



INTERNATIONAL CONFERENCE OF
SYMPHONY AND OPERA MUSICIANS

SETTLEMENT BULLETIN

September 7, 2009

Dallas Ratifies 2-Year Agreement

On June 20, 2009, the musicians of the Dallas Symphony ratified a two-year agreement that runs from September 1, 2009 through August 31, 2011.

LENGTH OF SEASON: Remains at 52 weeks

WAGES:	[2008-09]	2009-10	2010-11
Annual Salary w/EMG –	[\$89,284]	\$90,034*	\$90,034
Annual Salary w/o EMG –	[\$82,524]	\$83,274	\$83,274
Weekly Salary w/EMG –	[\$1,717]	\$1,731.42*	\$1,731.42
Weekly Salary w/o EMG –	[\$1,587]	\$1,601	\$1,601

** This dollar amount reflects a “wage freeze” from the 2008-09 season that includes a salary bonus of \$750 that was paid to each musician on September 1, 2008.*

EMG: Remains at \$130 per week/\$6,760 annually

AFM-EPF: [6%] 7% 7%

- Effective September 1, 2010 the Dallas Symphony Association will begin making a pension contribution on behalf of part-time and extra musicians equal to 4% of their base weekly compensation.

INSURANCE: The Dallas Symphony Association’s obligation to pay for medical benefits (including dental) remains at \$1,387,000 for the duration of this Agreement.

TRAVEL: Management will provide a trunk that can be locked for purses and valuables at all services during all tours.

AUDITIONS: All repertoire for each round of auditions will be made available to candidates at the time of their scheduled arrival at the audition site.

MISCELLANEOUS:

- The Music Director may only grant tenure after meeting with the Tenure Review Committee.
- Principal Librarian and Associate Librarian positions are added to the bargaining unit on September 1, 2009.
- The Association may schedule a service for New Year’s Eve and/or New Year’s Day with certain conditions and limitations.

Thanks to the negotiating team: Matt Good, Chair; Nicole Cash, Betty Patterson, Ann Marie Roeske and Andy Schast. Thanks also to Local #72-147 President Ray Hair and Attorney Bill Baab, Esq.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Dallas Symphony negotiating committee chair, Matt Good and ICSOM Delegate, David Heyde.

DALLAS SYMPHONY ORCHESTRA