



December 23, 2007

### Florida Orchestra Ratifies 3-Year Agreement

On December 9, 2007, the musicians of the Florida Orchestra ratified a three-year agreement that is retroactive to September 1, 2007 and continues through August 31, 2010.

This agreement is part of an aggressive institutional recovery plan with goals of increasing sustainable revenue, eliminating the long-term deficit and raising a \$6M bridge fund. (As of 12/9/07, 25% of the bridge fund has been raised.) In addition to musician concessions, the plan also calls for reductions in staff pay and personnel, as well as board and management performance benchmarks and accountability.

	<b>[2006-07]</b>	<b>2007-08</b>	<b>2008-09</b>	<b>2009-10</b>
<b>LENGTH OF SEASON:</b>	[34 wks.]	30 wks.	30 wks.	31 wks.
<b>WAGES:</b>				
<b>Annual Salary –</b>	[\$30,090]	\$27,450	\$28,500	\$30,390
<b>Annual Salary w/o EMG –</b>	[\$29,750]	\$27,150	\$28,200	\$30,080
<b>Weekly Salary –</b>	[\$875]	\$900/\$910	\$930/\$950	\$960/\$980
<b>Weekly Salary w/o EMG –</b>	[\$865]	\$890/\$900	\$920/\$940	\$950/\$970
		<i>15wks/15 wks</i>	<i>15 wks/15 wks</i>	<i>15 wks/16 wks</i>

**EMG:** Included in salary and remains at \$10 per week; \$300 annually in 2007-08 and 2008-09, and \$310 in 2009-10.

**AFM-EPF:** Remains at 6%.

**VACATION:** Remains at 1 week per season.

**SICK LEAVE:** Remains at 10 days per season, with a cumulative amount of 25 (reduced from 45) and an increase from 45 to 65 days to bridge the long term disability gap.

**AUDITIONS:**

- Concertmaster was added to all principal audition committees.
- [NEW] Committee pay will be \$25 for the first 4 hours and \$10 for each additional hour per day.
- The Music Director, with agreement of the Concertmaster and Principal of the affected section, may appoint a musician to fill an emergency vacancy for no more than one season. Emergency Principal vacancies will be filled by the Music Director in consultation with the Concertmaster and Principals of the same instrument family.

**WORKING CONDITIONS:**

- Three thermometers will be used at outdoor concerts and the average of the three will determine the onstage temperature.
- Ten additional sound shields (for a total of 20) will be provided.

**MISCELLANEOUS:**

- The number of players required, which is currently 80, will become a minimum of 75 musicians and a maximum of 80 musicians during all three years of the agreement.
- A task force will be formed to explore an expansion of media activities.
- Should archival recordings be used improperly, management will pay 200% of the applicable AFM electronic media fees.

Thanks to the negotiating team: Harold Van Schaik, Chair; Anna Kate Mackle, Warren Powell, Merrille Wallbrunn and Don Zegel. Thanks also to Local #427-721 Secretary-Treasurer Richard Sparrow and esteemed Counsel, Lenny Leibowitz. Very special thanks from the musicians to ICSOM Chairman Bruce Ridge and ICSOM President Brian Rood for their counsel and on-site visit during a critical point in the negotiations.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Florida Orchestra ICSOM Delegate, Warren Powell.*