



INTERNATIONAL CONFERENCE OF
SYMPHONY AND OPERA MUSICIANS

SETTLEMENT BULLETIN

May 12, 2011

Musicians' Association of Hawaii and Symphony Exploratory Committee Reach Agreement on New 3-Year Agreement

On April 12, 2011, the Honolulu Symphony Musicians ratified a new three-year agreement negotiated between the Musicians' Association of Hawaii, Local 677 and the Symphony Exploratory Committee (SEC), a newly formed group of business and community leaders in Hawaii who decided to explore reestablishing a professional orchestra in Hawaii. The SEC enlisted Steven Monder, former President of the Cincinnati Symphony, to assist them in this goal and in March they offered the winning bid to acquire the assets, including the music library and instruments, from the Honolulu Symphony Society. This new agreement, for expediency, used the former HSO collective bargaining agreement as a starting point; it runs from July 1, 2011 and continues through June 30, 2014. The agreement was simplified and streamlined to inspire confidence and help the new organization (still to be named) succeed.

The creation of a new agreement was a challenging task but both parties approached the process with the ambitious goal of creating the first of what all hope will be many new agreements. It is viewed as an important step in building a new and fruitful relationship and the language of the new agreement reflects a spirit of openness and cooperation that musicians hope will continue as a defining quality of their relationship with the SEC. While there is still a great deal of work still to accomplish to establish a new symphony in Hawaii, the completion of a new agreement is an important step toward that goal.

**Note – all previous terms [in brackets] are taken from the former Honolulu Symphony agreement that was suspended in 2009 between the Musicians' Association of Hawaii, Local 677 and the Honolulu Symphony Society.*

	[HSO~2009-10*]	2011-12	2012-13	2013-14
LENGTH OF SEASON:	[29 wks]	30 wks	30 wks	30 wks
WAGES:				
Annual Salary –	[\$30,898]	\$30,000	\$30,000	\$31,250
Weekly Salary –	[\$1,065.44]	\$1,000	\$1,000	\$1,033.33/\$1,050 15 wks/15 wks

LOCAL ELECTRONIC MEDIA PAYMENT: Up to \$1,000 of each musician's annual wage (\$33.33/wk) will be considered an advance against the total cost for local electronic media work. Additional local media work will be paid at the prevailing Local rates. All non-local media work will be paid under the applicable national AFM agreement.

AFM-EPF: [8%] 8% 8% 8%

SENIORITY: Remains same as HSO 2009-10 agreement - after 5 years .15% of base scale per week per year of service to a maximum of 30 years of service. Years of service in the former Honolulu Symphony will also be credited toward seniority.

ORCHESTRA SIZE: Remains same as HSO 2009-10 agreement – 64 full-time musicians (including 1 librarian) plus 20 per service musicians

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- INSURANCE:** Once the new organization begins, insurances will be secured and provided. Caps and deductibles will be established at that time.
- Health & Dental – An HMO and PPO will be available to musicians with 100% of individual policies and 50% of the lowest cost family insurance paid by the SEC.
- Instrument – For full-time, part-time and extra musicians who perform 50 or more services, the primary instrument, or two in the case of musicians required to perform two instruments, will be insured up to \$200,000.

SICK LEAVE: 12 days per season

TRAVEL: Former HSO language dealing with tours outside the State of Hawaii was left out of the new agreement and new language requires negotiation of terms for this type of touring; no touring outside the State of Hawaii will occur if there is a failure to reach mutual agreement.

PER DIEM: Breakfast - \$15; Lunch - \$25; Dinner - \$35

AUDITIONS: Previously, HSO audition committees held auditions in various cities on the mainland. To save expenses, new language will allow preliminary rounds of auditions to be videotaped, subject to mutual agreement of minimum technical requirements necessary to preserve the integrity of the audition process.

MISCELLANEOUS:

- Once the Mission Statement for the new organization is created, it will be placed near the beginning of the agreement.
- Two musicians will be selected by the musicians to attend regularly scheduled and special meetings of the Orchestra Board of Directors. They will participate in all discussions and considerations before the Board and will receive all notices and communications but they will not be voting members of the Board.
- Rather than hiring a Music Director, Pops Conductor, Assistant or Association Conductor and/or Executive Director by mutual consent of the board and musicians, when such positions become available, musicians will serve as representatives and voting members of these selection committees.

Thanks to the negotiating team: James Moffitt, Chair (and Local #677 Vice-President); John Gallagher, Ken Hafner and Jonathan Parrish. Thanks also to Local #677 President Brian Matson and Secretary-Treasurer Marsha Schweitzer and to Attorney Leonard Leibowitz.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Honolulu Symphony ICSOM Delegate, Steve Flanter.

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