

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: **PITTSBURGH SYMPHONY SETTLEMENT**
DATE: July 8, 1998

The members of the **Pittsburgh Symphony Orchestra** ratified a new 5-year contract on June 30th, and the terms were accepted by the Symphony Society's Executive Committee on July 2nd, two months before the expiration of the current contract.

LENGTH OF SEASON: Remains at 52 weeks.

WAGES: [Were 26 weeks at \$1,380 and 26 weeks at \$1,530 (\$75,660 per annum)]

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|----------|--------------------|
| 1998-99: | \$1,555 (\$80,860) |
| 1999-00: | \$1,595 (\$82,940) |
| 2000-01: | \$1,640 (\$85,280) |
| 2001-02: | \$1,685 (\$87,620) |
| 2002-03: | \$1,735 (\$90,220) |

EMG: none

VACATION: Remains at 10 weeks, with an 11th week free of services available through voluntary exchange of services (community outreach and education, coaching school students, e.g.).

PENSION: [Was \$35,000]
Is now a percentage of salary (44%).

| | |
|----------|-------------|
| 1998-99: | \$35,578.40 |
| 1999-00: | \$36,493.60 |
| 2000-01: | \$37,523.20 |
| 2001-02: | \$38,552.80 |
| 2002-03: | \$39,696.80 |

Pittsburgh Symphony

SENIORITY: Maximum rises in 5th year from \$60 per week to \$75 per week. Incremental levels are now achieved in years 10, 15, 20, 25, and 30, one year earlier than previously. In the 5th year the formula changes from \$2 per year of service to \$3 per year of service and is capped at 25 years.

HEALTH INSURANCE: Flex Account: Management's yearly contribution to flex plan increases to \$460. Musician may contribute additional funds to this account, and may also open a Dependent Care Spending Account, the latter to which the musician is the sole contributor. Plans: Musician's choice of Comprehensive, PPO, or HMO. Increases in premiums up to 5% paid by management, the next 5% paid by musician. Musicians are also responsible for premium increases above 10%, but if costs rise above this level vote either to accept added premium costs or adjust plan options to lower the premium increases.

LONG-TERM DISABILITY: 55% of personal scale with a monthly maximum of \$4,000. In the final year of the agreement the monthly maximum will increase to \$4,300.

PER DIEM: Domestic touring rate [was \$75] increases to

| | |
|----------|---------|
| 1998-99: | \$77.50 |
| 1999-00: | \$80.00 |
| 2000-01: | \$82.50 |
| 2001-02: | \$85.00 |
| 2002-03: | \$88.00 |

SCHEDULING: At Music Director Jansons' request, more flexibility was allowed management in scheduling acoustic rehearsals during tours. If an acoustic rehearsal brings the number of services that week above 7, musicians are paid 5.5% of the minimum weekly salary for each added acoustic rehearsal. No tour week shall have more than 9 services, including acoustic rehearsals. Additional language deals with the required offsetting of 9-service tour weeks with shorter weeks during the tour and elsewhere during the season. These terms are contained in a side letter to the agreement and pertain to the current Music Director only. Previous acoustic rehearsal language stays in the trade agreement.

Members of the negotiating committee were Ron Schneider (chair), Charlotta Klein Ross, Harold Smoliar, David Sogg, John Soroka, Gerald Unger, and George Vosburgh. Counsel for the orchestra was Louis Kushner.

This settlement bulletin was prepared by Pittsburgh Symphony ICSOM delegate Stephanie Tretick.

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