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COLORADO SYMPHONY AND MUSICIANS RATIFY NEW THREE-YEAR COLLECTIVE BARGAINING AGREEMENT

Agreement will increase musician compensation by 15% over the life of the agreement.

Jul. 2, 2025 – Denver, CO – The Colorado Symphony Association (CSA), Denver Musicians Association Union (DMA), and the musicians of the Colorado Symphony have ratified a new three-year collective bargaining agreement (CBA), set to take effect on July 1, 2025, and run through June 30, 2028. The agreement provides for a 15% increase in musician compensation over the life of the contract, ensuring continuity and increased stability for the musicians who deliver the Symphony’s mission during a pivotal period in the organization’s long-term strategic planning. The new CBA goes into effect the same day that Peter Oundjian begins his tenure as the orchestra’s music director. The three-year term also provides critical stability as the Symphony works closely with the City and County of Denver to advance plans for a potential renovation of Boettcher Concert Hall.

All parties saw the benefit of a three-year commitment, which allows for more effective budgeting, clearer planning around artistic programming, and increased stability for the musicians who deliver the Symphony’s mission every day. The agreement supports the organization’s broader efforts to expand its reach, strengthen its community impact, and deepen investment in its artistic excellence.

“This agreement is a testament to the collaborative spirit that I found when stepping into my role in April, one that defines the Colorado Symphony,” said Daniel Wachter, President & CEO of the Colorado Symphony. “We want to be, and I think that we are, a great employer in our business — one that values the incredible artists who play the wonderful music and deliver the artistic excellence of the Colorado Symphony. These negotiations were marked by mutual respect around our shared mission and goal: Pioneering the future of live symphonic music, music that remains and becomes even more accessible and inspiring for everyone in our community and state. This new agreement gives us the stability we need to keep moving forward with bold artistic vision.”

The Colorado Symphony’s musicians, who perform more than 150 concerts each year and serve as cultural ambassadors throughout the region, are essential to fulfilling the organization’s mission. The agreement recognizes their contribution while keeping the Symphony well-positioned to adapt to the evolving needs of its audience. It also includes new enhanced provisions aimed at improving on-stage hearing protection for musicians, such as the installation of decibel monitoring equipment, integration



of Sensaphonics ear protection, and a continued shared commitment to incorporating ongoing advances in hearing-protection technology. These efforts reflect the organization's long-term commitment to the health, safety, and sustainability of its artistic workforce.

“This agreement is a clear example of how productive collaboration, open communication, and complete transparency between musicians and leadership can lead to a stronger, more unified organization,” said Steve Hearn, Acting Principal Timpani and Negotiating Committee Chair. “All parties are committed to fostering a supportive and positive workplace culture, and this contract reflects and adds to that progress. The Symphony is a critical part of Denver’s vibrant arts scene, and this contract ensures we can continue delivering extraordinary music to our audiences.”

The contract negotiations were conducted over several months in a spirit of mutual respect and shared purpose. Both parties emphasized their collective responsibility to maintain a strong, resilient institution that can continue serving the people of Denver and Colorado through live symphonic music.

“This contract reflects what’s possible when management and musicians are genuinely aligned around shared goals,” said Kevin Case, legal counsel for the musicians. “Having negotiated many labor agreements with orchestras across the country, I can say this process stood out for its professionalism, mutual respect, and thoughtful leadership — especially as Daniel stepped into his role midstream. This kind of collaborative approach can achieve excellent results and, at the same time, strengthen an institution for the long term.”

The new agreement supports the Symphony’s long-term commitment to delivering high-quality performances, engaging educational programs, and wide-reaching community initiatives that ensure music remains accessible to audiences of all backgrounds and laying a strong foundation for the 2025/26 season and beyond.

For more information on the Colorado Symphony, please visit coloradosymphony.org.

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For high-resolution, downloadable images of the Colorado Symphony,
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Support for the 2025/26 Colorado Symphony Season is provided by: The Scientific & Cultural Facilities District (SCFD), Genesee Mountain Foundation, Denver Arts & Venues, Bonfils-Stanton Foundation, Schoen Foundation, and the Colorado Symphony Guild.

TICKETS:

Tickets to Colorado Symphony events are available online at coloradosymphony.org/tickets, by phone at 303.623.7876, and in person at the Boettcher Concert Hall Box Office, Denver Performing Arts Complex, 1000 14th Street. The Box Office is open Monday - Friday, 10 a.m. - 5 p.m., Saturday, noon – 5 p.m., and two hours prior to each performance.

ABOUT THE COLORADO SYMPHONY

One of the leading orchestras in the United States, the Colorado Symphony Association is a not-for-profit 501 (c)(3) organization performing more than 150 concerts annually at Boettcher Concert Hall in downtown Denver and across Colorado. Led by Principal Conductor Peter Oundjian, the Colorado Symphony is home to eighty full-time musicians, representing more than a dozen nations, and regularly welcomes the most celebrated artists from the world of symphonic music and beyond. The orchestra celebrated its Centennial during the 2023/24 concert season. In the last year, the Colorado Symphony served over 340,000 people attending live performances at concert and non-traditional venues throughout Colorado's Front Range. Recognized as an incubator of innovation, creativity, and excellence, the Colorado Symphony continually expands its reach through in-person and virtual education programs, outreach, and programming. The Colorado Symphony partners with the state's leading musical artists, cultural organizations, corporations, foundations, sports teams, and individuals to expose diverse audiences to the transformative power of music. To learn more, visit coloradosymphony.org.