



INTERNATIONAL CONFERENCE OF
SYMPHONY AND OPERA MUSICIANS

SETTLEMENT BULLETIN

December 8, 2011

Dallas Ratifies 2-Year Agreement

On September 3, 2011, the musicians of the Dallas Symphony Orchestra ratified a two-year agreement that runs from September 1, 2011 and continues through August 31, 2013.

This agreement reflects an effort on the part of the musicians of the Dallas Symphony to be sensitive to the financial challenges the institution is facing. While accomplishing that, musicians made significant progress addressing working conditions and seniority pay. The new seniority pay structure addressed a long term inadequacy in relation to DSO's peer orchestras. The negotiating committee believes this contract protects those gains while still making it possible for the Association to raise the money necessary to continue moving the orchestra forward both financially and artistically.

LENGTH OF SEASON: Remains at 52 weeks

WAGES:	[2010-11]	2011-12	2012-13
Annual Salary w/ EMG –	[\$90,034.36]	\$90,034.36	\$90,813.36
Annual Salary w/o EMG –	[\$83,274.36]	\$83,274.36	\$84,054.36
Weekly Salary w/ EMG –	[\$1,731.42]	\$1,731.42	\$1,746.42
Weekly Salary w/o EMG –	[\$1,601.42]	\$1,601.42	\$1,616.42

EMG: Remains at \$130 per week/\$6,760 annually

AFM-EPF: 7.63% and 4.36% of base scale for subs and extras, which reflects adoption of the rehabilitation plan

ORCHESTRA SIZE: Remains at 82 musicians plus 2 librarians

VACATION: Remains at 9 weeks

SENIORITY: *Per week/per years of service*

	[2010-11]	2011-12	2012-13
0-4 yrs	0	0	0
5-9 yrs	[\$5]	\$15	\$25
10-14 yrs	[\$10]	\$20	\$30
15-19 yrs	[\$15]	\$25	\$40
20-24 yrs	[\$20]	\$30	\$45
25+ yrs	[\$25]	\$30	\$45

INSURANCE:

Health & Dental – The Employer's obligation for payment of each individual participating musician's benefits are limited to \$15,311 in calendar year 2012, and \$16,536 in 2013.

Instrument – Cap per musician was raised from \$50,000 to \$75,000

DALLAS SYMPHONY ORCHESTRA

SICK LEAVE: Should a musician use a sick day(s) during rehearsal(s) of a concert series, the Personnel Manager will determine they can return to work for the concerts; should the musician fail to return for services during that week, the musician will inform the Personnel Manager which services were missed due to illness and those services not missed due to illness shall be counted as rotated services.

AUDITIONS: Significant changes were made to final audition rounds as well as the addition of an Interim Musician (one-year position) status.

WORKING CONDITIONS:

- Two Subscription Concerts may now be scheduled for performance on the same Work Day provided that one Subscription Concert is no longer than 90 minutes in length. No service may be schedule on the Sunday after a day with two Subscription Concerts performed in the same Work Day.
- Beginning in the 2012-13 season, no more than four programs per Season may use microphones for amplification on any tutti chair in the Meyerson Symphony Center.

MISCELLANEOUS:

- ***Quarterly Business Review*** - Employer representatives will meet with the Players' Committee no later than sixty (60) days after the end of each financial quarter to discuss the Association's quarterly financial results. At the meeting, the Employer will provide the Players' Committee with the most recent copy of the following reports:
 - > Monthly Financial Close Package that has been provided to the Dallas Symphony Association Finance Committee
 - > Consolidated Audited Financial Statements of the Dallas Symphony Association and the Dallas Symphony Foundation
 - > Audited Financial Statements of the Dallas Symphony Foundation

Thanks to the negotiating committee: John Kitzman, Chair; Matt Good, David Heyde, Ann Marie Hudson and David Sywak. Thanks also to Local #72-147 President Ken Krause, Secretary-Treasurer Stewart Williams and Attorney Bill Baab, Esq.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Dallas Symphony ICSOM Delegate, David Heyde and Negotiating Committee Member Matt Good.