

# BULLETIN

October 10, 2005



## New Mexico Symphony Orchestra

Settlement Bulletin  
Dana Winograd, Delegate

<b>Ratified:</b>	<b>Term:</b>	<b>Begins:</b>	<b>Expires:</b>	<b>Pay Type</b>
9/7/2005	3 years	9/1/2004	8/31/2007	Per-service

First Tier Section Pay	Previous Year	1st Year	2nd Year	3rd Year
<b>Base Wage:</b>	\$84.27	\$84.27	\$94.80	\$106.65
<b>Services:</b>	187	187	187	187

**2004/05:** no increase in the per-service rate of 03/04 season (\$84.27). Instead, all contracted players received a one-time retroactive payment equal to an 8% increase for all services they had accepted.

**2005/06 and 2006/07:** the minimum per-service scale increases by 12.5% each season.

### Other important changes

- Health Insurance- retroactive 15% increase to health allowance (\$1800 in 2003/04) paid either as a lump sum of \$270, or applied to plan premium. For both the 05/06 and 06/07 seasons the allowance for core and basic players will increase by 7.5% (\$2,070 for 04/05, \$2,225 for 05/06, and \$2,392 for 06/07) Also, extended players will now receive health insurance allowance of \$415.
- Sick bank/Long-term disability- New this season. Caps for sick day use are 50 for Core musicians, 40 for Basic, and 20 for Extended musicians. Also, long-term disability insurance will be purchased which will also include a life insurance plan.
- Attendance requirement- Musicians may now decline up to 33% of services. Since 2000, musicians were only permitted to decline 25% of services.
- Audition days limited to 8 hours, with overtime provisions.
- Increase in both sick and personal days. Personal days changed to "Personal services"
- Added first right of refusal for employment.
- Language removed for outrageous conduct, and definition of just cause.
- Most language that allowed contractual variances "with the approval of the orchestra committee" removed.

By spring of 2005, after more than a year of negotiations, very little progress had been made towards reaching an agreement. At this point, a very generous supporter came to the musicians' aid. This individual assisted tremendously in funding the musicians' campaign, including retaining local legal representation, as well as hiring the consultant, Tom Morris, to conduct an analysis of the organization as a whole. Additionally, the supporter provided a large portion of the money for the Maestro's Challenge (a fund-raising effort set up specifically to raise the salaries of the musicians). The entire orchestra continues to express their sincere gratitude to this wonderful supporter.

Negotiating committee: Carla Lehmeier-Tatum, Denise Turner, Joe Zoeckler, Peter Ulfers, and Dana Winograd. Special thanks to our lawyers, Joseph Goldberg and Dana Grubasec. Thank you also to Larry Wheeler (Local 618 president), and especially to Janice Gallassi for all her work and support, even before our negotiations commenced.