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SAINT LOUIS SYMPHONY ORCHESTRA MUSICIANS RATIFY NEW THREE-YEAR CONTRACT

Agreement reached more than one year ahead of expiration of current contract

June 10, 2009 - The Saint Louis Symphony Orchestra and the American Federation of Musicians, Local 2-197, announced an agreement on a new three-year labor contract today. The agreement was reached more than one year prior to the expiration of the current contract, providing four years of labor stability for the SLSO. The new contract goes into effect on August 30, 2010, and runs through September 1, 2013.

Highlights from the new three-year agreement include:

- Annual minimum scale increases from \$77,530 in FY10 to \$81,892 in FY13, or 5.6% over the life of the contract in increments of 2.27%, 1.75%, and 1.5%, averaging 1.88% annually
- Pension contribution increases from 5% in FY10 to 7% in FY13
- 43rd week added to the season (included in the annual minimum scale increases) which provides additional services
- Ability to undertake local radio/non-commercial television broadcasts without additional compensation or approval

Fred Bronstein, SLSO President and Executive Director, said, "This is a 'win-win' agreement. It moves the orchestra forward very modestly following several years of almost "flat" compensation but in a fiscally responsible and disciplined manner that respects the challenges inherent in today's environment. At the same time, a 43rd week will facilitate additional revenue opportunities, which

ties *directly* to the SLSO's recently implemented *Building Our Business* revenue initiatives and new strategic plan, a multi-year vision that focuses intensely on audience building."

Launched this season, ***Building Our Business*** has at its core new initiatives such as *Casual Classics* and *SLSO Presents* designed to build audiences and re-invigorate the SLSO brand. Key successes in the 2008-09 Season now include:

- **Orchestral Series**
 - Since January 1 - Seven sold-out or near capacity performances
 - 2008-09 per-concert average up 4% - total revenues/attendance stable
- **Total ticket revenues for all products** for the 2008-09 Season including new initiatives
 - Surpassed total ticket revenues from prior season by 14%, with concerts remaining
 - Per-concert average attendance to date up 8% over prior year final, with total attendance up 7%

Bradford Buckley, Chairman of the SLSO Musicians' Council, said, "The negotiating process was a healthy one, with each side willing to listen, to reason, and to find common ground with the other. The agreement that has emerged is not only a good one for the musicians, but for the Saint Louis Symphony Orchestra as a whole. We've proven to ourselves that labor and management can work together in good faith, which I believe reflects on the longtime stability and continued progress—both on the artistic side and on the business side—of the SLSO."

Vicky Smolik, President of the Musicians' Association of St. Louis, Local 2-197, A.F.M., said, "Both union labor and SLSO management had goals in common that allowed us to reach a responsible agreement with stability in a tough economic time. Adding a 43rd week allows us to make progress both financially and artistically. The St. Louis community will now have even more opportunities to hear live music from our world-class orchestra."

Bronstein added, "The early nature of this agreement and the productive manner in which it was reached builds on the JLMP process (Joint Labor-Management Partnership), a unique ongoing dialogue begun in April 2008 among key constituencies that has included substantive discussions over a range of issues important to the SLSO."

About Saint Louis Symphony Orchestra

Founded in 1880, the **Saint Louis Symphony Orchestra** (SLSO) is the second-oldest orchestra in the country and widely considered one of the world's finest. In September 2005, internationally

acclaimed conductor David Robertson became the 12th Music Director and second American-born conductor in the Orchestra's history. Currently in the 129th season - the SLSO continues to strive for artistic excellence, fiscal responsibility and community connection. In addition to its regular concert performances at Powell Hall, the SLSO is an integral part of the St. Louis community, presenting more than 250 free education and community partnership programs each year. In June 2008, the SLSO launched ***Building Our Business*** which takes a proactive, two-pronged approach: build audiences and re-invigorate the SLSO brand making the SLSO and Powell Hall *the place to be*; and build the donor base for enhanced institutional commitment and donations. This is all part of a larger strategic plan adopted in May 2009 that includes new core ideology and a 10-year strategic vision focusing on artistic and institutional excellence, doubling the existing audience, and revenue growth across all key operating areas.

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