



ICCSOM

Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

February 11, 2006

Fort Worth Ratifies 5-Year Agreement

On November 5, 2005, the musicians of the Fort Worth Symphony ratified a five-year agreement that was retroactive to August 1, 2005 and runs through July 31, 2010.

LENGTH OF SEASON: 52 weeks

WAGES:	[2004-05]	2005-06	2006-07	2007-08	2008-09	2009-10
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Full-time Musicians:

Annual Salary –	[\$51,915.20]	\$52,723.51	\$53,932.51	\$55,256.89	\$56,782.58	\$58,755.68
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Weekly Salary –	[\$998.37]	\$1,037.95	\$1,013.91	\$1,062.63	\$1,091.97	\$1,129.92
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Part-time Musicians:

Per Service Scale -	[\$127.20]	\$129.74	\$132.65	\$135.83	\$139.50	\$144.24
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Yearly Electronic Media Allowance (formerly EMG) paid additionally to Full-time Musicians:

	[\$1,000]	\$1,250	\$1,250	\$1,250	\$1,250	\$1,250
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PENSION – AFM-EPF:	[5%]	5%	5.25%	5.5%	5.75%	6%
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Health Insurance: Musician contribution to health insurance premium will increase from 1% to 7%. Health plan and co-payments remain unchanged.

% paid by musician:	[1%]	2%	3%	4%	5%	7%
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VACATION: Increases from 42 days to 49 days in blocks of 3 or more days.

SICK LEAVE: Changed from 12 days per season to 16 services per season.

WORKING CONDITIONS:

- Reduction in number of 9-service weeks allowed from a maximum of 14 in the 2005-06 season to 12 in the 2006-07 and 2007-08 seasons and a maximum of 11 during the 2008-09 and 2009-10 seasons, with an aggregate total of 38 weeks maximum in years 2-5 of the agreement.
- A minimum guarantee of 15 five-day work weeks added. Nine-service weeks will be balanced by 5-day workweeks. Five-day workweeks may contain one day of two 2.5-hour rehearsals for a total of 5 hours; otherwise, two rehearsal days are limited to a total of 4.5 hours.
- There were improvements to the method for determining string relief when pit services use reduced strings, small ensemble provisions, leave restrictions for the violin sections, and leave restrictions for subscription series for full-time musicians were relaxed.

MISCELLANEOUS:

- The number of musicians remains at 72 – 63 full-time and 9 part-time.

FORT WORTH SYMPHONY ORCHESTRA

(Miscellaneous, cont.)

- Part-time musicians are no longer guaranteed a minimum of 100 services per seasons and now have flexibility to refuse services. Health and welfare payments to part-time musicians increase from \$12 to \$14 per service during the length of the agreement.
- The ICSOM delegate will be excused with pay to attend the ICSOM conference.
- Relief time was added for non-string principals and provisions were added for assistants to principal winds, horn and trumpet, as needed.
- Three titled string positions in the 2nd violin, viola and cello will be converted from existing section vacancies and filled by national audition.
- Requests for leave from pit services have been increased from 21 days to 30 days.
- All non-titled string positions will now rotate.

Thanks to the negotiating team: Kevin Hall, Chair; Pam Adams, Vice-Chair; Dennis Bubert, Adam Gordon, and Ed Stephan. Thanks also to Local 72-147 President Ray Hair and Attorney Bill Baab.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Fort Worth Symphony ICSOM Delegate, Leslie Cleary.

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