



INTERNATIONAL CONFERENCE OF
SYMPHONY AND OPERA MUSICIANS

SETTLEMENT BULLETIN

October 23, 2009

San Antonio Ratifies 1-Year Amended Agreement

On April 8, 2009, and again on July 1, 2009, the musicians of the San Antonio Symphony ratified amendments to their master agreement that expires on August 31, 2011. Modifications were made to the end of the 2008-09 season, which resulted in changes in the base compensation rate for the final five weeks of the season, running from April 14-May 31, 2009, and to the entire 2009-10 season. The changes included reduced compensation and weeks. The financial emergency was confirmed by an independent audit in March, 2009. After the 2009-10 ratified Financial Emergency Agreement expires on August 31, 2010, the continuing agreement returns to the original terms of the collective bargaining agreement in the 2010-11 season.

	[2008-09]	2009-10	2010-11
LENGTH OF SEASON:	28/27*wks	28 wks	30 wks
WAGES:			
Annual Salary –	\$28,700/\$26,694.63*	\$25,004	\$31,350
Weekly Salary –	\$1,015/\$872.90*	\$893	\$1,045

** changes begin April 16, 2009*

EMG: Remains at \$10 per week

AFM-EPF: 4.25% 1% 4.25%

WORKING CONDITIONS:

- The work week has been reduced from 7-services to 6-services during the 2009-10 season, with six weeks of 8-services permitted. The 28-week season will have a maximum of 168 services.
- The scheduling of up to 7 Sunday repeated performances of classical subscription concerts is permitted with additional payment of pro-rated weekly scale.
- No more than 2 Saturday rehearsals are permitted during the 2009-10 season. No Sunday rehearsals are permitted and there will be no more than 12 evening rehearsals.

MISCELLANEOUS:

- During the 2009-10 season musicians may take up to 21 services of special leave or special annual leave for the entire season.
- Special unpaid professional leave will be available for a minimum of one week or more.
- The Society will print a full-page advertisement in the 2009-10 season program book acknowledging the reductions in compensation are a donation by the musicians.

Thanks to the negotiating team: Ken Freudigman, Chair; Lauren Eberhart, Mary Ellen Goree, David Mollenauer and Peter Rubins. Thanks also to Local #23 Secretary-Treasurer Brian Petkovich and to Attorney David Van Os.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the San Antonio Symphony ICSOM Delegate, Stephanie Teply Westney.

SAN ANTONIO SYMPHONY ORCHESTRA