

TO: ALL ICSOM ORCHESTRAS
FROM: David Angus, President
RE: **Baltimore Symphony Settlement**
DATE: June 1, 2000

The members of the Baltimore Symphony Orchestra ratified a new five-year contract on Thursday, May 25, 2000.

LENGTH OF SEASON: remains at 52 weeks.

WAGES: [Were 26 weeks @ \$1,175/13 weeks @ \$1,200/13 weeks @ \$1,250 \$62,400 annual]

2000-01		\$1,300	(\$67,600)
2001-02		\$1,360	(\$70,720)
2002-03	Beginning 9/15/02	\$1,400	(\$74,100)
	Beginning 3/16/03	\$1,450	
2003-04	Beginning 9/14/03	\$1,500	(\$80,850)
	Beginning 3/14/04	\$1,550	
2004-05		\$1,715	(\$89,180)

EMG: None

VACATION: [Was 8 weeks] In Year 2 becomes 9 weeks. A ninth week of vacation/relief shall be granted beginning in the 2001-02 contract year. The ninth (9th) week shall be scheduled as a collective or rotated week, except that in years with an international tour this week may be scheduled as eight (8) additional guaranteed relief services at the discretion of the Association. The Association recognizes the Musicians' preference for this week to be scheduled as a fifth (5th) collective week between the summer and winter seasons and will make best efforts to do so. The Musicians' second preference is for this to be a rotated week.

SENIORITY: [Was \$20/week for every 5 years of service with a cap of 20 years]
In Year 5 (2004-05) the cap is raised to 25 years.

PENSION: The BSO's defined benefit pension plan benefit will increase from \$19,500 to \$28,000 on 9/1/2000, and as of 9/17/2000 additional credited service shall discontinue being taken into account in calculating benefits but will continue for vesting and all other purposes. As of 9/17/2000 a contribution of 3% on minimum scale wages will be made to the AFM-EP Fund. The contribution will be raised to 5.5% on minimum scale wages on 3/20/2005. Anyone who retires during the term of this contract and has reached the age of 65 will receive an additional \$3,000 per year through the defined benefit plan.

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HEALTH INSURANCE: The Lifetime Benefit Caps on both physical and mental coverage were eliminated. The health insurance policy remains Care First Blue Cross Blue Shield PPN and the premiums are paid 100% by the Association. The Association will continue to contribute \$100 to each member's FSA.

LIFE INSURANCE: [was \$75,000] becomes \$100,000 effective Year 1

TRAVEL INSURANCE: [was \$125,000] becomes \$150,000 effective Year 1

DISABILITY INSURANCE: [was with Cigna] No change to coverage, however, a joint (staff-musician) committee will be created to examine possible ways of improving the coverage and/or reducing the costs.

TRAVEL: New restrictions created concerning the number of runouts permitted per week; number, location and length of rehearsals.

PER DIEM: Domestic Per Diem allowances shall be increased the first day of each season based on the percentage reflected in the CPI-U issued June 30 of that calendar year. The 1999-2000 Domestic Per Diem amounts shown below shall be the base from which the 2000-01 Per Diem is calculated.

Season 1999-2000: Breakfast \$11.00 / Lunch \$15.00 / Dinner\$31.00
Miscellaneous \$13.00 [TOTAL \$70.00]

WORKING CONDITIONS: New language addresses musicians' concerns by limiting the types of services which may take place on repeat subscription concert days, the number and type of education services, the number of triple service weekends, the number of nine-service weeks, the use of raindates in the summer, etc.

MISCELLANEOUS: Joint committee to be created to study and resolve issues surrounding scheduling and programming of education concerts. Joint committee to be created to work out details of performing at new site in Spring of 2004 and beyond. Audition pay doubled. [New] electronic media projects language. Severance pay improved for those who have exhausted their LTD and are not yet age 65. Domestic Partner health insurance will now pay the differential between "Single" and "Husband and Wife" coverage.

The members of the Negotiating Committee were Jeff Stewart, Chair; David Coombs, Jane Marvine, John Merrill, Mary Plaine, John Vance, and Melissa Zaraya. We wish to thank Local 40-543 AFM Secretary-Treasurer Jack Hook for his special support. And we especially wish to thank our attorney Susan Martin for her creativity, determination, good spirits and ability to negotiate with no or little sleep.

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