

- 1 1. How important is it to restore the orchestra to a full complement of 88 musicians?  
 2 [ ] VERY IMPORTANT [ ] SOMEWHAT IMPORTANT [ ] NOT IMPORTANT  
 3 2. What number of years' duration would you prefer that the next contract be?  
 4 [ ] 1 [ ] 2 [ ] 3 [ ] 4 [ ] 5

## 5 COMPENSATION

6 In the year 2000, with a 256 service guarantee and a 43-week season, the negotiators for the  
 7 Union and the Association agreed as a matter of philosophy that \$50,000 was at that time the  
 8 right section salary for the Oregon Symphony (although economics did not make room for such a  
 9 settlement). Today, that salary, when adjusted for inflation according to the US Department of  
 10 Labor, would be \$61,888.63. Attenuation for a 2-week season reduction since 2000 would  
 11 produce a figure of \$59,010.09. Attenuation for a 20-service count reduction since 2000 would  
 12 produce a figure of \$57,053.58

- 13  
 14 3. Is this the year that you want to make significant salary gains?  
 15 [ ] YES [ ] NO  
 16 4. The federal cost of living change for Portland from July 2006 to July 2007 was 3.4%. How much above that figure would  
 17 you want to push for?  
 18 [ ] .5% [ ] 1% [ ] 1.5% [ ] 2% [ ] 2.5% [ ] 3% [ ] MORE [ ] NONE  
 19 5. Please indicate, if you are willing, your monthly school and instrument loan payments: \$  
 20  
 21 6. Please indicate, if you are willing, how many hours a week you work outside the symphony  
 22 to supplement your income:  
 23  
 24 7. Shall we seek an increase in seniority pay? (Please list any suggestions on a separate sheet of paper.)  
 25 YOU: [ ] STRONGLY AGREE [ ] SOMEWHAT AGREE [ ] ARE NEUTRAL [ ] DISAGREE SOMEWHAT [ ] STRONGLY DISAGREE  
 26 8. Shall we seek to increase the rate of pension contribution?  
 27 YOU: [ ] STRONGLY AGREE [ ] SOMEWHAT AGREE [ ] ARE NEUTRAL [ ] DISAGREE SOMEWHAT [ ] STRONGLY DISAGREE  
 28 9. Shall we seek an increase in the severance pay package?  
 29 YOU: [ ] STRONGLY AGREE [ ] SOMEWHAT AGREE [ ] ARE NEUTRAL [ ] DISAGREE SOMEWHAT [ ] STRONGLY DISAGREE  
 30 10. Shall we seek to make changes or improvements in Section (24) Solo Pay? (If you agree, please list what kind of changes  
 31 on a separate sheet of paper.)  
 32 YOU: [ ] STRONGLY AGREE [ ] SOMEWHAT AGREE [ ] ARE NEUTRAL [ ] DISAGREE SOMEWHAT [ ] STRONGLY DISAGREE  
 33 11. Shall we seek an increase in run-out pay?  
 34 YOU: [ ] STRONGLY AGREE [ ] SOMEWHAT AGREE [ ] ARE NEUTRAL [ ] DISAGREE SOMEWHAT [ ] STRONGLY DISAGREE  
 35 12. Currently, the travel accident insurance benefit is \$50,000. In a survey of 19 other orchestras, the average of benefits was  
 36 \$128K, and the median was \$100K. Shall we seek an increase in travel accident insurance coverage?  
 37 YOU: [ ] STRONGLY AGREE [ ] SOMEWHAT AGREE [ ] ARE NEUTRAL [ ] DISAGREE SOMEWHAT [ ] STRONGLY DISAGREE  
 38 13. Shall we seek to increase the instrument allowance?  
 39 YOU: [ ] STRONGLY AGREE [ ] SOMEWHAT AGREE [ ] ARE NEUTRAL [ ] DISAGREE SOMEWHAT [ ] STRONGLY DISAGREE  
 40 14. Shall we seek to have the Association pay part of the instrument insurance premium?  
 41 YOU: [ ] STRONGLY AGREE [ ] SOMEWHAT AGREE [ ] ARE NEUTRAL [ ] DISAGREE SOMEWHAT [ ] STRONGLY DISAGREE  
 42 15. Shall we seek to increase premium (vacation) pay?  
 43 YOU: [ ] STRONGLY AGREE [ ] SOMEWHAT AGREE [ ] ARE NEUTRAL [ ] DISAGREE SOMEWHAT [ ] STRONGLY DISAGREE  
 44 16. The substitute/extra section service pay is currently \$125. Shall we seek an increase for sub/extra pay?  
 45 [ ] NO [ ] COST OF LIVING [ ] PORTLAND OPERA RATE \$158 [ ] OSA CONTRACT RATE \$184 [ ] OTHER \_\_\_\_\_

