



July 1, 2009

### Kansas City Ratifies Modified Agreement

On June 5, 2009, the musicians of the Kansas City Symphony ratified a modification and extension of their agreement which previously was set to expire on June 30, 2011. It now runs to June 30, 2014.

The KCS executive committee held a meeting this past spring to discuss the orchestra's finances with the musicians, staff and board. A report was given on decreased revenue projections from endowment earnings, and corporate, foundation and individual support for the current season and, more importantly, next season. They also reported that previously projected ticket revenue figures had been lowered and that the staff had cut approximately \$300,000 from the budget the past fall.

Over the course of several meetings the musicians and management worked to identify further budget savings for 2009-10 and beyond. While the musicians were in favor of assisting in cost reductions as a result of the recession, it was critically important that any amended agreement include full restoration of previously negotiated compensation. Ultimately, a solution was devised through a five-year amended agreement that will provide much needed immediate financial stability while allowing for moderate growth as the KCS prepares to move into the Kauffman Center for the Arts in late 2011. Another critical principle for the musicians was to preserve both the weekly scale and season length. By suspending both the EMG and the Community Connections Initiative, almost 6% of musician compensation was saved during the 2009-10 season, while having no impact on weekly scale or season length. The musicians' desire to assist the board and management realized approximately \$1.1M in savings during the 2009-10 and 2010-11 seasons.

**LENGTH OF SEASON:** Remains at 42 weeks

<b>WAGES:</b>	<b>[2008-09]</b>	<b>2009-10</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>
<b>Annual Salary –</b>	[\$43,614]	\$43,614	\$44,705	\$45,822	\$47,197	\$48,764
<b>Weekly Salary –</b>	[\$1,038.43]	\$1,038.43	\$1,064.40	\$1,091	\$1,123.74	\$1,161.06
<b>EMG:</b>	[\$31/wk]	-0-	\$15.50/wk	\$31/wk	\$31/wk	\$31/wk

**AFM-EPF/503(b):** Remains at 5% AFM-EPF and 2% to 503(b)

**WORKING CONDITIONS:**

- The previously contracted optional week of Community Connections Initiative (CCI) services will be suspended for the 2009-10, 2010-11 and 2011-12 seasons. One half week of additional salary (four services) will be offered each contracted musicians during the 2012-13 season and the full week (eight services) will be restored in the 2013-14 season.
- During the 2009-10 season, a vacancy in the Bass section and any other similarly vacant string positions (not titled or frozen) may remain unfilled at the discretion of the KCS. Those positions shall be filled by the beginning of the 2010-11 season.

***[Working Conditions, cont.]***

- Two discretionary unpaid overtimes granted to the Music Director per season during classic weeks shall not be used until the beginning of the 2013-14 season.
- A rehearsal scheduled on the same day as a back-to-back educational concert shall not exceed two hours in length.
- Symphony management will post the rehearsal order at least one week in advance of each service.
- Principals, unless otherwise directed by the conductor or management, shall decide the assignment of parts at least one month in advance of the first rehearsal. All part assignments shall be communicated to those affected at least two weeks before a given work is rehearsed.

**MISCELLANEOUS:**

- The grievance and arbitration policy will now apply to the reseating procedure.
- Each staff member, excluding the Executive Director and Music Director, will see an across the board 6% reduction in salary in the 2009-10 fiscal year. The Executive Director and Music Director will see a 15% reduction in salary from their scheduled salary for 2009-10. In addition, no staff member shall receive any pay raise during the 2009-10 season and during the term of this agreement staff pay raises shall be limited to the same percentage amounts as the musicians receive in any given season, through the completion of the 2013-14 season. Compensation for the Music Director and Executive Director is set exclusively by the Board and is exempt from this provision. The Symphony will provide the Musicians' Committee annually, and within 10 business days of the completed and approved audit, a copy of the approved budget for the coming year, the actual results for the year just completed, and supporting documentation showing compliance with this provision.

Thanks to the negotiating team: Brian Rood, Chair; Sean Brumble, Tim Jepson, Matthew Johnson, Steve Multer and Kristi Velicer. Thanks also to Local #34-627 Secretary-Treasurer Richard Albrecht and special thanks to Attorney Susan Martin for her invaluable assistance, expertise and friendship.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of ICSOM President Brian Rood and Kansas City Symphony ICSOM Delegate, Tim Jepson.*

**KANSAS CITY SYMPHONY ORCHESTRA**