

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, ICSOM PRESIDENT
RE: CHICAGO SYMPHONY CONTRACT SETTLEMENT
DATE: September 20, 1994

The members of the Chicago Symphony Orchestra ratified a new three-year contract on September 17, 1994.

LENGTH OF SEASON: Remains at 52 weeks for all three years of the contract

WAGES: [WERE \$1,300 (\$67,600)] \$1,400 (\$72,800); \$1,460 (\$75,920); \$1,510 (\$78,520). These figures represent increases of 7.7%, 4.3%, and 3.4% respectively.

RADIO: [WAS 8% of scale per broadcast, no contractual agreement for # of weeks (had been 52, reduced to 39)] Remains 8% of scale. 39 weeks guaranteed in first year, remainder to be negotiated.

SENIORITY: [WAS 5 yrs \$40/wk, 10 yrs \$60/wk, 15 yrs \$80/wk, 20 yrs \$100/wk, 25 yrs \$125/wk] Increases in same proportions as salary each year (i.e. 7.7%, 4.3%, 3.4%)

PENSION: [WAS \$40,000] \$48,000, effective last day of contract; includes \$3,000 annual payment for all retirees, past, present and future, which replaces previous contribution from Radiothon proceeds and is effective January 1, 1995.

HEALTH INSURANCE: Remains the same except non-PPO deductible increased from \$250 to \$300 individual and from \$500 to \$600 family.

DISABILITY: [WAS 2/3 salary with a cap of \$4,000/mo.] Cap raised to \$6,000/mo.

PER DIEM: For foreign tours, those staying in orchestra hotels will be provided a full breakfast, where possible. Per diem will be reduced by the breakfast amount in these instances.

AUDITIONS: Internal auditions allowed; screens for all Members if any auditioning Member requests. Invitee Auditions to be held in a special "pre-final," no screens, with MD and Audition Committee. Full auditions will include finalists from both the invitee round and the normal audition process. New procedure for Audition and Members' Committees to deal with conflicts of interest.

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WORKING CONDITIONS: Increase number of Tues. or Thurs. concert days without rehearsal from 6 to 8. New overtime provision for exceeding 90-minute break limitation. No services on Passover Eve and on non-concert Sundays at Ravinia, with limited exceptions.

MISCELLANEOUS: Life insurance increased from \$75,000 to \$100,000. Hire an additional violist, effective in the second year. Salary-increase percentages also apply to many other payments, including excess and over-average services, overtime, "Members Of" (extra employment) services, outside ensemble concerts, doubling, audition committee pay, etc. Sabbatical pay increases from 33% to 50% of salary. Provision for timely notification of termination of probationary Members. Expansion of instrument loan fund to no less than \$1 million. Adjustments in grievance procedures.

The members of the Negotiating Committee were Steve Lester [Chair], Roger Cline, Sam Magad, Ray Niwa, Don Koss and Max Raimi, as well as Local 10-208 President Charles Guse. The Committee would like to thank attorneys Mike Greenfield and Pat Collins.

This bulletin was prepared by Chicago Symphony ICSOM delegate William Buchman.

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