## 46 WORKING/STAGE CONDITIONS

47 Rate your satisfaction with the following:

- 48
- 49 17. Contractual limits on sound levels
- 50  VERY SATISFIED  SOMEWHAT SATISFIED  NEUTRAL  DISSATISFIED  VERY DISSATISFIED
- 51 18. Lighting
- 52  VERY SATISFIED  SOMEWHAT SATISFIED  NEUTRAL  DISSATISFIED  VERY DISSATISFIED
- 53 19. Riser configuration
- 54  VERY SATISFIED  SOMEWHAT SATISFIED  NEUTRAL  DISSATISFIED  VERY DISSATISFIED
- 55 20. Fairness and effectiveness of the revolving string seating system
- 56  VERY SATISFIED  SOMEWHAT SATISFIED  NEUTRAL  DISSATISFIED  VERY DISSATISFIED
- 57 21. Temperature clause in the contract as it applies in the ASCH?
- 58  VERY SATISFIED  SOMEWHAT SATISFIED  NEUTRAL  DISSATISFIED  VERY DISSATISFIED
- 59 22. Temperature clause in the contract as it applies for runouts?
- 60  VERY SATISFIED  SOMEWHAT SATISFIED  NEUTRAL  DISSATISFIED  VERY DISSATISFIED
- 61 23. Acoustics of ASCH
- 62  VERY SATISFIED  SOMEWHAT SATISFIED  NEUTRAL  DISSATISFIED  VERY DISSATISFIED
- 63 24. Do you want a riser for your stand?
- 64  YES  NO If YES, PLEASE GIVE SPECIFICS ON A SEPARATE SHEET OF PAPER, I.E., WHAT YOU NEED TO SOLVE FOR YOURSELF.
- 65 25. Shall we seek to limit the number of musicians on stage, based on available space?
- 66 You:  STRONGLY AGREE  SOMEWHAT AGREE  ARE NEUTRAL  DISAGREE SOMEWHAT  STRONGLY DISAGREE
- 67 26. Shall we seek to define and set an acceptable decibel range on stage?
- 68 You:  STRONGLY AGREE  SOMEWHAT AGREE  ARE NEUTRAL  DISAGREE SOMEWHAT  STRONGLY DISAGREE
- 69 27. Shall we seek to monitor sound levels and establish maximum limits?
- 70 You:  STRONGLY AGREE  SOMEWHAT AGREE  ARE NEUTRAL  DISAGREE SOMEWHAT  STRONGLY DISAGREE
- 71 28. Shall we seek to improve outdoor service conditions? How?
- 72 You:  STRONGLY AGREE  SOMEWHAT AGREE  ARE NEUTRAL  DISAGREE SOMEWHAT  STRONGLY DISAGREE
- 73 29. Shall we seek to require that the dress code be set at the beginning of the season, and then not be changed during the
- 74 season?
- 75 You:  STRONGLY AGREE  SOMEWHAT AGREE  ARE NEUTRAL  DISAGREE SOMEWHAT  STRONGLY DISAGREE
- 76 30. Do you feel that the number and placement of microphones for pops is satisfactory?
- 77  YES  NO If "NO," WHAT WOULD YOU CHANGE? PLEASE LIST ON A SEPARATE SHEET OF PAPER.
- 78 31. Is the 15-minute service intermission time adequate?
- 79  YES  NO
- 80 32. Do you favor a 10:00 a.m. start time for morning rehearsals?
- 81  YES  NO
- 82 33. Is an hour-long lunch break long enough on double-service days?
- 83  YES  NO

84

## 85 HEALTH BENEFITS

86 Please list on a separate sheet of paper what benefits, if any, might you want to add or improve.

87

88 34. Shall we seek employer contributions to flex accounts?

