

## LETTER OF AGREEMENT

*Between*

**SINFONIA TORONTO**

*and*

**THE TORONTO MUSICIANS' ASSOCIATION, Local 149 of the AMERICAN FEDERATION OF MUSICIANS OF THE UNITED STATES AND CANADA (TMA)**

*Herein referred to as the "Parties".*

The Parties agree to extend the 2022-2025 Agreement until June 30, 2026, or until the ratification of a successor agreement. All terms and conditions of the 2022-2025 Agreement remain in force except for the following amendments:

1) The current violin vacancy will remain unfilled in the 2025/26 season resulting in a reduction of the Core Orchestra from thirteen (13) musicians to twelve (12) musicians.

Sinfonia Toronto may add an additional player to the second violin section for a program at the Music Director's request.

2) SINFONIA TORONTO shall offer a total of twenty-eight (28) services for a combined total of fifty-six and one half (56.5) hours of rehearsal and seven (7) concerts. Concerts shall be paid at the rate of seventy-one dollars (\$71) per hour. Rehearsal rates are unchanged at fifty-four dollars and eighty-seven cents (\$54.87) per hour. Pension contribution remains at eight per cent (8%).

Sinfonia Toronto may add rehearsal hours to a program at the Music Director's request.

3) The Associate Concertmaster shall be paid one hundred and ten percent (110%) of the concert and rehearsal fees.

4) For the 2025-26 season, a musician may request leave for a maximum of two (2) concert cycles with thirty (30) days of notice provided:

- i) neither the first nor the second such leave added to any leaves already granted at the time a musician returned their individual services agreement shall cause the musician to exceed a total of two (2) concert-cycle leaves
- ii) SINFONIA TORONTO will limit the number of such leaves for a concert cycle to not more than fifty percent (50%) of a section, with the exception of double bass, and to impact not more than four (4) musicians total within the same cycle, in order to maintain the orchestra's artistic integrity

- iii) SINFONIA TORONTO may require documentation to substantiate the leave request to confirm the professional or financial priority asserted
- iv) Leaves for a concert cycle will be on a first-come, first-served basis.

5) Amend Article 37 Donation of Service as follows:

**DONATION OF SERVICE**

SINFONIA TORONTO may schedule a maximum of 1 donated fundraising performance per season during the period of this Agreement. If a core musician has been asked to play for a donated fundraising performance but is not available for it SINFONIA TORONTO may transfer the core musician's donated service to the following season, in which case ST may utilize the service within the immediately-subsequent season only, ~~or may transfer the core musician's donated service to a service within the current season for which the musician would normally be paid.~~

FOR  
SINFONIA TORONTO

FOR  
Toronto Musicians' Association

*Margaret Chasins*

*Dusty Kelly*

Margaret Chasins, General Manager

Dusty Kelly, Executive Director

Dated: July 7, 2025

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