



INTERNATIONAL CONFERENCE OF
SYMPHONY AND OPERA MUSICIANS

SETTLEMENT BULLETIN

December 5, 2009

Houston Ratifies 1-Year Amended Agreement

On July 15, 2009, the musicians of the Houston Symphony ratified a one-year amendment to their current agreement that expires on October 2, 2010. As part of an organization-wide effort to reduce a substantial projected deficit for the 2009-10 season, concessions from the musicians are valued at approximately \$550,000.

Musicians will now be required to take two unpaid furlough weeks before May 31, 2010 and certain orchestra vacancies will remain unfilled during the 2009-10 season. While a weekly scale increase of 1% remains in place, the furlough will result in a 3% wage reduction in 2009-10.

The Houston Symphony Society has agreed to publicize the previous six years of financial sacrifices made by the musicians in the press release announcing the agreement and publication of the press release in the August/September 2009 Houston Symphony program magazine. The Society's press release detailed the history of recent cuts, including the combined 17 furlough weeks the musicians have granted since 2003 for an accrued savings of \$2,473,048.

	[2008-09]	2009-10
LENGTH OF SEASON:	[51 weeks]	50 weeks
WAGES:		
Annual Salary w/EMG –	[\$79,560]	\$78,750
Annual Salary w/o EMG –	[\$75,735]	\$75,000
Weekly Salary w/ EMG –	[\$1,560]	\$1,575
Weekly Salary w/o EMG –	[\$1,485]	\$1,500
EMG:	Remains at \$75 per week	
AFM-EPF:	Remains at 6%	

Thanks to the negotiating team: Dave Kirk, Chair; Christine Pastorek, Eric Arbiter, John Thorne and Anne Leek. Additional thanks to Phil Stanton for his help and financial analysis and past-committee chair, Rita Porfiris for her leadership. Thanks also to Local #65-699 President Lovie Smith-Wright and Attorney Mel Schwarzwald for their guidance and support.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Houston Symphony ICSOM Delegate, Eric Arbiter.

HOUSTON SYMPHONY ORCHESTRA