89 You:  STRONGLY AGREE  SOMEWHAT AGREE  ARE NEUTRAL  DISAGREE SOMEWHAT  STRONGLY DISAGREE

90

- 90 35. Rate your satisfaction with the health coverage.  
 91  VERY SATISFIED  SOMEWHAT SATISFIED  NEUTRAL  DISSATISFIED  VERY DISSATISFIED
- 92 36. Rate your satisfaction with the dental coverage.  
 93  VERY SATISFIED  SOMEWHAT SATISFIED  NEUTRAL  DISSATISFIED  VERY DISSATISFIED
- 94 36. Would you be willing to contribute unused sick leave for the benefit of a disabled orchestra member?  
 95  Yes  No
- 96 37. Shall we seek to create a systemized pooling of unused sick leave for the benefit of a disabled orchestra member?  
 97 You:  STRONGLY AGREE  SOMEWHAT AGREE  ARE NEUTRAL  DISAGREE SOMEWHAT  STRONGLY DISAGREE
- 98 38. Shall we seek to provide health insurance for early retirees?  
 99 You:  STRONGLY AGREE  SOMEWHAT AGREE  ARE NEUTRAL  DISAGREE SOMEWHAT  STRONGLY DISAGREE

100 **SCHEDULING and LEAVE**

- 101 39. Shall we seek to increase the amount of personal leave entitlement?  
 102 You:  STRONGLY AGREE  SOMEWHAT AGREE  ARE NEUTRAL  DISAGREE SOMEWHAT  STRONGLY DISAGREE
- 103 40. Shall we seek to include more double-service days in return for more two-day-off periods?  
 104 You:  STRONGLY AGREE  SOMEWHAT AGREE  ARE NEUTRAL  DISAGREE SOMEWHAT  STRONGLY DISAGREE
- 105 41. Shall we seek to limit classical concerts to one per day?  
 106 You:  STRONGLY AGREE  SOMEWHAT AGREE  ARE NEUTRAL  DISAGREE SOMEWHAT  STRONGLY DISAGREE
- 107 42. Shall we seek to change the day off?  
 108 You:  STRONGLY AGREE  SOMEWHAT AGREE  ARE NEUTRAL  DISAGREE SOMEWHAT  STRONGLY DISAGREE  
 109 IF YOU AGREE, THEN TO WHICH DAY?
- 110 43. Is it important to you to preserve some weekend time off?  
 111  VERY IMPORTANT  SOMEWHAT IMPORTANT  NOT IMPORTANT
- 112 44. Shall we seek to increase the number of paid sabbaticals?  
 113 You:  STRONGLY AGREE  SOMEWHAT AGREE  ARE NEUTRAL  DISAGREE SOMEWHAT  STRONGLY DISAGREE
- 114 45. Shall we seek to provide for longer-term leaves of absences, in addition to sabbaticals?  
 115 You:  STRONGLY AGREE  SOMEWHAT AGREE  ARE NEUTRAL  DISAGREE SOMEWHAT  STRONGLY DISAGREE
- 116 46. Shall we seek to increase the length of the season weeks to 42,43, 44,45,46?  
 117 You:  STRONGLY AGREE  SOMEWHAT AGREE  ARE NEUTRAL  DISAGREE SOMEWHAT  STRONGLY DISAGREE
- 118 47. How important is it to preserve the "Golden Weekends"?  
 119  VERY IMPORTANT  SOMEWHAT IMPORTANT  NOT IMPORTANT
- 120 48. How important is it to preserve two consecutive days off?  
 121  VERY IMPORTANT  SOMEWHAT IMPORTANT  NOT IMPORTANT

122 Rate your satisfaction with the following:

- 123 49. The design of the season schedule  
 124  VERY SATISFIED  SOMEWHAT SATISFIED  NEUTRAL  DISSATISFIED  VERY DISSATISFIED
- 125 50. The design of the weekly schedule  
 126  VERY SATISFIED  SOMEWHAT SATISFIED  NEUTRAL  DISSATISFIED  VERY DISSATISFIED

127 **SERVICES**

- 128 51. Shall we seek to incorporate the CMP program into the contract?  
 129 You:  STRONGLY AGREE  SOMEWHAT AGREE  ARE NEUTRAL  DISAGREE SOMEWHAT  STRONGLY DISAGREE

130 **ADMINISTRATIVE SUPPORT**

- 131 52. Do you find the Association's Handbook on Leaves and Policies to be clear?  
 132  VERY CLEAR  SOMEWHAT CLEAR  DON'T CARE  SOMEWHAT UNCLEAR  VERY UNCLEAR
- 133 53. Do you find the Association's Handbook on Leaves and Policies to be fair?  
 134  VERY CLEAR  SOMEWHAT CLEAR  DON'T CARE  SOMEWHAT UNCLEAR  VERY UNCLEAR

