



# ICSOM

## Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

June 5, 2006

### Oregon Ratifies 1-Year Agreement

On May 9, 2006, and after one-and-one-half years of bargaining, the musicians of the Oregon Symphony ratified a one-year agreement that covers the 2005-06 season only. The agreement follows the two-year period from 2003-05 during which the musicians worked under a reduced season and a 5.25% salary cut.

This new settlement increases each musician's salary by \$2,020 and increases the instrument maintenance allowance by \$500. Pension of 8.5%, vacation, a \$553 EMG and health insurance premium payment of 100% for employee, spouse/domestic partner and family remain unchanged. Certain scheduling modifications favoring the orchestra were also negotiated that will take effect in the 2006-07 season.

**LENGTH OF SEASON:** Remains at 41 weeks

<b>WAGES:</b>	<b>[2003-05]</b>	<b>2005-06</b>
<b>Annual Salary –</b>	[\$38,206.04]	\$40,226.20
<b>Weekly Salary –</b>	[\$931.85]	\$981,13

**ORCHESTRA SIZE:** 84 musicians performed under contract with 4 string positions unfilled during the 2005-06 season.

**INSTRUMENT ALLOWANCE:** Increased from \$450 to \$950 per season.

**NON-RENEWAL:** The period of time to address the music director's allegation of deficiencies was increase from 6-months to one year. A joint musician/management dismissal review panel was replaced by an all-musician review panel, which has the authority to sustain or reverse the music director's final decision by unanimous vote. Absent a unanimous vote, the union may take the musician's case to arbitration.

Thanks to the negotiating team: Cheri Ann Richards, Chair; Dolores D'Aigle, Mary Ann Coggins Kaza, Greg Ewer, Una O'Riordan and John Cox. Thanks also to Local #99 President Bruce Fife and Secretary-Treasurer Ken Shirk.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Oregon Symphony ICSOM Delegate, Dolores D'Aigle and Local #99 Secretary-Treasurer Ken Shirk.*

### OREGON SYMPHONY ORCHESTRA