



Oregon Ratifies 2-Year Agreement

On May 23, 2007, the musicians of the Oregon Symphony ratified a two-year agreement that covers the 2006-07 and 2007-08 seasons. The 2006-07 increase of 1% is retroactive to the beginning of the season. On August 23, 2007, the musicians will receive a \$35.67 per week increase and an additional 3% increase beginning January 1, 2008.

The symphony association’s huge accumulated deficit has overshadowed the previous three rounds of bargaining. In the past 7 years the Oregon Symphony Association (OSA) has had 3 CEOs, 3 directors of development, a complete change in conducting staff, a 10% reduction in administrative staff and a significant turnover in Board membership. The current round of bargaining resulting in this new agreement exposed many serious financial, operational and artistic challenges facing the OSA. The parties agreed that musician participation in charting the future of the Oregon Symphony is vital. The musicians agreed that a joint labor-management work group will be assembled for the purpose of creating a realistic document, with input from all parties, setting forth the future plans and vision of the OSA.

The work group’s scope will include:

1. Constructing a rational season length, schedule and work flow
2. Identify target orchestra(s) with whom OSA should achieve parity, and timing for attainment thereof
3. Creating a framework for ongoing musician participation in selection of critical staff hires (i.e., president, music director, vice-presidents, general managers, marketing director, development director, education director, administrators for artistic development and production, etc.)
4. Programming
5. Marketing
6. Education programs
7. Electronic media development
8. Community relations
9. Budgeting
10. Size of Board, administrative staff and orchestra personnel to meet the objectives.

LENGTH OF SEASON: Remains at 41 weeks

WAGES:	[2005-06]	2006-07	2007-08
Annual Salary:			
Section –	[\$40,226.20]	\$40,628.46	\$42,737.94
Assistant Prin. -	[\$46,260.13]	\$46,722.73	\$49,148.63
Principal -	[\$50,282.75]	\$50,785.58	\$53,422.42
Weekly Salary (Section) –	[\$981.13]	\$990.94	\$1,026.61/\$1,057.41
			<i>8-23-07 / 1-1-08</i>

SENIORITY PAY:[NEW]		
	5-9 years	\$10 per week
	10-14 years	\$15 per week
	15-19 years	\$20 per week
	20-24 years	\$25 per week
	25+ years	\$30 per week

ORCHESTRA SIZE: During the 2007-08 season only, orchestra personnel will be reduced to 76 musicians.

LEAVE:

- Paid personal leave was reduced from a maximum of 12 services for the most senior musicians down to 7 services per season for all musicians. Musicians who have performed at least 75% of scheduled services in a season will be paid for unused personal leave services.
- Unpaid audition leave of up to 8 services was added, however, paid personal leave may be used. A limitation was set for the number of musicians in one section that may be absent at one time.

MISCELLANEOUS:

- The substitute and extra pay scale increased to \$125 per service.
- Two new triggers for solo pay were added.
- Runout compensation was increase from a minimum of \$6.35 to a minimum of \$12.50, and from a maximum of \$21.42 to a maximum of \$33.34.
- Musicians using public transportation will be reimbursed.
- Hotel per diem for musicians not using the provided hotel while on tour was increased from \$25.20 to an amount equal to the actual room rate paid by the Association.
- Several schedule rules and work flow conditions were finally achieved. Among them the Association agreed to limit the number of services in any 7-day period to 8 services, to limit the number of program folders to one per rehearsal, two per day and three in a 7-day period.

Thanks to the negotiating team: Cheri Ann Egbers, Chair; Dolores D'Aigle, John Cox, Jeff Johnson, Ginger McCarthy and Mary Ann Coggins Kaza. Thanks also for the assistance of Local #99 President Bruce Fife and Secretary-Treasurer Ken Shirk, and to Federal Mediation and Conciliation Services mediator Jim Bailey.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Oregon Symphony ICSOM Delegate, Dolores D'Aigle and Local #99 Secretary-Treasurer Ken Shirk.