

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: UTAH SYMPHONY SETTLEMENT
DATE: November 24, 1999

The members of the Utah Symphony have ratified a new five-year agreement on October 26, 1999. The contract length is five years but comes with the ability to re-negotiate all economic areas of the agreement every year (wages and direct economic benefits). Even though the agreement contains a “no-strike-no-lockout” clause, the musicians are guaranteed the right to strike if agreement cannot be reached when economic areas are reopened.

LENGTH OF SEASON: Remains 52 weeks

WAGES: [Were \$741/wk \$38,532/yr] Becomes \$815/\$42,380
Signing bonus in the amount of \$500 to each musician upon execution of this agreement. There are increases in all supplemental salaries such as overtime rates, for performing principal chair duties, soloist pay, travel pay, etc. Pay for titled players specified as percentages above base.

VACATION: 9 weeks for all musicians [up from 7 weeks for probationary musicians].

WORKING CONDITIONS: A major restructuring of our working conditions was implemented in this agreement. Although the basic standard is still an 8-service week, great care was given to the concept of “adequate rest and recovery” between services, and the orchestra’s work schedule will bear little resemblance to the way the musicians have worked in the past.

The members of the Negotiating Committee were Don Kramer [Chair], Joe Evans, Christine Osborn, and Steve Proser. The musicians would like to thank their attorney, Joseph E Hatch, Local 104, and its president, Eric Graf.

This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Utah Symphony Negotiating Committee Chair Don Kramer.

UTAH SYMPHONY