



June 25, 2009

North Carolina Ratifies Modifications to Agreement

On June 12, 2009, the musicians of the North Carolina Symphony ratified a modification to their four-year agreement set to expire on August 31, 2011. In order to address the current economic challenges, the CBA was modified to insert a one-year re-negotiation of the wages and vacation for the 2009-10 season. The contract will now be extended through August 31, 2012.

	[2008-09]	2009-10	2010-11	2011-12
SEASON LENGTH:	[42 wks]	38 wks	43 wks	44 wks
WAGES:				
Annual Salary –	[\$51,954]	\$45,769	\$55,298	\$59,400
Weekly Salary –	[\$1,237]	\$1,237	\$1,286	\$1,350
PENSION:	Private fund remains at 9%.			
VACATION:	Twenty-five vacation days reduced to 15 days for the 2009-10 season only.			
PER DIEM:	Remains at \$42 (2008-09 rate), increasing to \$44 in 2010-11 and \$46 in 2011-12.			

WORKING CONDITIONS:

- Pops concerts will now be limited to 2 ¼ in length, reduced from 2 ½ hours.
- Beginning in 2010-11, on days with four hours of travel and an evening concert, rehearsal services will be limited to two hours in length, reduced from 2 ½ hours.

MISCELLANEOUS:

- In addition to a reduction of 10 vacation days (2 weeks), an additional three work days shall be furloughed without pay during the course of the 2009-10 season, and one-fifth (20%) of the weekly salary will be withheld for each furlough day.
- One week of rolling furlough will be applied across the Society staff over the course of the 2009-10 season.
- A management consultant mutually acceptable to the Society and Union will be retained during the 2009-10 season to assist in the organization’s efforts to resolve financial/organizational challenges.

Thanks to the negotiating team: Paul Goldsberry, Chair; Robert Anderson, Erik Dyke, Soyun Kim, Marilyn Kouba, and Oskar Ozolinch. Thanks also to Local #500 President Jimmy Gilmore and Attorney Michael Okun.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the North Carolina Symphony ICSOM Delegate, Elizabeth Lunsford.