



May 28, 2009

Phoenix Ratifies Revised and Extended Agreement

On May 15, 2009, the musicians of the Phoenix Symphony ratified changes to their existing agreement and extended it for an additional year to expire on October 31, 2012. The Phoenix Symphony has negotiated a series of salary reductions that begin in the remainder of the 2008-09 season and continue during the following three seasons. Extraordinary times require extraordinary measures and all would agree that this cut, which reduces minimum salary down to \$35,000, is painful, but a sacrifice the orchestra was willing to make to help see the Symphony through this temporary downturn. Actual cuts equal a 34.9% cut in wages and suspension of the 4% AFM-EPF contribution during the last six weeks of the 2008-09 season, an 18.6% cut of previously negotiated wages in the 2009-10 season, a 23.2% cut in previously negotiated wages for the 2010-11 season (plus deletion of an additional week), and an extended year for the 2011-12 season that is 8.3% below the negotiated salary the orchestra was to receive at the end of the previous 2010-11 contract expiration.

The total reduction is an aggregate reduction of 17% over three years and is the equivalent of nearly \$2 million.

It was a difficult six weeks on negotiation to agree to these concessions. The orchestra feels this is the beginning of a new commitment from the Board of Directors to oversee and lead the orchestra to prevent this situation from happening again.

Table with 6 columns: [2007-08], 2008-09, 2009-10, 2010-11, 2011-12. Rows include Length of Season, WAGES (Annual Salary, Weekly Salary), Sub/Extra per service Compensation, and AFM-EPF.

‡ Reduction in wages and suspension of AFM-EPF contribution occurred during the final 6-weeks of the 2008-09 season

EMG: Remains at \$10 per week.

ORCHESTRA SIZE: Due to attrition, the number of contracted players is reduced from 76 to 66 full time musicians.

WORKING CONDITIONS:

- The Reassignment Clause has been altered to reflect that in the event a grievance is filed, the musician will retain his/her position until an arbitrator has made his decision/award.
• The Association has been given greater latitude to divide the orchestra.
• Concert length has been limited to 2 hours and 15 minutes.
• Each musician may be granted up to 8 weeks unpaid leave on a first come first serve basis that must be approved or denied within 5 calendar days of the request.

**MISCELLANEOUS:**

- The visioning and artistic planning process will be revisited during the 2009-10 season with a mutually agreed upon facilitator.
- All upper level staff will participate in similar pay reductions.

Thanks to the Contract Review Committee: Charles Berginc, Chair; Robert Simonds, Steve Koscica and Benny Nguyen and to the PR Committee: Mark Dix, Jan Septon, Rob Simonds, Peter Anderegg, Bruce Pulk, Gabe Kovach and Alex Laing. Thanks also to Local #586 President Jim Nelson, Secretary-Treasurer Madelyn Roberts and Local #586 Board member Dan Patrylak for their endless support, and to Attorney Susan Martin.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Phoenix Symphony Contract Review Committee Chair, Charles Berginc.*