



INTERNATIONAL CONFERENCE OF  
SYMPHONY AND OPERA MUSICIANS

## SETTLEMENT BULLETIN

June 20, 2011

### Saint Paul Ratifies 1-Year Modified Agreement

On June 1, 2011, the musicians of the Saint Paul Chamber Orchestra ratified another modification to the final year of their existing agreement which covers the period from July 1, 2011 and continuing through June 30, 2012.

For the third year in a row the musicians of the SPCO were approached by the St. Paul Chamber Orchestra Society seeking financial relief for the final year of a five-year agreement. Previous modifications were made to the third and fourth years of the agreement.

The Society anticipated a projected budget deficit of approximately \$1.5M in fiscal year 2012 which led to their request that the musicians consider freezing wages at 2010-11, an 11.3% reduction. While a freeze would have helped the Society achieve a balanced budget for FY 2012, the musicians would have been accepting a 14% cut from the actual rate specified in the agreement for 2011-12.

The musicians initially voted against forming a negotiating committee, however, when the Society made a second request, the musicians elected, by a narrow margin, to form a negotiating committee. The musicians were divided as some were unwilling to make further concessions for a third year in a row, while others were willing to consider some sort of concessions but would not agree to a wage freeze. With a definite bottom line in mind, the negotiating committee was able to reach agreement for an acceptable reduction of 5.7%, which includes cutting an additional work week for a total of 3, from 40 to 37 weeks, and reducing wages from \$78,223/\$71,223 to \$73,732/\$66,732, thus providing the Society some financial relief.

The committee believes the discussions were amicable and productive, and they were able to achieve a true compromise.

	<b>[2010-11]</b>	<b>2011-12</b>
<b>LENGTH OF SEASON:</b>	[38 wks]	37 wks
<b>ANNUAL SALARY -</b>	[\$60,336]	\$66,732
<b>ANNUAL SALARY w/EMG -</b>	[\$67,336]	\$73,732
<b>WEEKLY PERF. SALARY -</b>	[\$1,587.79]	\$1,569.24
<b>WK. PERF. SAL. w/EMG -</b>	[\$1,772]	\$1,758.43
<b>*WEEKLY – OFF SEASON -</b>	[-0-]	\$578

*\* 37 performance weeks and 15 weeks of off-season pay, off-season pay is in lieu of unemployment. In the 2010-11 season, off season pay was incorporated into performance salary.*

**EMG:** Annual Media Fee remains at \$7,000 per season

**HEALTH INSURANCE:** The Society will continue to insure 50% of the deductible for single and family insurance through December 31, 2011. Beginning in 2012, the Society will continue such contributions to musicians' individual Health Reimbursement Accounts (HRA).

**SAINT PAUL CHAMBER ORCHESTRA**

**MISCELLANEOUS:**

- During the 2011-12 season, up to eight donated services for the season will be available for fundraising purposes. Musicians intend to give the Society the maximum amount of flexibility regarding scheduling of these services, subject only to the Orchestra Committee's agreement on their use and scheduling.
- The Artistic Review Process will not be initiated for the remainder of this agreement. All parties agree the Artistic Review Process is flawed and have agreed not to use it further. The parties also intend to devise a replacement for the current procedure when they negotiated a new CBA in 2012.

Thanks to the negotiating team: Lynn Erickson, Paul Straka, Kathy Greenbank, Fred Bretschger and Leslie Shank. Thanks also to Local #30-73 President Brad Eggen, Secretary-Treasurer Tom Baskerville and Attorneys Ron Rollins and Zaidee Martin.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the St. Paul Chamber Orchestra ICSOM Delegate, Leslie Shank.*