICIANS (Local 689)**, shall be in force during the **2016-2017 and 2017-2018** seasons of performances and rehearsals (the Season) of the Eugene Concert Orchestra (ECO), a part of the Eugene Concert Choir.

**THIS AGREEMENT** is made and entered into this **(date) day of (Month), 2018** by and between the **EUGENE CONCERT CHOIR (ECC)** and the **MUSICIANS' ASSOCIATION, LOCAL 689, AMERICAN FEDERATION OF MUSICIANS (Local 689)**, shall be in force during the **2018-2019 and 2019-2020** seasons of performances and rehearsals (the Season) of the Eugene Concert Orchestra (ECO), a part of the Eugene Concert Choir.

**1. DEFINITIONS**

A SERVICE

A Back-to-Back Service is all or any part of a three-hour service consisting of a rehearsal and a concert, or two concerts, before two different audiences in the same location, with a minimum of a 15-minute intermission between performances.

A Back-to-Back Service is all or any part of a three-hour service consisting of a rehearsal and a concert, or two concerts **(Remove comma)** before two different audiences in the same location, with a minimum of a 15-minute intermission between performances.

~~ACCOMPANIST is ECC's regular keyboard accompanist(s) who perform(s) on stage with ECC and is/not Union members, who is/are not included in this Agreement.~~

**2. UNION MEMBERSHIP AND WORK DUES**

Change of punctuation from:

Specialty musicians, **including but not limited to**, lute, recorder, cornetto, viola da gamba, and **organ**.

to:

Specialty musicians, including **(but not limited to)** lute, recorder, cornetto, viola da gamba, and **keyboard**. **Keyboard accompanists are not part of the bargaining unit and are not covered by this agreement.**

## 5. WAGES, OTHER COMPENSATION, AND FINES

### WAGES:

Wages for all ECC services for Section members for the period of this Agreement shall be \$107.00 for Section Members.

Wages for all ECC services for Section members for the period of this Agreement shall be \$111.28 for Section Members for 2018-2019, and \$113.51 for Section Members for 2019-2020. This represents a 4% increase for 2018-2019 and a 2% increase for 2019-2020.

## 9. PERSONAL SERVICE AGREEMENTS

In general, ECC shall issue **twenty-eight (28)** personal service agreements, in the instrumentation designated below.

**1 Percussion (1 Principal)**

In general, ECC shall issue **twenty-seven (27)** personal service agreements, in the instrumentation designated below.

**(Percussion removed)**

## 19. FORCE MAJEURE

In the event it becomes impossible to hold a service or to continue a series of concerts or rehearsals provided for under the terms of this Agreement by reason of an act of nature such as fire, flood, or **pestilence**, acts of public enemies, rebellion, insurrection or nuclear accident, or through action taken by local, state or federal officials; or any other circumstance beyond the control of ECC, then ECC shall have the right to cancel services for the duration of the emergency, and shall not incur financial obligation to any Member beyond that for services already performed.

In the event it becomes impossible to hold a service or to continue a series of concerts or rehearsals provided for under the terms of this Agreement by reason of: an act of nature such as fire, flood, **epidemic or earthquake**; acts of public enemies, rebellion, insurrection or nuclear accident; or through action taken by local, state or federal officials, or any other circumstance beyond the control of ECC, then ECC shall have the right to cancel services for the duration of the emergency, and shall not incur financial obligation to any Member beyond that for services already performed.

**p. 14 – Signers and dates**

APPENDIX B – PERSONAL SERVICE AGREEMENT

1. ECC agrees to engage Musician as **(position)** in the Eugene Concert Orchestra for the **2015-2016** Season, at **\$(amount)** per service, for an estimated **(number)** number of services.

1. ECC agrees to engage Musician as **(position)** in the Eugene Concert Orchestra for the **(dates)** Season, at **\$(amount)** per service, for an estimated **(number)** number of services.