



# ICSOM

## Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

December 7, 2006

### Atlanta Ratifies 4-Year Agreement 10 Months Early

On November 21, 2006, the musicians of the Atlanta Symphony Orchestra ratified a four-year agreement that begins August 26, 2007 and runs through August 27, 2011. A combination of operational functions led to a management request to negotiate for an early settlement. The committee believed their best leverage was to be found sooner rather than later. The musicians were able to achieve modest financial gains in a conservative environment, even after an unbalanced fiscal year. Improvements to scheduling and working conditions were a high priority, and they believe they accomplished important gains in that regard. Health and dental insurance premiums continue to be 100% management funded.

	<b>[2006-07]</b>	<b>2007-08</b>	<b>2008-09</b>	<b>2009-10</b>	<b>2010-11</b>
<b>SEASON LENGTH:</b>	[52 wks]	53 wks	52 wks	52 wks	52 wks
<b>WAGES:</b>					
<b>Annual Salary –</b>	[\$74,100]	\$76,585	\$75,920	\$78,260	\$81,640
<b>Weekly Salary –</b>	[\$1,425]	\$1,445	\$1,460	\$1,505	\$1,570
<b>Annual + EMG –</b>	[\$79,300]	\$82,415	\$82,420	\$85,020	\$88,400
<b>Weekly + EMG –</b>	[\$1,525]	\$1,555	\$1,585	\$1,635	\$1,700
<b>EMG (per week):</b>	[\$100]	\$110	\$125	\$130	\$130
<b>AFM-EPF:</b>	[5.5%]	5.5%	5.75%	6%	6.25%
<i>(AFM-EP on used EMG is paid at 10%)</i>					
<b>SENIORITY</b> <i>(per week, per year of service after 5 years):</i>					
	[\$1.40]	\$1.40	\$1.50	\$1.60	\$1.70

#### INSURANCE:

There were no changes to health or dental benefits. A sentence was changed in the Medical Insurance Advisory Committee language as follows-

“In addition, the committee will proactively research and review all cost containment and coverage improvement measures available in the market including musician participation options. All findings by this committee will be reported to the ASO Finance Committee and the Orchestra.”

#### TRAVEL:

Best efforts clause added for management of luggage handling within the confines of TSA and airline regulations.

## ATLANTA SYMPHONY ORCHESTRA

**PER DIEM:** Increased from \$62 per day to \$65 per day.

**WORKING CONDITIONS:**

- The use of 3 pension and 3 “flex” services have been re-designated as 6 “musician donated services”, of which 3 services can now be no longer that 90 minutes. Such services may require weeks to be 9-service weeks but now have some of the same limitations as regular nine-service weeks. No more than two 9-service weeks can be consecutive, up to three times per year, with the preceding and following weeks each containing two days off.
- With the exception of 4 Holiday concerts and the annual Appreciation Concert, when two concerts are scheduled on the same day, one is limited to 90 minutes with no intermission.
- Titled players will now be included in string rotation.
- During one week of the Winter Season only, services may be scheduled for both Sunday and Monday if at least one of those services is for commercial recording and if a day off is scheduled on Tuesday.

**MISCELLANEOUS:**

- Outreach relief: Relief is now granted from the first outreach service performed (previously a minimum of four were required to be performed before any extra outreach-related relief was given.)
- Extra players will now be paid for entire services, not just the hours they actually performed.
- The last day of the Winter Season cannot be counted in the number of guaranteed Sundays off.
- Musicians shall not be requested to disclose their reasons for utilizing personal leave.
- Language was enhanced to improve the frequency of hiring replacement musicians.
- Notice for assignment of relief services was doubled to 14 days.
- Penalties for late notification of flexible vacation were doubled.

Thanks to the negotiating team: Daniel Laufer, Chair; Colin Williams, Bruce Kenney, Michael Moore, Doug Sommer, Juan de Gomar, Lonnie Ottzen and Charles Settle. Thanks also to Local #148-462 Secretary-Treasurer Andrew Cox, the Executive Board of Local #148-462 and the incomparable attorney Liza Hirsch Medina and her very able colleague, Tom Olcott.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Atlanta Symphony ICSOM Delegate, Michael Moore.*

**ATLANTA SYMPHONY ORCHESTRA**