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### Symphonic metamorphoses

*Variations on vulnerability: orchestral musicians' employment in times of crisis*

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# **Symphonic Metamorphoses**

**Variations on vulnerability:  
orchestral musicians' employment in times of crisis**





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# **SYMPHONIC METAMORPHOSES**

## **Variations on vulnerability: orchestral musicians' employment in times of crisis**

### **ACADEMISCH PROEFSCHRIFT**

ter verkrijging van de graad van doctor  
aan de Universiteit van Amsterdam  
op gezag van de Rector Magnificus  
prof. dr. ir. K.I.J. Maex

ten overstaan van een door het College voor Promoties ingestelde commissie,  
in het openbaar te verdedigen in de Aula der Universiteit  
op woensdag 1 juni 2022, te 11.00 uur

door Heather Rachel Kurzbauer  
geboren te Cleveland

## **Promotiecommissie**

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Copromotor:	prof. dr. B.P. ter Haar	University of Warsaw
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	dr. B. Akiki	Wroclaw Opera
Faculteit der Rechtsgeleerdheid		

*To my Aunt Chana Rates, Doktor Beider Rechte Universität Wien March 1936  
Banned from legal practice by Austrian authorities March 1938  
Perished in Auschwitz 1942*



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## Frequently used abbreviations

ACM	Autoriteit Consument & Markt, Netherlands Authority for Consumers and Markets
BIS	Culturele basisinfrastructuur; Dutch government cultural basic subsidy
BSO	Boston Symphony Orchestra
DCC	Burgerlijk Wetboek, Dutch Civil Code
CAO	Collectieve arbeidsovereenkomst, collective bargaining agreement
CBA	Collective bargaining agreement (CLA: collective labour agreement U.K.)
ECJ	European Court of Justice
HBO	Het Ballet Orkest, Dutch Ballet Orchestra
HR	Hoge Raad (HR) Dutch Supreme Court
HRM	Human resource management
ICSOM	International Conference of Symphony and Opera Musicians
ILO	International Labour Organization
MCO	Muziekcentrum van de Omroep, Dutch Broadcasting Music Center
NMa	Nederlands Mededingingsautoriteit, Netherlands Competition Authority
NLRA	National Labor Relations Act
NLRB	National Labor Relations Board
NRSO	Radio Symfonie Orkest, Netherlands Radio Symphony Orchestra
OCW	Onderwijs, Cultuur, Wetenschap, Education, Culture and Science
OR	Ondernemingsraad, Works Council
PvFM	Platform voor Freelance Musici
RCO	Royal Concertgebouw Orchestra, pre-1988, Concertgebouw Orchestra

RFO	Radio Filharmonisch Orkest, Netherlands Radio Philharmonic Orchestra
RKF	Radio Kamer Orkest, Netherlands Radio Chamber Orchestra; reorganized, name changed to Netherlands Radio Chamber Philharmonic in 2005; disbanded 2012-2013
RvC	Raad voor Culture, Dutch Culture Council
SCOTUS	Supreme Court of the United States
SER	(Dutch) Social Economic Council
SOM	Stichting Omroep Muziek, Dutch Broadcasting Music Foundation
THA	Taft-Hartley Act 1947
TFEU	Treaty on the Functioning of the European Union
UWV	Uitvoeringsinstituut Werknemersverzekeringen, Dutch Employee Insurance Agency
VSR	Stichting Remplaçanten Nederlands Orkesten, Dutch Orchestral Substitute Players Foundation
VvNO	Vereniging van Nederlandse Orkesten, Association of Dutch Orchestras
WAB	Wet Arbeidsmarkt in Balans, the Labor Market in Balance Act
WOR	Wet op de ondernemingsraden, Works Council Act
ZZP	Zelfstandig zonder personeel; literally, self-employed without staff, self-employed persons