

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS ICSOM PRESIDENT
RE: CHICAGO LYRIC OPERA SETTLEMENT
DATE: August 19, 1994

The members of the Chicago Lyric Opera Orchestra ratified a new three-year contract on August 2, 1994.

LENGTH OF SEASON: [WAS 23 (1993-94)] 23 weeks; 28 weeks [1995-96 is 23 weeks + 5 weeks of rehearsals and performances of the RING CYCLES]; and 24 weeks

WAGES: [WERE \$1290/wk] \$1350; \$1410; \$1475

VACATION: [WAS 13% of basic wages paid at season end] 14%; **14_%**; 15%

SENIORITY: [WAS over 10 years service 2%/over 20 years 3%]

Over 10 yrs **2_%**/over 20 **3_%**

over 10-**2_**/over 15-3%/over 20-**3_%**

over 7-1%/over 10-**2_%**/over 15-3%/over 20-**3_%**/over 25-4%

PENSION: [WAS **8_%** AFM-EP on basic wages] **8_%**; **8_%**; 9% (includes seniority and overtime)

HEALTH & WELFARE INSURANCE: [WAS Lyric pays up to \$210 monthly premium until 9/1/94 + 50% over cap] 1994-95 \$210/\$240 monthly until 9/1/95 + 50% over cap; 1995-96 \$240/\$270-until 9/1/96 + 50% over cap; 1996-97 \$270/\$300-until 9/1/97 + 50% over cap (no dependent coverage) [NEW] 50% of monthly premiums all three years.

OVERTIME: [WAS time and one half over 27 hours/week. Double time: none]

1994-95 time and one half over 27 hrs/wk

[NEW] double time over 30 hrs/wk

1995-96 time and one half over 26 hrs/wk

doubletime over 30 hrs/wk

1996-97 time and one half over 24 hrs/wk

double time over 30 hrs/wk

LIFE INSURANCE: [WAS \$10,000] \$30,000; \$40,000; \$50,000

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AUDITION COMMITTEE: [WAS no pay] [NEW] \$50/day for 7 members all three years

INSTRUMENT INSURANCE: [WAS taxable payment to members of \$150] [NEW] Group insurance provided. 1994-95 \$13,000 maximum premium
1995-96 \$14,000
1996-97 \$14,500

WORKING CONDITIONS: Lyric will commit \$17,000 toward the purchase of new chairs, to be chosen in consultation with orchestra committee and Lyric representatives, not later than 9/95.
CHRISTMAS BREAK [currently 7 consecutive days off] 1995-96 10 consecutive days off; 1996-97 10 consecutive days off with Lyric endeavoring to make this more than 10 up to 14 consecutive days off. **DOUBLING** 25% over regular weekly wage of English horn/oboe; Bassoon/ contrabassoon; Clarinet/ bass clarinet; Flute/piccolo.

The negotiating committee members were Mike Green [Chair], Jim Berkenstock, Greg Sarchet, Jon Boen, and Mark Brandfonbrener. The members of the orchestra would like to thank Chicago's Musicians' Union Local 10-208, President Charlie Guse, and their negotiating attorney, Mike Greenfield.

This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Chicago Lyric Opera Delegate Barbara Haffner.

Chicago Lyric Opera