



ICCSOM

Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

May 31, 2007

Nashville Ratifies 5-Year Agreement

On May 29, 2007, the musicians of the Nashville Symphony ratified a five-year agreement that begins August 1, 2007 and runs through July 31, 2012. For the second time, the orchestra gained a major increase in the first year of the agreement following the opening of their new home, the Schermerhorn Symphony Center. The increases of 14.5% in the first year, 4% for the three intervening years, and 7.9% in the final year are the equivalent of a 42-43% increase over the five years of the agreement. Other improvements include a floating week of vacation to be added in year two and an increase in pension. The committee would like to thank the Association for excusing the negotiating team members from all services during the week of negotiations, permitting the committee to use the time wisely and to achieve a settlement in four days. The committee and Local 257 also express their gratitude for the incredible work, once again, of lead negotiator Chris Durham.

	[2006-07]	2007-08	2008-09	2009-10	2010-11	2011-12
LENGTH OF SEASON:	[43 wks]	43 wks	44 wks	44 wks	44 wks	44 wks
ANNUAL SALARY -	[\$42,183]	\$48,299.32	\$51,399.48	\$53,455.60	\$55,594	\$60,000
WEEKLY SALARY -	[\$981]	\$1,123.24	\$1,168.17	\$1,214.90	\$1,263.50	\$1,363.64
PENSION (AFM-EPF):	[6%]	6%	6%	6.5%	7%	7%
VACATION:	[4 wks]	4 wks	5 wks	5 wks	5 wks	5 wks

ORCHESTRA SIZE: The Assistant Librarian was added to the bargaining unit.

SICK LEAVE: Musicians may now donate unused sick days to their colleagues who have a documented chronic illness and have exhausted their yearly allowance

PER DIEM: Increases from \$10/\$11/\$23 to \$11/\$15/\$25.

AUDITIONS: [NEW] Music Director will be allowed to hire a concertmaster without an audition. The musician must be notified prior to accepting the position that the Music Director will have the ability to terminate their contract for musical reasons (and are excluded from the Peer Review process) at any time. The musician will have access to the grievance and arbitration provisions of the contract if termination relates to just cause. Pending Arbitrator's decision, this clause may not go into effect until after the former NSO concertmaster departs from the orchestra.

WORKING CONDITIONS:

- The Orchestra Committee and Association will work together to develop a string rotation and relief policy to address the concerns of the string players.

NASHVILLE SYMPHONY ORCHESTRA

{Working Conditions cont.}

- To accommodate scheduling concerns, the Association may now schedule a recording session on Saturday prior to the completion of Classical Series performances, and additional recording sessions for up to 10 services (including recording services) during a Series week. In exchange for the allowance of 9 or 10 scheduled services during Series/recording weeks, the Association must schedule 2 consecutive days off following completion of the recording services.
- Orchestra Splitting – any orchestra must include at least 60% NSO musicians.

MISCELLANEOUS:

- A cancellation clause memorializes the practice of paying subs and extras (including NSO members hired as extras) for any work that is cancelled in less than two weeks prior to the first service. NSO members hired for extra work that is cancelled between 30 days and two weeks prior to the first service will receive 50% for each service cancelled.
- A process to evaluate probationary musicians was established.
- Musicians shall have access to their personnel files in the presence of the Human Resources Director.
- An arbitrator selection process and timeline for that process were added.
- A new solo scale minimum was established and is considered “scale wages” and is subject to pension payments and work dues.
- Youth concerts may be extended up to 15 minutes beyond the 2.5-hour limit to accommodate problems with bus loading and unloading, and will be paid at straight time instead of time-and-one-half.
- All education ensemble language has been deleted from the body of the agreement and is now covered by a side letter. All education programs will be off contract and all participants will be paid at the NSO per service rate. Leader scale is raised from 50% to 100% of base scale since their previous duties (checking directions, times, notifying the ensemble members, etc.) have been increased to include hiring of subs when necessary. Ensembles of more than 60% NSO members may be called NSO ensembles, while ensembles with less than 60% NSO members must be referred to as “Presented by the Nashville Symphony.” Programs will be developed in collaboration with the education department and the NSO members of the education committee, “first call” for all interested NSO musicians will apply in formation of groups and being hired as a sub, and when necessary lunch per diem will be paid.

Thanks to the negotiating team: Laura Ross, Lee Levine, Gary Armstrong, Carrie Bailey and Bradley Mansell. Thanks also to Local #257 President Harold Bradley and AFM Symphonic Services Negotiator Chris Durham.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Nashville Symphony ICSOM Delegate, Lee Levine.

NASHVILLE SYMPHONY ORCHESTRA