



ICSOM

Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

June 12, 2007

Phoenix Ratifies 4-Year Agreement

On June 1, 2007, the musicians of the Phoenix Symphony ratified a five-year agreement that runs from June 1, 2007 and continues through October 31, 2011. Weekly salary increases range from 5% in year 1 to 5.5% in years 2 and 3, and ends with a 6% increase. The musicians are happy to have ratified an agreement that contains salary increases for the next four seasons, and hope this will begin to raise their salaries up to level of their peer orchestras. They have received a longer-term commitment from the Board of Directors and are pleased these negotiations are behind them.

	[2006-07]	2007-08	2008-09	2009-10	2010-11
Length of Season:	[39 wks]	40 wks	40 wks	40 wks	41 wks
WAGES:					
Annual Salary –	[\$35,863.60]	\$38,622.40	\$40,746.80	\$42,988	\$46,706.46
Weekly Salary –	[\$919.58]	\$965.56	\$1,018.67	\$1,074.70	\$1,139.18
Sub/Extra per service					
Compensation -	[\$54/reh;\$72/con]	\$84.49	\$95.50	\$107.49	\$127.64

TRAVEL: [NEW] On runouts beyond 75 miles from the Symphony Hall, the Association will now pay travel pay (in addition to any required per diem) of \$20 for round-trip travel between 5-6 hours, \$30 for round-trip travel between 6-7 hours and \$40 for round-trip travel between 7-8 hours.

WORKING CONDITIONS:

- String relief has been increased from one service to one week of string relief per season for all string players except Concertmaster.
- Each wind, brass and percussion player will have a minimum of 8 relief services off per season.
- For at least 1/3 of the weeks each season the repertoire for all services in a week will be limited to repertoire for one specific program. No other repertoire may be rehearsed or performed for any other engagement, past or future during those weeks.

Thanks to the negotiating team: Charles Berginc, Chair; Robert Simonds, Damien Shindelman, Steven Hanusofski, and note-taker Richmond Johnson. Thanks also to Local #586 President Madelyn Roberts and Secretary-Treasurer Victor Kottner and to Attorney Susan Martin, Esq.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Phoenix Symphony ICSOM Delegate, Ron Whaley.

PHOENIX SYMPHONY ORCHESTRA