

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS ICSOM PRESIDENT
RE: CHICAGO LYRIC OPERA SETTLEMENT
DATE: October 28, 1997

The members of the Chicago Lyric Opera Orchestra ratified a new three-year contract on September 12, 1997.

LENGTH OF SEASON: [WAS 24 weeks] 24 weeks; 24 weeks, and 25 weeks

WAGES: [WERE \$1475/wk] \$1540; \$1615; \$1675
(Overscale for principal players increased [WAS 25%] 25%, 27% 30%.
Assistant principal overscale 8%, 9%, 10%)
(Doubling [WAS 25%] 25%, 27% 30%)

VACATION: [WAS 15% of gross wages, overtime, and overscale paid at season end] 15%;
16%; 17%

SENIORITY: [WAS over 7/10/15/20/25 yrs. 1--2.5--3--3.5--4%]
[No longer begins at 7 years] Over 5/10/15/20/25 yrs. 1--2.5--3--3.5--4%
Over 5/10/15/20/25 yrs. 1.5--3--3.75--4.5--5.5%
Over 5/10/15/20/25 yrs. 2--3.25--4.5--5.75--7%

PENSION: [WAS 9% AFM-EP] 9%, 9%, 10% (Additional 403(b) plan options)

HEALTH INSURANCE: Family coverage paid by employer **increased** from 50% to **55%** in second year and **60%** in third year.

SICK LEAVE: Increased sick leave to 10 days per season cumulative.

OVERTIME: [WAS regular--over 20-24 hours/week. Time & ½ --over 24-30. Double time--over 30]
1997-98 Regular=over 20-24 hours/week/ Time & ½ =over 24-30.
Double=over 30 hrs/wk
1998-99 Regular=over 20-24 hours/week/ Time & ½ =over 24-28.
Double=over 28 hrs/wk
1999-00 Regular=over 20-22 hours/week/ Time & ½ =over 24-26.
Double=over 26 hrs/wk

Chicago Lyric Opera

INSTRUMENT INSURANCE: First instrument limit \$750,000, second \$20,000. No premium cap.

LEAVES: Increased personal days to 3 per season. Unpaid leave for specific major professional opportunities. Sabbatical after 5 years. Unpaid maternity/paternity leave.

AUDITIONS: Option of screened semi-final round. Winning candidate must receive at least one vote from audition committee. Principals and section members will be consulted about tenure of new players. Full-season substitutes who become regular orchestra members will receive 1-year credit toward tenure and 2-year credit toward seniority.

MISCELLANEOUS: Guaranteed number of players increased from 68-72. Thirty-minute intermissions before and after 75-minute acts. Guaranteed days off: Christmas break will be at least 14 days; Easter and Passover; and two consecutive days off in at least 5 weeks per season. Improved musical standards process. Fair and equitable use of orchestra members in off-season productions in the opera house. Use of orchestra members in LOCAA productions. Increased availability of dress rehearsal passes. Consultation concerning: WFMT sound quality; Unusual changes to the pit; and lounge furniture.

The negotiating committee members were Jim Berkenstock [Chair], Linda Baker, Bill Cernota, Ann Polen, and Mark Brandfonbrener. The members of the orchestra would like to thank Chicago's Musicians' Union Local 10-208, President Ed Ward, and their negotiating attorney, Mike Greenfield.

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