



INTERNATIONAL CONFERENCE OF  
SYMPHONY AND OPERA MUSICIANS

## SETTLEMENT BULLETIN

September 7, 2009

### Minnesota Ratifies Amended Agreement

On July 31, 2009, the musicians of the Minnesota Orchestra ratified a modification of their current agreement that runs through September 30, 2012. It provides a wage freeze for the coming season and forfeits increases that were originally negotiated in the final year of the contract. There are also changes in pension contributions, Sunday work and the number of openings that can be left unfilled for the duration of the agreement.

**LENGTH OF SEASON:** Remains at 52 weeks

<b>WAGES:</b>	<b>[2008-09]</b>	<b>2009-10</b>	<b>2010-11</b>	<b>2011-12</b>
<b>Annual Salary</b>				
<b>with EMG –</b>	[\$100,906]	\$102,024	\$105,534	\$111,566
<b>without EMG –</b>	[\$97,006]	\$98,124	\$101,634	\$107,666
<b>Weekly Salary*</b>				
<b>with EMG –</b>	[\$1,919/\$1,962]	\$1,962	\$2,007/\$2,052	\$2,114/\$2,177
<b>without EMG –</b>	[\$1,844/\$1,887]	\$1,932/\$1,977	\$1,932/\$1,977	\$2,039/\$2,102

\* All salary increases occur on October 1 and April 1 of each season

**EMG:** \$75 per week/ \$3,900 annual

**AFM-EPF:** [7%] 5% 5% 5%/7%‡

‡ During the last payroll period of the agreement in September 2012, the pension contribution will be restored to 7%.

**WORKING CONDITIONS:** During each Winter Season the number of Sundays on which services may be scheduled will be adjusted as follows – in the 2009-10 season, as in the 2008-09 season, up to 15 Sundays may be scheduled; in 2010-11 up to 12 Sundays, and in 2011-12 up to 10 Sundays may be scheduled.

**MISCELLANEOUS:**

- There are currently 10 vacancies in the orchestra. The maximum allowable vacant permanent positions during the next three seasons will be - 10 positions in the 2009-10 season, 6 positions in the 2010-11 season and 4 in the 2011-12 season.  
The Association agrees to schedule and hold auditions for the final four vacancies no later than the 2011-12 season.
- Allowance of open permanent positions above will not change the Association's need to use subs and extras to meet programming needs.

Thanks to the negotiating team: David Herring, Kathy Kienzle, Norbert Nielubowski, Tony Ross and Douglas Wright. Thanks also to Local #30-73 President Brad Eggen, Secretary-Treasurer Tom Baskerville and Attorney Ron Rollins.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Minnesota Orchestra ICSOM Delegate, Norbert Nielubowski.*

## MINNESOTA ORCHESTRA