

To: All ICSOM Orchestras  
From: David Angus, President  
Re: **Baltimore Symphony** Settlement  
Date: September 2, 1996

The members of the Baltimore Symphony Orchestra ratified a new five (5)-year contract on August 3, 1996.

**Length of season:** Remains 52 weeks

**Wages:** [were \$1100 going out September 16, 1995]  
Year 1 - effective September 17, 1995 - frozen at \$1100  
Year 2 - effective September 15, 1996 - \$15 cut to \$1085  
Year 3 - effective September 14, 1997 (53 weeks) - back to \$1100  
Year 4 - effective September 20, 1998 - \$1150  
Year 5 - effective September 19, 1999 - 6 months @ \$1175; 3 months @ \$1200;  
3 months @ \$1250  
(contract ends 9/16/2000)

**EMG:** No change (none). [**New**] radio syndication rate: Payment of 5.5% of minimum weekly scale or \$58, whichever is greater, in affect at time of payment for each tape created, & 9% contribution to AFM-EP Fund. Local Television rate up from \$20/hr to \$30/hr. When a single performance is being taped for delayed broadcast, a tape of the dress (or final) rehearsal may be used for purposes of editing only.

**Vacation:** Remains at 8 weeks

**Seniority:** No change.

**Pension:** [was \$19,500] Continues to be fixed benefit plan. Not AFM-EP. On September 1, 2000, the Association will contribute \$3420 per player for benefit or salary enhancement, the use to which this payment will be paid will be determined by the Union. If the decision is to put the contribution towards the pension, the pension will become \$28,000. If there are any pension benefit increases during this contract, anyone who retired under the prior contract or anyone who retires under this contract shall receive the new benefit at that time.

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**Health insurance:** No changes to PPN (players not asked to make contribution to premium) except that drug card will now have co-pay of \$5 for generic/\$15 for brand name drug. [New] Domestic Partner Coverage: Association will contribute \$125 a month in lieu of health insurance for a domestic partner of a musician when legal marriage cannot take place and for whom no employer provided group insurance coverage is available.

**Disability insurance:** Current cap of \$3200. Cap increases to \$3400 on 12/1/96, \$3500 on 12/1/98, and \$4000 on 12/1/99.

**Sick leave:** Codify maternity leave for adoptive mothers (an adoptive mother is eligible for same leave benefits as birth mothers with the exception of disability leave).

**Travel:** Domestic travel limits shortened and foreign travel limits created for first time. Extra services and travel time beyond limits may be purchased. Hotel room reimbursements, tour notification, and first service after initial intercontinental travel codified.

**Per diem:** Year 1 - \$52.50; Year 2 - \$57.00; Year 3 - \$60.00; Year 4 - \$62.50; Year 5 - \$70.00--with 25% additional for New York City, Chicago, San Francisco, Los Angeles & Boston. Foreign per diem will be the maximum allowed by the State Department Meal and Incidental Allowance for each city in effect 3 weeks prior to the date of departure. In no case will the daily amount paid be less than the domestic per diem amount in effect at the time payment is calculated.

**Working conditions:** Regulations were negotiated on the scheduling of rehearsals to accommodate new Thursday afternoon Pops matinee concerts. Other issues negotiated deal with the use of services on repeat subscription days, the use of a single guaranteed relief service on a 2-service day, the moving of 2nd violins into the 1st violin section, the granting of summer season as optional, and the assigning of personnel to extra optional services.

**Miscellaneous:** The Personnel Manager will meet with the Players' Committee to discuss sick leave incentives with the goal of reducing sick leave usage, and to discuss the hiring and evaluation of Subs and Extras. The full-time Librarians shall receive all benefits as playing musicians with the exception of guaranteed relief and the salary of the Associate Librarian. There is an understanding that during the term of this contract the Association will not reduce the size of the horn section without the agreement of the Players' Committee.

The members of the Baltimore Symphony Orchestra Players' Committee were Joseph Turner (Chairman), Jane Marvine, Peter Minkler, John Merrill, Noah Chaves, Jeff Stewart, and Mary Plaine. The Musicians of the Baltimore Symphony would like to thank their attorney Leonard Leibowitz for his continuing support during the 15 months of negotiating and non-negotiating. We also wish to thank the Board of Local 40-543, specifically Jack Hook, Secretary-Treasurer; Florence Nelson, Shari Hoffman, and Sharon Neal of the AFM Symphonic Services Division; and Brad Buckley, former Chairman of ICSOM.

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This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Acting Baltimore Symphony ICSOM delegate, Mary Plaine.

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