

## Long Beach Symphony Orchestra

Settlement Bulletin  
Dynell Weber, Delegate

<b>Ratified:</b>	<b>Term:</b>	<b>Begins:</b>	<b>Expires:</b>	<b>Pay Type:</b>
2/22/10	3 years	7/1/09	6/30/2012	Per-service

First Tier Section Pay	Prev Year (2008-09)	1st Year (2009-10)	2nd Year (2010-11)	3rd Year (2011-12)
<b>Base Wage:</b>	\$157.65(120.15)*	\$157.65(120.15)	\$157.65(120.15)	\$162.37(123.75)
<b>% Increase</b>		0%	0%	3%
<b>Guaranteed Services</b>		41	36	36
<b>Pension</b>	10%	10%	10%	10%
<b>Health &amp; Welfare</b>	6%	6%	6%	6%

\*Performance pay(rehearsal pay)

- Pops concerts shall average no fewer than 45 musicians
- Exception may be made in 2010-2011 and 2011-2012 seasons to allow no fewer than 40 musicians for one Classics series concert/rehearsal set in each of those seasons. Minimum string complement provisions shall not apply to the exception services on the Classics series.
- Auditions for the tenure-track list vacancies shall be postponed for 2009-2010. A minimum of 3 auditions shall be scheduled in 2010-2011, to be determined by mutual agreement between the Union and the LBSA.
- References to the Personnel Manager in the Master Agreement will be modified with the understanding that any duties assigned to the Personnel Manager in the Agreement shall remain in effect or be transferred to the LBSA.
- Minimum string complements shall be reduced by 2 for each section.

***Special Thanks to:***

Orchestra Committee members Joe Stone, Dynell Weber, Gary Lasley, Vicki Bacon, Jenni Olson, ROPA delegate Leslie Lashinsky, AFM Negotiator Nathan Kahn, Local 353 President Tracy Wells and Local 353 Secretary-Treasurer Paul Castillo.