



INTERNATIONAL CONFERENCE OF
SYMPHONY AND OPERA MUSICIANS

SETTLEMENT BULLETIN

July 7, 2011

Phoenix Ratifies One-Year Agreement

On February 2, 2011, the musicians of the Phoenix Symphony ratified a one-year agreement that runs from September 1, 2011 through October 31, 2012.

LENGTH OF SEASON: [WAS - 40 weeks] Becomes - 38 weeks

WAGES: [2010-11] 2011-12

Annual Salary – [\$35,000] \$35,010

Weekly Salary – [\$875] \$921.32

WORKING CONDITIONS:

- Non-contracted extra and substitute musicians employed by the association shall be compensated on a per service basis at a rate of 80% of the minimum scale established for the 2009-10 season (\$875 weekly salary equivalent is \$700).
- [NEW] Personal leave of less than half of either the rehearsals or concerts during classics weeks shall be limited to two different classics weeks. A third request for personal leave during a classics week may be granted or denied at the discretion of the Association.
- During the 2011-12 season requests for an extension for an additional year of unpaid sabbatical leave shall not be unreasonably denied.

MISCELLANEOUS: A separate agreement for a joint fund-raising initiative shall be drafted that defines committee structure, musician commitment and revenue sharing. It is agreed that this document will be a flexible, working document that may be modified, where appropriate, through mutual agreement of the members of the joint fund-raising initiative committee in consultation with the contract review committee. There shall be a thorough accounting of all payments to non-contract extras and substitute musicians provided to the orchestra committee on a monthly basis.

Thanks to the negotiating team: Chuck Berginc, Chair; Gabe Kovach, Peter Anderegg, and Ben Nguyen. Thanks also to Local #586 President Jim Nelson and Secretary-Treasurer Madelyn Roberts, and to Attorney Susan Martin.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Phoenix Symphony ICSOM Delegate, Ron Whaley.

PHOENIX SYMPHONY ORCHESTRA