



INTERNATIONAL CONFERENCE OF  
SYMPHONY AND OPERA MUSICIANS

# SETTLEMENT BULLETIN

November 30, 2009

## Colorado Ratifies 1-Year Agreement

On September 20, 2009, the musicians of the Colorado Symphony ratified a one-year agreement that runs from September 1, 2009 through August 31, 2010. If the CSA utilizes the option of implementing four furlough weeks during the 2009-10 season, the salary could be reduced up to an additional 8%.

**LENGTH OF SEASON:** Remains at 43 weeks

<b>WAGES:</b>	<b>[2008-09]</b>	<b>2009-10</b>
<b>Annual Salary w/EMG –</b>	[\$47,065.65]	\$41,182.39
<b>Annual Salary w/o EMG –</b>	[\$43,625.65]	\$37,742.39
<b>Weekly Salary w/ EMG –</b>	[\$1,094.55]	\$957.73
<b>Weekly Salary w/o EMG –</b>	[\$1,014.55]	\$877.73

**EMG:** \$80 per week

**AFM-EPF/PENSION:** [WAS - 3% AFM-EPF and 4% private fund] Becomes – 3% AFM-EPF with 4% private contribution suspended for term of agreement

**VACATION:** [WAS – 4 weeks] Becomes – 6 weeks; The CSA has the option of making up to 4 specific weeks unpaid furlough weeks.

### WORKING CONDITIONS:

- Each musician is entitled to 16 services of unpaid leave.
- Applause will not be counted as overtime unless caused by performance of an encore.
- Annualized payroll is removed from the agreement.

### MISCELLANEOUS:

- The CSA and musicians will collaborate on the presentation of a challenge grant resulting from the furlough weeks.
- The budget for substitute musicians will be capped at \$65,000 for the term of this agreement.
- Overscale as a percentage of the budget will be capped as it currently stands and will become a line-item in the budget.

Thanks to the negotiating team: John Kinzie, Chair; Paul Naslund, Erik Peterson, Rachel Segal and Dave Voegtle. Thanks also to Local #20-623 President Pete Vriesenga, Attorney Joe Goldhammer and SSD Negotiator Chris Durham.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Colorado Symphony ICSOM Delegate, Stephen Dombrowski.*

**COLORADO SYMPHONY ORCHESTRA**