



American Federation of Musicians Local 21 inc.

706 Philadelphia Pike, Suite 5, Wilmington, DE, 19809, (302)777-7780, www.afm21.org

Rosaria Macera
President

Glenn PB Finman,
Secretary-Treasurer

Effective August 10, 2026, the following changes shall apply to the OperaDelaware/AFM Local 21 Collective Bargaining Agreement covering 2024-2027:

4.1 Definitions

With the exception of “Traveling Co-Production”, as defined in 4.10, “runout” shall be defined as one (1) or more services performed more than twenty-five (25) miles from the Grand Opera House in Wilmington, Delaware, and not more than two hundred and fifty (250) miles round trip from the same. A “tour” shall be defined as one (1) or more services performed outside the runout distance or requiring overnight accommodation. Tours shall be classified as Domestic (within the forty-eight contiguous states of the United States of America) and foreign (outside the forty-eight contiguous states of the United States of America).

4.4 Bus Trips

Any run-out, as defined in Article 4.1, for which a trip which exceeds forty (40) miles one-way, shall necessitate the hiring of a bus or comparable transportation by the Opera for the Musicians. All Musicians will be paid mileage specifically to the bus pick-up location, according to terms in Article 7.4, and Travel Pay as provided for in Schedule A Section 7. . The Opera shall make every reasonable effort to provide transportation which is safe and comfortable, with an individual reclining seat for each passenger and for each cello, bass, and tuba, adequate climate control, and adequate storage for all instruments. In no event will school buses be used.

For Traveling Co-Productions specifically, as defined in Article 4.10, no bus shall be provided. Mileage shall be paid to all Musicians from the Musician’s home address to the venue.

4.10 Traveling Co-productions

A Traveling Co-production shall be defined as a series in which: rehearsals and performances of a work are both held outside Wilmington city limits; the series is co-produced by OperaDelaware and another opera company, producer, or venue; and OperaDelaware is the sole employer of the Orchestra.

For all Traveling Co-Productions, all terms and conditions of the Agreement shall apply, with the addition of:

4.10.1: No bus shall be provided, as detailed in Article 4.4.

Subject to the terms of Article 2.4, All Orchestra members who are offered a Traveling Co-Production will be required to accept both the Wilmington and non-Wilmington services. The Personnel Manager will not make exceptions to this policy. In cases where the size of the orchestra is reduced for a non-Wilmington location, to safely accommodate a smaller performing space, OperaDelaware may offer some musicians only the Wilmington portion of the series.





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7.4 Travel

Mileage shall be paid to all musicians for each service, based on round trip from their home to the service venue, at a rate per mile accordingly:

2024-2025: 55 cents/mile
2025-2026: 60 cents/mile
2026-2027: 67 cents/mile

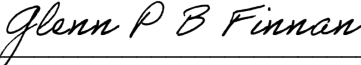
With the exception of Traveling Co-Productions, as defined in Article 4.10, mileage shall be limited to 75 miles one-way (150 miles round trip). For Traveling Co-Productions, mileage shall be limited to 125 miles one-way (250 miles round trip).

Signed:



Date August 10, 2026

OperaDelaware



Date 8/10/26

AFM Local 21

These changes are the result of the following draft, as agreed by OperaDelaware and Local 21 on August 5, and as ratified by the Musicians on August 9, 2026:

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With the exception of "Traveling Co-Production", as defined in 4.10, A "runout" shall be defined as one (1) or more services performed more than twenty-five (25) miles from the Grand Opera House in Wilmington, Delaware, and not more than two hundred and fifty (250) miles round trip from the same. A "tour" shall be defined as one (1) or more services performed outside the runout distance or requiring overnight accommodation. Tours shall be classified as Domestic (within the forty-eight contiguous states of the United States of America) and foreign (outside the forty-eight contiguous states of the United States of America).

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For Traveling Co-Productions specifically, as defined in Article 4.10, no bus shall be provided. Mileage shall be paid to all Musicians from the Musician's home address to either the bus pick-up location or the venue, whichever is closer to a Musician's home address.

4.10 Traveling Co-productions

A Traveling Co-production shall be defined as a series in which: rehearsals and performances of a work are both held outside Wilmington city limits; the series is co-produced by OperaDelaware and another opera company, producer, or venue; and OperaDelaware is the sole employer of the Orchestra.

For all Traveling Co-Productions, all terms and conditions of the Agreement shall apply, with the addition of:

4.10.1: No bus shall be provided, as detailed in Article 4.4. All Orchestra members offered the series shall have the option to opt out of the traveling/non-Wilmington services without penalty. Musicians choosing to do so must opt out of all traveling/non-Wilmington services, unless special arrangements are made. All Musicians must attend the dress rehearsal at the location of their performance, as well as a minimum of one other rehearsal with cast. This policy shall be in effect on an evaluation basis for the period covering September 1, 2024 to December 1, 2025. The parties shall confer as to continuing or altering the policy after its first implementation, or December 1, 2025, whichever is later. This policy will not go into effect permanently until after such consultation has occurred.

Subject to the terms of Article 2.4, All Orchestra members who are offered a Traveling Co-Production will be required to accept both the Wilmington and non-Wilmington services. The Personnel Manager will not make exceptions to this policy. In cases where the size of the orchestra is reduced for a non-Wilmington location, to safely accommodate a smaller performing space, OperaDelaware may offer some musicians only the Wilmington portion of the series.

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