



INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

SETTLEMENT BULLETIN

September 30, 2009

Syracuse Ratifies 3-Year Agreement

On August 2, 2009, the musicians of the Syracuse Symphony ratified a three-year agreement (pending final language) that runs from September 1, 2009 and continues through August 31, 2012.

	[2008-09]	2009-10	2010-11	2011-12
LENGTH OF SEASON:	[39 wks]	39 wks	40 wks*	40 wks*
WAGES:				
Annual Salary –	[\$33,672.57]	\$33,672.57	\$34,525.62	\$36,079.37
Weekly Salary –	[\$863.40]	\$863.40	\$863.14	\$901.98

* Service count requirement of 262 services does not increase with the addition of extra week in 2010-11

AFM-EPF: Remains at 6% [Defined benefit plan was frozen on 8/31/08 and began AFM-EPF contributions on 9/1/08.

SENIORITY: \$27.14 per year of service to a maximum of \$977.04. Increases in the 2011-12 season to \$28.36 for a maximum of \$1,020.96.

PER DIEM: Increases from \$35 per day to \$36 in 2010-11 and \$42 in 2011-12.

WORKING CONDITIONS: With the exception of double rehearsals of Opera and one exception per Classics season, second rehearsals shall be limited to two hours.

MISCELLANEOUS:

- A \$900 bonus (\$300 for Expanded Contract musicians) will be paid to each Core Contract musician at the beginning of the 2010-11 season.
- One live recording will be created during the 2009-10 season.
- The Association established an “organizational renewal process” with facilitator Paul Boulian prior to the beginning of negotiations. This agreement provides for participation by the orchestra in that process. Musicians and management are to be equally represented (4 + 4) in any decisions made as part of that process.

Thanks to the negotiating team: Jon Garland, Chair; Michael Bull, Julie Bridge, Daniel Kim and Ernest Muzquiz. Thanks also to Local #78 President Philip R. MacArthur.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Syracuse Symphony ICSOM Delegate, Patrick Shrieves.

SYRACUSE SYMPHONY ORCHESTRA