



INTERNATIONAL CONFERENCE OF  
SYMPHONY AND OPERA MUSICIANS

## SETTLEMENT BULLETIN

December 5, 2009

### Oregon Ratifies 1-Year Extension Agreement

On September 28, 2009, the musicians of the Oregon Symphony ratified a modification and 1-year extension of their existing agreement that runs from September 3, 2009 through May 25, 2011.

This was a difficult negotiation with a split Board and the looming threat of Chapter 7. The combination of an \$8 million accumulated deficit and a credit line that was “maxed out” forced the musicians into concessions. Again, as in the past several negotiations, the assistance of a Federal Mediator was necessary to reach a settlement.

**LENGTH OF SEASON:** [WAS - 41 weeks] Becomes 38 weeks

<b>WAGES:</b>	<b>[2008-09]</b>	<b>2009-10</b>	<b>2010-11</b>
<b>Annual Salary –</b>	[\$45,924.10]	\$42,989.78	CPI- US city average
<b>Weekly Salary –</b>	[\$1,120.10]	\$1,131.31	from July09-July10 (min. 1%/max. 3%)

**EMG:** Increases from \$553 to \$602 per season

**AFM-EPF:** Reduced from 8.5% to 4%

**INSURANCE:** Change in provider from Healthnet PPO/Kaiser HMO – individual choice to Kaiser Basic HMO or Kaiser Plus with the availability of a PPO and out of network at additional cost. The Employer will continue to pay 100% of premiums but with slightly higher co-pays and deductible. Should a musician not participate in the Employer-provided policy, the amount paid to each musician increases from \$1,500 to \$3,000 per year.

**WORKING CONDITIONS:** Personal leave language was modified to assure all leave denials are forwarded to the Local and to insert a two-week time period for a denial appeal process.

**MISCELLANEOUS:**

- With the exception of 3<sup>rd</sup> oboe/English horn, all other auditions may be deferred to the 2010-11 season at the discretion of the Association.
- Non-renewal language was modified to lower the number of musicians from 4 to 3 per season that may face the non-renewal process; the number of musicians on the Review Panel voting to override the Music Director changes from a unanimous vote of 9 to 7 during the 2009-10 season and to 6 during the 2010-11 season.
- A Financial Reopener will be required if the Dow Jones average remains at or above 12,000 for 6 months.
- The Association will promote the salary and benefit cuts as a \$1.4 million gift from the orchestra.

Thanks to the negotiating team: Dolores D’Aigle, Chair; John Cox, Evan Kuhlmann, Jeff Johnson, Jason Schooler, and Jennifer Arnold. Thanks also to Local #99 President Bruce Fife and Secretary-Treasurer Dennis Lynch.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Oregon Symphony ICSOM Delegate, Dolores D’Aigle.*

## OREGON SYMPHONY ORCHESTRA