ICSOM

Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

October 7, 2007

San Antonio Ratifies 4-Year Agreement

On September 3, 2007, the musicians of the San Antonio Symphony ratified a four-year agreement that runs from September 1, 2007 and continues through the end of the 2010-11 season or August 31, 2011, whichever is later. The new contract is a step toward recovery from the 2003 bankruptcy as it accomplishes steady growth in the length of the working season for each of the 4 years of the agreement, to 30 weeks in the final season. The previous agreement, the first following the bankruptcy, included a 30% reduction in weeks and was frozen at 26 weeks. Expansion of the season was one of the Union's primary goals for this new agreement in order to achieve the twin gains of economic relief for musicians and more performances for the community. Musicians' salaries will increase an average of 4.6% per year throughout the contract.

	[2006-07]	**2007-08**	**2008-09**	**2009-10**	**2010-11**
SEASON LENGTH: *Minimum number of non-consecutive weeks spread over a 39-week period*					
	[26 wks]	27 wks	28 wks	29 wks	30 wks
WAGES:					
Annual Salary –	[$26,000]	$27,000	$28,420	$29,870	$31,350
Weekly Salary –	[$1,000]	$1,000	$1,015	$1,030	$1,045

EMG: [NEW] $10 per week.

AFM-EPF: Increases from 4% to 4.25%

INSURANCE:

Health – The monthly allowance paid to each musician to purchase health insurance provided either by the employer (HMO or choice of two PPOs) or to purchase individual coverage elsewhere will increase from $300 to $325 in 2007-08, $330 in 2008-09, $335 in 2009-10 and $340 in 2010-11.

Instrument – Musicians may now purchase coverage for other personal instruments and accessories not covered by Management.

WORKING CONDITIONS:

- Previously any event that exceeded 90° would be cancelled. This has been replaced with premium pay of $30 additional for temperatures between 90° and 94°, $60 additional for temperatures between 95° and 98°, and $120 additional for temperatures at or above 99°. Management also agreed to provide a covered stage and air conditioning for any outdoor performance when the temperature exceeds 85°.
- The number of open rehearsals will be increased from 4 to 14.
- Nighttime rehearsals designated as a dress rehearsal may be 2.5 hours.

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MISCELLANEOUS:

- Subs and extras will be hired in consultation with principal players, who will also consult their sections. The musicians were unable to achieve pro rata payment for subs and extras. Scale is $90 for rehearsal and $150 for concerts but pension, overscale, and doubling are specifically excluded.
- Local radio - The EMG payment allows management to broadcast each program up to 4 times. Local television – The EMG payment allows management to broadcast four programs up to 4 times each.
- Contract now specifies that musicians in titled positions are included in the bargaining unit.
- A financial restoration clause that required a renegotiation of the CBA if the Society received donations in excess of $5 million (to restore concessions made by musicians in March 11, 1992) was deleted.
- Section minimums and the inclusion of the positions of Concertmaster, Associate Concertmaster and Assistant Concertmaster were established.
- Up to 2 weeks of each season may be designated as Community Engagement services (based on the St. Louis and Virginia Symphony models). Details will be worked out and ratified by the musicians.
- Sabbatical leave and return dates, issuance of individual contracts and acceptance, as well as tenure, demotion and non-renewal dates were changed.
- The unlimited leave policy instituted following bankruptcy has been reduced to a maximum of 42 services in year one (all required services of a program must be taken off). In year two, the policy is further reduced to 21 services and will be eliminated by year 3 of the agreement.
- Four 9-service weeks, which are offset by four 5-service weeks and with no more than two 9-consecutive service weeks, may be scheduled.
- Language was added to assure that "off-contract" services contracted by the Society may not be used to provide work for the San Antonio Opera.

Thanks to the negotiating team: Brian Petkovich, Chair; Emily Watkins Freudigman, Mary Ellen Goree, Amanda Stewart and Steve Zeserman. Thanks also to Local #23 President Ron Noble and Secretary-Treasurer Benjamin Westney, and Attorney David Van Os. Thanks also to Deborah Newmark and Bill Foster for their assistance regarding electronic media issues.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the San Antonio Symphony ICSOM Delegate, Emily Watkins Freudigman.

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