



# ICCSOM

## Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

June 14, 2007

### Kansas City Ratifies 4-Year Agreement

On May 31, 2007, the musicians of the Kansas City Symphony ratified a four-year agreement that runs from July 1, 2007 and continues through June 30, 2011. The new agreement contains salary increases of 5.5%, 5%, 5% and 6.4% over the next four years as well as improvements to health insurance. This new agreement continues the successful partnership created between the Musicians, Local 34-627, the Kansas City Symphony, Board of Trustees and Management. The parties agreed to permanently suspend the benchmarking system devised nine years ago and will mutually explore other benchmarks for the next round of negotiations.

**LENGTH OF SEASON:** Remains at 42 weeks

<b>WAGES:</b>	<b>[2006-07]</b>	<b>2007-08</b>	<b>2008-09</b>	<b>2009-10</b>	<b>2010-11</b>
<b>Annual Salary –</b>	[\$39,354.04]	\$41,538	\$43,614.06	\$45,795.12	\$48,703.20
<b>Weekly Salary –</b>	[\$946.40]	\$989	\$1,038.43	\$1,090.36	\$1,159.60

**EMG:** Remains at \$1,302 per season/\$31 per week

**INSURANCE:**

**Health –** Individual coverage was increased from 90% to 95%. [NEW] Management will begin paying 25% of a family policy and 50% if both spouses are employed by the Symphony.

**Disability –**

- Increased long-term disability monthly payment of 50% of monthly salary with a \$5,000 cap to 66.67% of monthly salary with a \$7,500 cap.
- Short-term disability has been replaced by adding sick days at full pay with two “safety nets”; the first being a \$15,000 employer paid bank of sick days available to those musicians in need. The second is an allowance that each musician may donate his/her unused sick days to musicians needing to “bridge the gap” to long-term disability.

**SICK LEAVE:** Remains at 15 sick days per season but sick day accrual increased from 45 days to 80 days with the two “safety nets”.

**AUDITIONS:**

- Addition of a possible chamber music round for titled positions by mutual agreement between the music director and audition committee.
- Composition of a librarian audition committee of four musicians and one staff person was added.

- Final auditions may now include a “call back” possibility for candidates that are within the two votes needed in order to qualify for consideration by the music director.
- Timelines for filling long-term, non-permanent positions was clarified.

**WORKING CONDITIONS:**

- Personal days were increased from 2 to 6 days per season.
- Solo and small ensemble pay was increased.
- Step-up pay was clarified to include applicable over scales when stepping up for 2 consecutive weeks or longer.

**MISCELLANEOUS:**

- Librarians will receive full Musician scale beginning on July 1, 2007.
- Schedule change notice increased from 14 to 28 days and two emergency changes will be permitted per season.
- The music director will be allowed to use up to four “free” discretionary single segments of overtime in a season during classical weeks. Only one “free” overtime may be used per week.
- Indoor temperature limits were improved - 68 to 80 degrees. The outdoor minimum temperature was raised from 62 to 68 degrees.

Thanks to the negotiating team: Brian Rood, Chair; Kelly Cornell, Alex East, Matt Johnson and Kristi Velicer. Thanks also to Local #34-627 Secretary-Treasurer Richard Albrecht. The negotiation team wishes to express their deep appreciation and admiration to Attorney Susan Martin for her continued expert counsel and wisdom.

Additionally, the musicians wish to acknowledge and thank Tom Morris for his invaluable assistance through his consulting work with the Symphony, Board of Trustees, musicians and Local 34-627 earlier this year.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the ICSOM President and Kansas City Symphony Chair, Brian Rood.*