

November 25, 2004

### Charlotte Symphony Ratifies 5-Year Agreement

On October 31, 2003, the musicians of the Charlotte Symphony ratified a memorandum of agreement for a five-year agreement. The musicians will ratify the final language in six weeks. After a 7-week strike, the negotiating committee felt that under the circumstances, the offer they had was the best there was going to be at the time. They recommended the proposal to the musicians, and also explained to them some of their reservations about it, i.e. the health insurance issue, a long-term contract, and a few other areas that the orchestra felt needed improvement. The idea of a cancelled season, whether perceived threat or potential reality, the upcoming endowment drive, and the revenue opportunities the management had scheduled in November and December all factored into the decision that they had a reasonable settlement.

	<b>[2002-03]</b>	<b>2003-04</b>	<b>2004-05</b>	<b>2005-06</b>	<b>2006-07</b>	<b>2007-08</b>
<b>LENGTH OF SEASON:</b>	[40 wks]	34 wks (strike)	38 wks	39 wks	40 wks	40 wks
<b>WAGES: Annual Salary –</b>	[\$31,200]	\$26,520	\$31,350	\$33,930	\$36,000	\$39,000
<b>Weekly Salary –</b>	[\$780]	\$780	\$825	\$870	\$900	\$950/\$1,000*
						(20 wks/20 wks)

\* split wages in year 5 – dates are subject to start/end dates of that season.

**PENSION – AFM-EPF:** [7%] 7% 7% 8% 8% 8%

**SENIORITY – per week, per years of service:**

[3] \$3 \$3 \$4 \$4 \$4

**VACATION:** Remains at 3 weeks.

**INSURANCE:**

- A joint committee will be formed to investigate other health insurance plans and carriers in an effort to find one that provides acceptable coverage and is less expense than the current health plan.
- Addition of domestic partners, same sex partners will be covered as spouse while opposite partners may be, depending upon the insurance plan.

**AUDITIONS:** Any 1-year vacancy that is known prior to April 1 for the following season can no longer be filled by an appointment, there must be an audition for that temporary vacancy. 1-year vacancies known after April 1 for the following season can be by appointment.

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**WORKING CONDITIONS:**

- No 9-service weeks (management may buy an additional service at either 100% or 150% based upon the schedule for that week)
- Should the Music Director disapprove of a rotation, he/she must, in writing, address the following issues:
  - 1) potential for physical injury
  - 2) technical difficulty
  - 3) total playing time of the Principal in the concert
  - 4) repertoire in the previous two-week period and the following two-week period after the suspect concert
  - 5) notwithstanding the above, the affected Principal will be granted the right to rotate out of or have an assistant for up to 2 concerts per season.
- work hardening language to be incorporated
- streamlined grievance and arbitration process
- deleted clause that gave the Music Director the right to establish a seating during each season.

**MISCELLANEOUS:**

- musician participation now formalized when hiring any conducting staff.

Thanks to the negotiating team: Bob Rydel and John Bartlett, Co-Chairs; Carol Stumpf, Marie Winget, and Ivan Zugelj. Thanks also to Local #342 President Joe Little, Secretary Bennie Jones, Vice-President Elizabeth Pistolessi and Attorney Leonard Leibowitz.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Charlotte Symphony ICSOM Delegate, Bob Rydel.*

**CHARLOTTE SYMPHONY ORCHESTRA**