



Memorandum of Understanding

Side Letter to the 2022-2027 NJ Symphony/Local 16-248 Master Agreement

It is agreed by the Union, Musicians, and Management of the New Jersey Symphony that, upon ratification and signing of this side letter, the language below will be effective immediately. It is further agreed that the Music Director and Vice President of Artistic Planning intend to immediately seek to appoint Tracy Nguyen to the tenure-track position of Principal Orchestra Librarian of the New Jersey Symphony.

This language is intended to be in addition to a Librarian audition process, similar to the process enacted in the 2019 Principal Orchestra Librarian search, which shall be the default hiring procedure for the Principal Orchestra Librarian position unless the appointment procedures are invoked. This audition process shall be bargained separately from this Side Letter.

ARTICLE 9. ENGAGEMENT AND SELECTION OF PERSONNEL

9.5 Procedure for Filling Permanent Contract Positions

D. Procedure for Filling Permanent Librarian Positions:

When a Principal Orchestra Librarian permanent vacancy occurs, the Symphony shall immediately convene a meeting with the Music Director, Vice President of Artistic Planning, Principal Players and a representative from the Orchestra Committee and a representative from the Symphony, to determine if the position should be filled via audition or appointment. The decision to move forward with an appointment must be made by mutual agreement of all parties in the meeting. If no such agreement can be reached, the Symphony shall move ahead with an audition to fill the position.

1. Appointment Without Audition:

- a. Eligibility for Appointment: A candidate is eligible to be considered for appointment to fill a permanent contract position as Principal Orchestra Librarian without audition if candidate has completed at least one full season in the position within the last 10 contract years.
- b. Appointment Review Meeting: Either at the Initial Meeting or at a subsequent time, the Personnel Manager shall convene a meeting open to all Principal Players, the Music Director, and the Vice President of Artistic Planning. Those convened may offer feedback, impressions and any additional relevant information that may assist the Music Director and the Vice President of Artistic Planning in their decision. At the end of the meeting, the Principal Players will take a secret ballot as to the candidate’s acceptability. The candidate must receive a majority vote in order to be considered for appointment as Principal Orchestra Librarian. A member of the Orchestra

Committee or Shop Steward and a representative of the Symphony may observe the meeting to ensure that the correct procedure is being followed, but may not participate in the discussion or the vote.

- c. Appointment Decision: Following the Appointment Review Meeting, the Music Director and the Vice President of Artistic Planning shall make the final decision to offer the appointment. A denial of the candidate’s appointment shall not affect, in any way, their eligibility for future auditions or work with the Symphony.
- d. Tenure and Non-Renewal: If a Principal Orchestra Librarian is appointed, the Tenure and Non-Renewal process in CBA 9.4 applies from the beginning of their first (non-Interim) Principal Orchestra Librarian contract.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed this April 1, 2024, at Newark, New Jersey.

New Jersey Symphony

Robert Garrett
Robert Garrett (Apr 5, 2024 15:15 EDT)

Robert Garrett, Co-Chair

04/0

Date

Craig Silliman
Craig Silliman (Apr 5, 2024 15:19 EDT)

Craig Silliman, Co-Chair

05/0

Date

New Jersey Symphony Orchestra Committee

Martin Andersen

Martin Andersen, Co-Chair

David Southorn, Co-Chair

JoAnna Farrer

Derek Fenstermacher

Ha-Young Jung

01/0

Date

**Northern New Jersey Musicians’ Guild,
Local 16-248, American Federation of Musicians**

Anthony Scally
Anthony Scally (Apr 1, 2024 23:43 EDT)

Anthony Scally, President

04/0

Date











NJ Symphony MOU Appointment of a Librarian 240401


Final Audit Report

2024-04-05


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 Agreement completed.

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