



INTERNATIONAL CONFERENCE OF
SYMPHONY AND OPERA MUSICIANS

SETTLEMENT BULLETIN

June 7, 2010

Virginia Ratifies 1-Year Amended Agreement

On December 17, 2009, the musicians of the Virginia Symphony ratified a one-year amendment to their agreement that was set to expire on July 31, 2010. The current CBA, which called for an 11% raise for the 2009-10 season was amended to freeze wages at 2008-09 rates. Additionally, seven positions will remain unfilled for the 2009 season (some positions are filled by musicians currently on leave and their return to these positions is guaranteed.)

Last season the orchestra gave back one month of salary in a contract re-opener, so with the assistance of ICSOM chairman Bruce Ridge and negotiator Nathan Kahn, they met with the elected negotiating committee, who spent the summer carefully navigating the VSO's precarious condition.

While the committee would have preferred to negotiate a longer agreement that included restoring vacant positions, this was not possible. Additionally, Federal mediator Rich Giacholone, urged the musicians to secure the freeze without delay. The musicians had a great deal of assistance from their Music Director JoAnn Falletta, Nathan Kahn and Norfolk Mayor Paul Fraim, all of whom affected a change in senior management the musicians felt was essential to move forward. Having succeeded in negotiating the freeze and making important changes, the committee recommended ratification of the freeze for one year only.

The orchestra has recently re-elected last year's committee (with one addition from the Orchestra Committee) to continue to serve through our current negotiations. They expect to welcome a new Executive Director toward the end of the current season.

LENGTH OF SEASON: Remains at 37 weeks

WAGES:	[2008-09]	2009-10
Annual Salary –	[\$26,114.97]	\$26,114.97
Weekly Salary –	[\$705.81]	\$705.81

EMG: Remains at \$475 per person per season and paid weekly in addition to wages.

AFM-EPF: Remains at 6%

ORCHESTRA SIZE: [79 musicians] Temporarily reduced to 72 musicians due to unfilled positions

VACATION: Remains at 2 weeks

Thanks to the negotiating team: Amanda Armstrong, Chair; Elizabeth Vonderheide, Lisbeth Dreier, Michael Dressler, Matthew Umlauf, and Timothy Owner. Thanks also to Local #125 President John Lindberg and SSD Negotiator Nathan Kahn.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Virginia Symphony Negotiating Committee Chair, Amanda Armstrong.

VIRGINIA SYMPHONY ORCHESTRA