



INTERNATIONAL CONFERENCE OF  
SYMPHONY AND OPERA MUSICIANS

# SETTLEMENT BULLETIN

August 6, 2009

## Atlanta Ratifies Modifications and Extends Agreement

On April 4, 2009, the musicians of the Atlanta Symphony ratified a modification of the existing agreement and extended the contract for an additional year. The agreement now expires on August 25, 2012. Cuts during the 2008-09 season amounted to 5.349% of personal scale for the last seven weeks of the fiscal year ending May 31, 2009, at which time the previous scale resumes during the summer months. A one year cut follows during the 2009-10 season and wages previously negotiated for the 2009-10 season and the 2010-11 seasons were each pushed back one year.

Although the original contract was settled nine months early in 2007 as a contract that reflected “slow, steady growth”, a perfect storm of conditions forced all parties back to the bargaining table. Cuts were made against negotiated increases, so their severity was mitigated. A “snap-back” to the final two season’s scale was achieved by adding an additional year to the agreement. The committee believes that because the orchestra was in only the 2nd year of a 4-year conservative CBA along with having had small raises in recent prior negotiations, further cuts were avoided.

The ASOPA committee stressed the importance of shared sacrifice across the ASO organization, from top management, the Music Director, staff and musicians. It was emphasized that musician sacrifices would be only part of the solution.

**LENGTH OF SEASON:** Remains at 52 weeks

<b>WAGES:</b>	<b>[2008-09]*</b>	<b>2009-10</b>	<b>2010-11</b>	<b>2011-12</b>
<b>Annual Salary</b> –	[\$75,920] \$75,327*	\$74,009	\$78,260	\$81,640
<b>Annual w/EMG</b> –	[\$82,420] \$81,827*	\$80,769	\$85,020	\$88,400
<b>Weekly Salary</b> –	[\$1,460] \$1,448.60*	\$1,423.25	\$1,505	\$1,570
<b>Weekly w/EMG</b> –	[\$1,585] \$1,573.60*	\$1,553.25	\$1,635	\$1,700

\* adjusted scale for 7 weeks of current season

**EMG:** [\$125 wk] \$130 wk \$130 wk \$130 wk

**AFM-EPF:** [5.75%] 6% 6.25% 6.25%

**SENIORITY** (per yr. of service after 5 seasons):

[\$1.50] 1.50 \$1.50 \$1.70

**MISCELLANEOUS:**

- Equality of Sacrifice & Contribution – it is understood that the foregoing concessions are made in good faith based on all parties proportional amount of sacrifice. During this agreement compensation will be modified and restored in relative proportion so that all parties participate in similar levels of decreases and increases in compensation.
- Enhanced language included to improve the frequency of hiring replacement musicians.

## ATLANTA SYMPHONY ORCHESTRA

***(Miscellaneous cont.):***

- Open Musician Positions – as a cost containment measure, the positions of associate principal trumpet, associate principal viola and section cello will remain unfilled during the 2009-10 season. Open titled positions may be hired from within the orchestra and the resulting vacancy would remain open during 2009-10.
- The search for concertmaster and scheduled auditions for associate principal trumpet shall continue during the 2009-10 season but employment will begin at the start of the 2010-11 season unless an applicant is not found through these auditions.
- Two full-time contracted positions (specific positions to be mutually agreed upon) will remain unfilled for the 2010-11 and 2011-12 seasons. In cases where the position is vacant, the ASO personnel manager will work with the principal of the section affected to determine and fill vacant positions as needed.

Thanks to the negotiating team: Daniel Laufer, Chair; Bruce Kenney, Michael Moore, Sandy Salzinger, Juan de Gomar, Tom Hooten, George Curran and Dona Klein. Thanks also to Local #148-462 Secretary-Treasurer Andrew Cox, President John Head, the Local #148-462 Executive Board, and Attorney/Negotiator Liza Medina.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Atlanta Symphony ICSOM Delegate, Michael Moore.*