



INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

SETTLEMENT BULLETIN

November 30, 2009

Charlotte Ratifies 4-Year Modified and Extended Agreement

On September 3, 2009, the musicians of the Charlotte Symphony ratified a four-year agreement that modifies the final year of their previous three-year agreement and extends it from September 1, 2009 to August 21, 2013.

This was the second renegotiation of an agreement that was reached in 2003 and called for an increase in annual salary to \$39,000 in the 2007-08 season. Prior to that season, the contract was renegotiated, delaying the increase, to \$39,900, to the 2009-10 season. However, because of ongoing financial problems that included the economic downturn and the lack of a substantive endowment and small donor base, the CSO had an accumulated deficit of over \$3 million for an annual budget of \$8 million. In addition, the CSO faced further losses for the current season when the Arts and Science Council reduced its grant to the CSO by over \$1 million, Opera Carolina postponed a fall production and the county school system eliminated arts field trips for elementary students. The elimination of the opera and education performances result in a loss of 3 weeks of work for the orchestra.

The annual salary of \$32,175 for 2009-10 season represents a 19% cut from the originally negotiated salary for the season, and a 13% salary cut from the 2008-09 season. While the new agreement falls just short of full recovery, the committee believed it was the most progressive contract that could be negotiated under the current circumstances.

	[2008-09]	2009-10	2010-11	2011-12	2012-13
SEASON LENGTH:	[38 wks]	33 wks	35 wks	36 wks	37 wks
WAGES:					
Annual Salary –	[\$37,050]	\$32,175	\$34,825	\$36,540	\$38,868.50
Weekly Salary –	[\$975]	\$975	\$995	\$1,015	\$1,050.50
VACATION:	[3 wks]	2wks	2 wks	2 wks	3 wks

AFM-EPF: Remains at 8%

ORCHESTRA SIZE: CBA stipulates 62 musicians required, 64 actual positions; for the life of the agreement 62 will be required, 2 positions may remain unfilled.

AUDITIONS: [NEW] Management must notify the chair of the orchestra committee and principal of the section within 14 days upon learning of an upcoming vacancy, and to schedule the audition in consultation with the principal of the section.

WORKING CONDITIONS:

- Management is now allowed to schedule a 2nd musical program during Thanksgiving week (previously only 1 program was allowed.)

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(Working Conditions, cont.)

- Relief services are reduced from 17 to 16 during the first 3 years of the agreement; returns to 17 services in the 2012-13 season.
- Temporary Layoff Weeks – The current allowance of 2 temporary layoff weeks is increased to 4 in the 2009-10 season, 3 in the 2010-11 season and restored to 2 weeks in the 2011-12 and 2012-13 seasons.
- Required Sunday/Monday day-off combinations are reduced from the current 18 to 14 in the 2009-10 season, 15 in the 2010-11 season, 16 in the 2011-12 season and 17 in the 2012-13 season.

MISCELLANEOUS:

- Probation clause improved to required Music Director communication with probationary musicians (including one-year/possibly permanent contracts) about their status.
- Separation pay established for those non-renewed musicians who have less than 10 years of service.
- The CSO will assume the full cost of parking at new, higher rates (previous liability was limited to \$300 per day for the entire orchestra.)
- Side letter acknowledges consideration of leave requests for extended leave or unpaid leave to pursue other employment and educational opportunities due to the need for increased employment opportunities due to the concessionary nature of this agreement.

Thanks to the negotiating team: Elizabeth Pistolessi, Chair; Erica Cice, Susan Davis, Nancy Levine and Frank Portone. Thanks also to Local #342 President Ivan Zugelj and Secretary-Treasurer Bennie Jones, and to Attorney Lenny Leibowitz.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Charlotte Symphony Negotiating Committee Chair, Elizabeth Pistolessi.

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