



INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

SETTLEMENT BULLETIN

October 7, 2011

Alabama Ratifies 3-Year Agreement

On September 2, 2011, the musicians of the Alabama Symphony ratified a three-year agreement that begins September 1, 2011 and continues through August 31, 2014.

Most of the discussion during this difficult negotiation revolved around what the first year of the agreement would look like. Management insisted they needed to reduce weeks so a compromise was agreed to that would reduce the season by one week but the annual salary would remain the same. After a series of one-year agreements, musicians are pleased to have a three-year agreement that includes wage increases in years two and three.

LENGTH OF SEASON: Reduced from 41 to 40 weeks

WAGES:	[2010-11]	2011-12	2012-13	2013-14
Annual Salary –	[\$36,594.90]	\$36,594.90	\$38,058.70	\$39,485.90
Weekly Salary –	[\$892.56]	\$914.87	\$951.47	\$987.15

AFM-EPF: Remains at 5.45%

ORCHESTRA SIZE: Reduced from 54 to 53 musicians

TRAVEL: Changed minimum turnaround of 10 hours between evening to the next day’s departure to begin with “arrival at the hotel” rather than “end of concert”.

PER DIEM: Daily rate of \$39 for all travel in Alabama; Out of state per diem increases from \$10/day for travel in areas with a population in greater than 1M to become equal to the current GSA recommended rates for meals and allowances in the city the concert is performed.

Thanks to the negotiating team: David Pandolfi, Chair & President of Local #256-733; Michael Bradt, Kathleen Costello, David Handler, Andrew Miller, Rene Reder and Jeff Solomon.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Alabama Symphony ICSOM Delegate, Jeff Solomon.