135 Rate your satisfaction with the following:

- 136 54. Support from Operations staff  
 137 [ ] VERY SATISFIED [ ] SOMEWHAT SATISFIED [ ] NEUTRAL [ ] DISSATISFIED [ ] VERY DISSATISFIED
- 138 55. Support from Operations policies  
 139 [ ] VERY SATISFIED [ ] SOMEWHAT SATISFIED [ ] NEUTRAL [ ] DISSATISFIED [ ] VERY DISSATISFIED
- 140 56. Support from personnel managers  
 141 [ ] VERY SATISFIED [ ] SOMEWHAT SATISFIED [ ] NEUTRAL [ ] DISSATISFIED [ ] VERY DISSATISFIED
- 142 57. Support from the library  
 143 [ ] VERY SATISFIED [ ] SOMEWHAT SATISFIED [ ] NEUTRAL [ ] DISSATISFIED [ ] VERY DISSATISFIED
- 144 58. Support from stage setup crew  
 145 [ ] VERY SATISFIED [ ] SOMEWHAT SATISFIED [ ] NEUTRAL [ ] DISSATISFIED [ ] VERY DISSATISFIED

146 **TOURING**

- 147 59. Shall we seek more regional Pacific NW touring?  
 148 You: [ ] STRONGLY AGREE [ ] SOMEWHAT AGREE [ ] ARE NEUTRAL [ ] DISAGREE SOMEWHAT [ ] STRONGLY DISAGREE
- 149 60. Shall we seek non regional touring? to where?  
 150 You: [ ] STRONGLY AGREE [ ] SOMEWHAT AGREE [ ] ARE NEUTRAL [ ] DISAGREE SOMEWHAT [ ] STRONGLY DISAGREE
- 151 61. Shall we seek overseas touring? to where  
 152 You: [ ] STRONGLY AGREE [ ] SOMEWHAT AGREE [ ] ARE NEUTRAL [ ] DISAGREE SOMEWHAT [ ] STRONGLY DISAGREE

153 **AUDITIONS**

154 On a separate sheet of paper, please comment on the current audition process, considering the  
 155 following topics: compensation, hours, dates, voting process, feedback to candidates, auditors.

- 156 62. Shall we seek increase in audition committee compensation?  
 157 You: [ ] STRONGLY AGREE [ ] SOMEWHAT AGREE [ ] ARE NEUTRAL [ ] DISAGREE SOMEWHAT [ ] STRONGLY DISAGREE  
 158 IF YOU AGREE, WHAT WOULD YOU SUGGEST?
- 159 63. Shall we seek to eliminate auditions on scheduled official day off?  
 160 You: [ ] STRONGLY AGREE [ ] SOMEWHAT AGREE [ ] ARE NEUTRAL [ ] DISAGREE SOMEWHAT [ ] STRONGLY DISAGREE
- 161 64. Shall we seek to eliminate auditions on days with evening concerts?  
 162 You: [ ] STRONGLY AGREE [ ] SOMEWHAT AGREE [ ] ARE NEUTRAL [ ] DISAGREE SOMEWHAT [ ] STRONGLY DISAGREE
- 163 65. Shall we seek to limit the number of hours auditions may be heard to eight on non-service days (currently, more than eight  
 164 hours is permissible if the committee agrees)?  
 165 You: [ ] STRONGLY AGREE [ ] SOMEWHAT AGREE [ ] ARE NEUTRAL [ ] DISAGREE SOMEWHAT [ ] STRONGLY DISAGREE
- 166 66. Shall we seek to create standard Fall and Spring audition weeks into the schedule when no services are held and Music  
 167 Director is present?  
 168 You: [ ] STRONGLY AGREE [ ] SOMEWHAT AGREE [ ] ARE NEUTRAL [ ] DISAGREE SOMEWHAT [ ] STRONGLY DISAGREE
- 169 67. Shall we seek to prohibit auditions on holidays?  
 170 You: [ ] STRONGLY AGREE [ ] SOMEWHAT AGREE [ ] ARE NEUTRAL [ ] DISAGREE SOMEWHAT [ ] STRONGLY DISAGREE
- 171 68. Shall we seek to create a formalized process for hiring subs?  
 172 You: [ ] STRONGLY AGREE [ ] SOMEWHAT AGREE [ ] ARE NEUTRAL [ ] DISAGREE SOMEWHAT [ ] STRONGLY DISAGREE

173 Of these 68 questions, please prioritize the 10 most important to you. They can be ones with  
 174 which you agree *or* disagree.

- 175 1. \_\_\_\_\_
- 176 2. \_\_\_\_\_
- 177 3. \_\_\_\_\_
- 178 4. \_\_\_\_\_

- 179 5. \_\_\_\_\_
- 180 6. \_\_\_\_\_
- 181 7. \_\_\_\_\_
- 182 8. \_\_\_\_\_
- 183 9. \_\_\_\_\_
- 184 10. \_\_\_\_\_