



# ICSOM

## Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

June 5, 2005

### Utah Symphony Ratifies 3-Year Agreement

On March 25, 2005, the musicians of the Utah Symphony ratified a three-year agreement that is retroactive to September 1, 2004 and runs through August 31, 2007. During negotiations, consultant Tom Morris was engaged to assess the orchestra's situation and issue a report. Morris proposed a financial recovery plan coupled with massive administrative changes to achieve "transparency" and ensure accountability by management and Board. After the complete plan was adopted, the musicians ratified a non-concessionary three-year contract, and accepted a three-year pay freeze (with the right to re-open for salary increases in the third year) as their gesture toward the restoration of a balanced budget.

**LENGTH OF SEASON:** 52 weeks

<b>WAGES:</b>	<b>[2003-04]</b>	<b>2004-05</b>	<b>2005-06</b>	<b>2006-07</b>
<b>Annual Salary –</b>	[\$57,720]	\$57,720	\$57,720	\$57,720
<b>Weekly Salary –</b>	[\$1,110]	\$1,110	\$1,110	\$1,110
<b>AFM-EPF:</b>	[8%]	8%	8%	8%

**VACATION:** 9 weeks

**MISCELLANEOUS:**

- When recommending/not recommending orchestra member tenure, the original audition committee is reconvened. "Relevant section" members will now also be included.
- Simultaneous streaming of local radio broadcasts will now be permitted.

Thanks to the negotiating team: Steve Proser and David Yavornitzky, Co-Chairs; Stephen Kostyniak, Don Kramer, Lee Livengood and Christine Osborne. Thanks also to Local #104 President Erich Graf, Secretary Tony Brazelton, Vice-President Ken Hodges, Attorney Joseph Hatch, and to Leonard Leibowitz for his assistance.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Utah Symphony ICSOM Delegate, Lynn Maxine Rosen.*

## UTAH SYMPHONY ORCHESTRA