

December 6, 2006

Indianapolis Symphony Ratifies 3-Year Agreement

On November 23, 2003, the musicians of the Indianapolis Symphony ratified a three-year agreement that is retroactive from September 1, 2003 and runs through September 3, 2006.

LENGTH OF SEASON: Remains at 52 weeks

WAGES:	[2002-03]	2003-04	2004-05	2005-06
Annual Salary –	[\$70,200]	\$66,633	\$67,000	\$70,200
Weekly Salary –	[\$1,350]	\$1,350/\$1,263 <i>(Sept. 1/Nov. 17)</i>	\$1,288	\$1,350

VACATION: Increases from 8.5 weeks to 9.5 weeks.

INSURANCE:

Health – Beginning January 1, 2004, the following changes will occur:

- All participating musicians will be required to pay 10% of the health premium cost based upon COBRA rates.
- Annual deductibles will increase from \$200/individual to \$300 and \$400/family to a cap of \$900 in plan. Outside the PPO, it will increase to \$600/individual and \$1,800/family. Annual out-of-pocket limits will increase from \$700 per person (there was no family cap) to \$800/individual and \$2,400 family in plan. Outside the PPO it will increase to \$1,100/individual and \$3,300/family. A study committee will be created to investigate health care options.
- There were various improvements to mental health, dental and vision plus the addition of a prescription drug card.

AUDITIONS: New procedure for concertmaster auditions and improved flexibility in scheduling.

INDIANAPOLIS SYMPHONY ORCHESTRA

- MISCELLANEOUS:**
- Syndicated radio agreement has been renewed for 3 years (musicians agreed to waive payment, for the 2003-04 season only, to try and save the series, which was about to be discontinued.) A new sponsor has been found beginning with the 2004-05 season. Payment of 6.5% will be based upon scale of \$1,350 with pension increasing to 10%.
 - [NEW] An Artistic Advisory committee will include 4 elected musicians plus one additional member from the orchestra committee.
 - Up to 5 string positions may remain vacant temporarily, reducing the orchestra from 87 to 82 musicians. Reduction is by attrition only and no more than one chair of each string section may be vacant.

Thanks to the negotiating team: Dave Bartolowits, Chair; Nancy Agres, Mike Borschel, Greg Dugan, Rick Graef, Peter Hansen and Jerry Montgomery. Thanks also to Local #3 Secretary-Treasurer Steve Hayward and Legal Counsel William Groth.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Indianapolis Symphony ICSOM Delegate, Nancy Agres.

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