

TO: DAVID ANGUS, ICSOM PRESIDENT
FROM: BILL BUCHMAN, CHICAGO SYMPHONY ICSOM DELEGATE
RE: CHICAGO SYMPHONY CONTRACT SETTLEMENT
DATE: October 5, 1997

The members of the Chicago Symphony Orchestra ratified a new three-year contract on October 4, 1997.

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

WAGES: [WERE \$1,510 (\$78,520)] \$1,575 (\$81,900); \$1,635 (\$85,020); \$1,700 (\$88,400). These figures represent increases of 4.3%, 3.8%, and 4.0% respectively.

SENIORITY: [WAS 5 yrs \$46.50/wk, 10 yrs \$69.75/wk, 15 yrs \$93/wk, 20 yrs \$116.25/wk, 25 yrs \$145.25/wk] Increases in same proportions as wages each year (i.e. 4.3%, 3.8%, 4.0%).

PENSION: [WAS \$48,000] \$53,000, effective first day of the third contract year.

HEALTH INSURANCE: New provisions for well-baby care, domestic partner benefits, \$5 prescription card. Payments continue at 95% R&C in the first contract year, then may reduce to 85% R&C only if the current insurer declines to write a policy at 95%, and if another insurer cannot be found by Management and Musicians that will write a policy at 95%. If, after the first contract year, health care costs increase by more than 10%, then deductibles for non-PPO services only will increase by no more than \$50 individual/\$100 family.

DISABILITY: [WAS 2/3 salary with a cap of \$6,000/mo.] Cap frozen in first contract year, raised in same proportions as wages in second and third contract years (i.e. 3.81%, 3.97%).

PER DIEM: On foreign tours (except to Japan), those staying in orchestra hotels will be provided a full breakfast, where such breakfast is offered in any room rate to the general public. Per diem will be reduced by the breakfast per diem (15%) in these instances.

AUDITIONS: Side letter for the current Music Director only: if in a final round a candidate receives four or five votes (was five) from the nine-member Audition Committee, the Music Director may request that another vote take place after there has been discussion and/or additional hearing of that candidate. In all cases, a candidate must still receive six votes from the Audition Committee to be considered for hiring by the Music Director.

WORKING CONDITIONS: Management and Musicians will work together to find four additional weeks in the third contract year wherein the program can be rehearsed with three rehearsals and performances commence on Wednesday evening with no holdover concert the following Tuesday. Additional relief time for bass players and second winds and brass.

MUSICIANS' RIGHTS: Players have the specific right to play parts traditionally played by their position, with exceptions for illness and for players in termination proceedings. New contract language guarantees a Musician's right to express an opinion that is not intended or likely to significantly damage the Association financially.

MISCELLANEOUS: The parent body will now refer to itself as the "Chicago Symphony Orchestra Association." Hire a third full-time librarian, effective in the third contract year. Wage-increase percentages also apply to most other payments, including excess and over-average services, "Members Of" (extra employment) services, outside ensemble concerts, doubling, audition committee pay, etc. Additional increases in overtime payments above wage-increase levels. Sabbatical pay increases from 50% to 60% of salary in the third contract year. Expansion of instrument loan fund to no less than \$2 million.

The members of the Negotiating Committee were Steve Lester, Roger Cline, Don Koss, Bill Buchman and Rob Kassinger, as well as Local 10-208 President Ed Ward and Vice-President Tom Beranek. The Negotiating Committee would like to thank attorney Mike Greenfield.