



October 10, 2008

Oregon Ratifies 2-Year Agreement

On September 18, 2008, the musicians of the Oregon Symphony ratified a two-year agreement that began August 21, 2008 and continues through June 4, 2010. This is the first agreement settled “on time” in the past several years. It reflects the recognition and agreement by both sides that the OSO has serious financial problems that must be addressed, but it also shows a commitment to preserving the excellence of the institution. Although the musicians were disappointed they are not yet able to restore the orchestra’s size, they were pleased with the improvements in economics and other issues of concern. Both sides negotiated with thoughtfulness and respect and settled most items quickly and efficiently. It was only toward the end of negotiations, with a few of the most difficult issues remaining, that a federal mediator’s assistance was required to find resolution.

LENGTH OF SEASON: Remains at 41 weeks

WAGES:	[2007-08]	2008-09	2009-10
Annual Salary –	[\$42,737.04]	\$45,924/10	CPI-U - US city average
Weekly Salary –	[\$1,057.41]	\$1,120.10	from July08-July09
EMG (yearly):	[\$553]	\$553	\$603

SENIORITY – (years of service/per week):

5-9 yrs. -	[\$10]	\$11.40
10-14 yrs. -	[\$15]	\$17.10
15-19 yrs. -	[\$20]	\$22.80
20-25 yrs. -	[\$25]	\$28.50
26+ yrs. -	[\$30]	\$34.20

INSURANCE: There are no changes during the first season. A joint task force will be formed to investigate and present recommendations for changes to the second season. Recommendations will require a vote of approval.

SICK LEAVE: [NEW] This provision will allow a musician to draw up to 10 services from the next season’s allowance to be used for an extended illness.

WORKING CONDITIONS: A tenured musician may take up to one year's leave of absence for any purpose and/or up to two years leave of absence for professional music-related purposes, with no loss of status or position.

MISCELLANEOUS:

- A side-letter that reduced the size of the orchestra from 88 to 76 musicians was renewed during the two years of this agreement.
- Extras and subs to receive the same wage increases as regular members (5% in year one and CPI-U in season two.)
- Severance pay was increased.
- "Just cause" language was simplified.

Thanks to the negotiating team: Dolores D'Aigle, Chair; Joe Berger, Mary Ann Coggins-Kaza, John Cox, Trevor Fitzpatrick and Karen Wagner. Thanks also to Local #99 Secretary-Treasurer Ken Shirk and President Bruce Fife.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Oregon Symphony ICSOM Delegate, Dolores D'Aigle.

OREGON SYMPHONY ORCHESTRA