



ICCSOM

Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

August 10, 2007

Charlotte Ratifies 3-Year Agreement

On March 4, 2007, the musicians of the Charlotte Symphony ratified a three-year agreement, the first year of which replaces the fifth and final year of the previous agreement, and runs from September 1, 2007 through August 31, 2010. The Musicians of the Charlotte Symphony renegotiated the terms of the final year of their existing master agreement as a result of a recommendation by consultant Tom Morris. The Musicians were to have received a salary increase from the current level of \$36,000 to \$39,000 for the 2007-08 season. However, due to ongoing financial troubles and accumulating deficits, the management would have been unable to meet its financial obligation. The Musicians agreed to reopen the contract because Mr. Morris's report also contained far-reaching recommendations for the board and staff of the CSO, as well as for the influential Arts and Science Council, which controls much of the arts funding in Charlotte. The originally negotiated salary will be restored by the third year of the new agreement

LENGTH OF SEASON: [was: 40 weeks] Becomes 38 weeks

WAGES:	[2006-07]	2007-08	2008-09	2009-10
Annual Salary –	[\$36,000]	\$34,770	\$37,050	\$39,900
Weekly Salary –	[\$900]	\$915	\$975	\$1,050

AFM-EPF: Remains at 8%

SENIORITY: Remains at \$3/week per year of tenured service

VACATION: Remains at 3 weeks

HEALTH INSURANCE: [was: musician pays 10% of premium] Becomes: Musician pays 10% of premium plus 50% of any premium increase between 15-20% over the previous season. The management contribution toward dependent coverage increases from \$30,000 (divided among all musicians purchasing dependent coverage) to \$40,000 in year one, \$45,000 in year two and \$50,000 in year three.

SICK LEAVE: Remains at 15 days per season but maximum accumulation increases from 58 to 70 days.

WORKING CONDITIONS:

- Improvements made in repertoire and instrumentation notifications.
- Timetable for grievance processing improved.
- The right of Wind and Brass Principal players and Timpani to request Assistants was clarified.

CHARLOTTE SYMPHONY ORCHESTRA

MISCELLANEOUS:

- Severance pay has been renamed Separation Pay. The formula was 1 week of salary per year of service up to a maximum of 25% of annual salary for those who resigned to change careers, and 15% of annual salary for those who were terminated through the non-renewal process. It was changed to equal 3 times the musician's annual seniority pay for those who either retire, resign to change careers, or are non-renewed, and who have completed 10 years of service with the orchestra. There is no cap on the payment. Assistant Principals receive 10% and Principals receive 20% over the base amount. Separation pay was also added for Per-service musicians equal to 50% of their final year's salary.
- Musicians will have 3 representatives on the Oversight Task Force established as a result of Tom Morris's recommendations. In addition, musicians have the right to select one of the community members participating on the Task Force.

Thanks to the negotiating team: Elizabeth Pistolessi, Chair; Susan Blumberg, Susan Davis, Joshua Hood, Deborah Kauffman Mishoe and Bob Rydel (ex-officio). Thanks also to Local #342 President John Bartlett and Secretary Bennie Jones, and Attorney Lenny Leibowitz.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Charlotte Symphony negotiation team Chair, Elizabeth Pistolessi.