



INTERNATIONAL CONFERENCE OF
SYMPHONY AND OPERA MUSICIANS

SETTLEMENT BULLETIN

May 11, 2011

Fort Worth Ratifies 2-Year Agreement

On November 16, 2010, the musicians of the Fort Worth Symphony ratified a two-year agreement that was retroactive to August 1, 2010 and continues through August 1, 2012.

	[2009-10]	2010-11	2011-12
LENGTH OF SEASON:	[52 wks]	46 wks	47 wks
WAGES:			
Annual Salary –	[\$60,000]	\$53,080.32	\$54,234.24
Weekly Salary –	[\$1,153.92]	\$1,153.92	\$1,153.92

EMG: The orchestra had a media allowance as a portion of weekly salary of \$1,250 that, to the orchestra, represented a trade-off for receiving one additional vacation week during negotiations in 2000. Since the Association eliminated that vacation week, the media allowance has been removed and all electronic media services will now be paid for in addition to scale wages.

AFM-EPF: Adjusted from 6% to 6.24% and beginning April 1, 2011, increased to 6.48%.

ORCHESTRA SIZE: Guarantee of minimum compliment 72 musicians of which 63 are full-time has been suspended for the next two seasons. (However, two of our part-time tenured violinists have been given full-time temporary positions, filling two vacancies, for that interim.)

VACATION: Reduced from 42 to 28 days

INSURANCE:

Health & Dental – Deductibles were increased from \$200 (individual) and \$600 (family) to \$1,000 (individual) and \$3,000 (family).

Disability & Instrument – Insurances were eliminated

SICK LEAVE: [WAS – 17 days/accrued to 104] Becomes – in 2010-11 reduced to 15 days/accrued to 93 and increased in 2011-12 to 16 days accruable to 99.

TRAVEL: Starting point for travel is now defined as Bass Performance Hall

Thanks to the negotiating team: George Dimitri, Chair; Pam Adams, Adam Gordon, Mark Houghton and Becky Stern. Thanks also to Local #72-147 President Ray Hair, Vice-President Karen Schnackenberg, Secretary-Treasurer Ken Krause, Executive Board Members Matt Good and Stewart Williams, and to Local #72-147 Counsel G. William Baab. Special thanks to AFM-SSD Director Chris Durham.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Fort Worth Symphony ICSOM Delegate, George E. Dimitri.

FORT WORTH SYMPHONY ORCHESTRA