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**San Francisco Symphony and American Federation of Musicians (AFM)
Local 6 members of the Orchestra reach tentative three-year contract
agreement**

The three-year agreement provides a wage increase beginning September 1, 2025, with biannual increases rising by 15% over the contract; an increase to the defined benefit pension plan, making it the second-highest in the industry; exceptional health benefits and 10 weeks of paid vacation annually

San Francisco, CA—The San Francisco Symphony Board of Governors and the American Federation of Musicians (AFM) Local 6 members of the San Francisco Symphony Orchestra have reached a tentative three-year collective bargaining agreement subject to ratification by both parties. The new contract will be applied retroactively to November 24, 2024, continues through November 20, 2027, and keeps the Orchestra in the top five highest-paid orchestras in the country. The new agreement guarantees regular increases to minimum weekly scale, maintaining the starting weekly base salary of \$3,450 from November 24 through August 31, 2025, followed by biannual increases, rising over time by 15% to \$3,960 (a starting minimum annualized salary of \$205,920) in the last six months of the contract.

The musicians will also receive a one-time additional payment of \$3,450 upon ratification of the contract, in addition to an increase to the defined benefit pension, bringing the maximum annual benefit to \$89,000—the industry’s second-highest pension benefit among orchestras in the U.S. The tentative agreement continues to provide generous medical plans with low cost to musicians and 10 weeks of paid vacation.

Joint statement from the Board, Musicians, and Administration: “The Board of Governors, Musicians of the Orchestra, and Administrative Staff of the San Francisco Symphony share a united vision for the artistic greatness and endless creativity of this organization and will endeavor to work together to sustain and build upon that vision. We collectively recognize that the artistic impact of this organization is fueled both by the artistry of our Musicians and by the

support of our community. We are all committed to working together to support and grow our connections with patrons, audiences, and our city.”

Statement from San Francisco Symphony Chief Executive Officer Matthew Spivey: “We are pleased that we were able to work together with our Orchestra and the AFM to reach an agreement that provides highly competitive compensation while also acknowledging the importance of our organization’s long-term financial stability. This tentative agreement is a demonstration of the Administration’s faith in the future of the Symphony and the organization’s deep commitment to its musicians and the Bay Area community. It also requires the Symphony to stretch financially with the support and generosity of our community to meet the new contract terms in the years to come. Our artists are the lifeblood of our work and mission, and, without them, our organization would not be what it is today. We are grateful that we can all continue to deliver exceptional classical music performances to our Bay Area community. I also want to thank both the staff and musicians who have been involved in the negotiations, as well as the board, staff, and entire Orchestra for their commitment to a bright future for this organization.”

Statement from David Gaudry, Chair of the Musicians’ Negotiating Committee: “The Musicians of the San Francisco Symphony are grateful for the renewed commitment and support for the Orchestra and the artistic future of this great institution demonstrated by our coming together on the terms of a new Collective Bargaining Agreement. We continue to acknowledge the economic challenges facing the organization, the importance of long-term fiscal health, and the commitment demonstrated by the Board. We are confident that working together to support this organization will allow us to continue to be able to present the type of innovative programming and world-class symphonic music for which we have become known.”

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