



ICSOM

Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

October 20, 2005

Nashville Ratifies 2-Year Re-opener

On July 22, 2005, the musicians of the Nashville Symphony ratified a 2-year non-economic re-opener to their Master Agreement that runs from August 1, 2005 and expires on July 31, 2007. Under the terms of the agreement, in the fourth year of the six-year agreement, either side could ask to re-open the agreement to discuss non-economic issues. Numerous changes were agreed to, some of which were financial, in part due to changes that occurred during the past season, and also in anticipation of the opening of Schermerhorn Symphony Center in September 2006.

	[2004-05]	2005-06	2006-07*
LENGTH OF SEASON:	[41 wks]	42 wks	43 wks
WAGES: Annual Salary -	[\$36,490]	\$40,000	\$42,183
Weekly Salary -	[\$890]	\$952.38	\$981

**addition of one week*

EMG: remains at \$1,040

VACATION: 4th vacation week added in 2005-06 season (no change)

INSURANCE: Disability – Association agrees to pay 100% long-term disability for all musicians.

SICK LEAVE:

- Association may grant additional sick leave up to a maximum of 90 days, at which time the musician may be eligible for long-term disability.
- Maternity leave increased from 12 to 16 weeks (without pay)

TRAVEL: Lunch-time change and an additional city was added as an exception for mileage payment for runouts.

AUDITIONS: New procedure established to create audition repertoire lists and committee splitting, if necessary.

WORKING CONDITIONS:

- The 2006-07 season only may begin August 29, 2006 (normally September 1 but changed to accommodate hall opening)
- Numerous changes for education ensembles that include clarification of leader duties and compensation, service length, establishing their own sub lists, cancellation policies, and allowing services in the 2006-07 season to be “off-contract”.
- Sound Recording sessions will be included in the weekly schedule and the limit of no more than 9 services will also include SRLA sessions.

NASHVILLE SYMPHONY ORCHESTRA

- Paid personal services (4) increased to 5 days. Days that include 2 different programs when a musician performs one of the services will be counted as a ½ day.
- ICSOM Delegate, Governing Board member and AFM Delegate will be granted time off when necessary with no loss of income.
- On Classical series and Beethoven Festival double rehearsal days, one of the two rehearsals will be limited to 2 hours with a 15-minute intermission.
- Established policies regarding string alternates, extending a service to be completed in 100 minutes or less, and bowing schedules become part of the agreement.
- Policies for orchestra splitting established and allowing ensembles to be reduced down to 1 musician (not mandatory).
- Service will now end with the final note (was when concertmaster was free to leave the stage)
- Committee established to discuss dress for subscription attire. The Association agrees to fund the initial cost.

MISCELLANEOUS:

- EMGs may not be used to subsidize motion picture or television sound tracks.
- With the exception of one musician who will retain a long contract, all contracts in the Nashville Symphony are now full-time.
- Size of the orchestra reduced from 83 plus librarian to 81 plus librarian. Additionally, the minimum size of the orchestra was increased from 66 to 74 musicians, any attrition occurring only with the approval of the Association, the union and the orchestra committee.
- Librarian becomes Principal Librarian.
- Third winds and second and fourth horn will receive 5% overscale to guarantee move up to another position.
- Free parking will be provided for all services in Schermerhorn Symphony Center beginning in the 2006-07 season.
- Allowance for reseating if a new Music Director is hired before expiration of the current agreement.
- Side letter defining role and authority of an Artistic Advisor, if one is appointed.

Thanks to the negotiating team: Carrie Bailey, Bruce Christensen, Brad Mansell, Laura Ross and Lee Levine. Thanks also to Local 257 President Harold Bradley and SSD Negotiator Chris Durham.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Nashville Symphony ICSOM Delegate, Bruce Christensen.

NASHVILLE SYMPHONY ORCHESTRA