

# NEW JERSEY SYMPHONY

XIAN ZHANG MUSIC DIRECTOR

**Memorandum of Understanding –  
Side Letter to the 2022-2027 NJ Symphony/Local 16-248 Master Agreement**

It is the committed intention of the Union, Musicians, and Management of the New Jersey Symphony to address the process and policies surrounding audition procedures to further the efforts to promote diversity, equity, and inclusion on our stages. Following a successful negotiation and ratification of a new Collective Bargaining Agreement, the Orchestra Committee and Symphony shall meet to examine the current New Jersey Symphony audition procedures, national trends, and recommendations by organizations such as the Sphinx Organization's National Alliance for Audition Support, and will bargain any necessary changes as side letters to the Collective Bargaining Agreement. We shall engage in a collective effort to reinforce the New Jersey Symphony's commitment to, and accelerate action towards, diversity, equity, and inclusion.

The Union and Management have agreed to a target date of June 15, 2023 to reach agreement on new audition procedures to support a more racially diverse and equitable hiring process to be enacted for auditions in the following season.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed this 23<sup>rd</sup> day of February 2023, at Newark, New Jersey.

**New Jersey Symphony**

Text

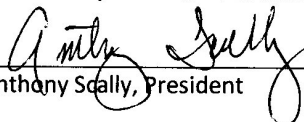


03/22/23

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Gabriel van Aalst, President & CEO

\_\_\_\_\_  
Date

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



\_\_\_\_\_  
Anthony Scally, President

3/14/2023  
\_\_\_\_\_  
Date

**New Jersey Symphony  
Orchestra Committee**



\_\_\_\_\_  
Martin Andersen, chair  
Alexander Bickard  
Greg LaRosa  
Alexandra Neglia  
David Southorn

03.06.2023

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Date