

### Baltimore Symphony Ratifies 2005-06 Agreement

On September 24, 2004, the musicians of the Baltimore Symphony ratified an agreement that modifies a few items in the previously re-negotiated agreement set to expire on September 17, 2005. They also extended the agreement for an additional year, ending September 16, 2006.

The musicians had 3 primary goals going into these negotiations: to keep their family intact so no one would lose their job or be furloughed; to protect their artistic integrity, their core classical repertoire mission; and to be sure the onus of restoring the BSO to financial health didn't fall squarely on the shoulders of the musicians alone, but that the board be energized to step up to the plate and do its part and the staff become more engaged in promoting the orchestra and selling tickets. One of the board's goals – a settlement that creates “donor confidence” – will hopefully now provide the board with what they need to speak convincingly to their people.

**LENGTH OF SEASON:** Remains 52 weeks.

<b>WAGES:</b>	<b>2004-05</b>	<b>2005-06</b>
* <i>Previous Annual Salary</i> –	[\$89,180]	
<b>New Annual Salary</b> -	\$78,035	\$74,880
* <i>Previous Weekly Salary</i> -	[\$1,715]	
	<i>9.19.04</i>	
<b>New Weekly Salary</b> –	\$1,400/\$1,500/\$1,715	\$1,440
	<i>9-19-04 / 1-30-05 / 7-17-05</i>	

*\* The original agreement was reopened and changes were ratified in March 2003; the New Annual Salary & New Weekly Salary stated in 2004-05 are a result of that re-opener.*

**SENIORITY:** The additional “bump-up” of \$100 per week for 25 or more years of service that was delayed until July 17, 2005 will be further delayed to July 16, 2006.

**PENSION:** The increase from 3% of scale to 5.5% of scale was delayed until July 17, 2005. On September 18, 2005 the rate will be reduced to 5% on minimum weekly scale as well as seniority pay, which is new.

**INSURANCE:** Current coverage remains in place (all premiums for all employees are covered 100% by the Association) with the understanding that musicians agree to a cap on the Association's financial contributions to medical-dental-supplemental costs and long-term disability premiums, with the coverage to be covered by the musicians in a manner to be determined by the musicians.

**BALTIMORE SYMPHONY ORCHESTRA**

**SICK LEAVE:** Although there are no changes as this time, discussions regarding the Long-Term Disability policy and coverage could cause potential changes.

**TRAVEL:** The number of education runout services is increased from 3 to 15 with restriction on venue and starting time of service.

**PER DIEM:** Amounts for 2004-05 (based on CPI):

<b>Breakfast</b>	<b>Lunch</b>	<b>Dinner</b>	<b>Misc.</b>	<b>Total</b>
\$12.56	\$17.13	\$35.39	\$14.82	\$79.90

2005-06 amounts will be determined during Summer 2005.

**AUDITIONS:** The parties agree to develop, in good faith, a structure whereby the musicians control the hiring of new orchestra members and the granting of tenure.

**WORKING CONDITIONS:** The Association may schedule no more than 24 working Sundays during the winter season with the understanding that no individual musician shall be required to perform more than 20 such Sundays. Players who elect to work more than 20 Sundays shall receive no additional compensation.

**MISCELLANEOUS:**

- The Association agrees to employ not fewer than 96 full-time players plus two full-time librarians. However, it is agreed that the 2004-2005 and 2005-2006 seasons, no more than six positions shall intentionally be left vacant through attrition or disability. The decision as to which positions will be unfilled shall be decided mutually between the Players' Committee and the Association. In no event shall the orchestra complement be intentionally reduced to fewer than 90 full-time Players and 2 full-time Librarians. The parties agree that the organization is committed to restoring the orchestral complement to 96 full-time Players and 2 full-time Librarians and/or increasing the weekly base scale in the future, within the context of maintaining financial stability.
- Musicians will have a greater voice in the selection of conductors, guest artists, and programming.
- The Association will commit to presenting 4 weeks of classical concerts in Summer 2005. If specific financial goals are not met, at the Association's sole discretion they may have the option to not present classical concerts in Summer 2006.

**BALTIMORE SYMPHONY ORCHESTRA**

- The musicians agree to participate in good faith discussions with the Association regarding the subject of peer review.

**EXCESS REVENUE PAYMENT:** In the event that specific target capacity numbers are exceeded for both the 2004-2005 and 2005-2006 seasons, 40% of the excess revenue will be paid to tenured and probationary musicians as a lump-sum payment in a form to be determined by the musicians.

Thanks to the negotiating team: Jane Marvine, Chair; Robert Barney, Hampton Childress, David Coombs, John Merrill, Sharon Myer and Mary Plaine. Thanks also to Local 40-543, Secretary-Treasurer Jack Hook and Legal Counsel Susan Martin.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Baltimore Symphony ICSOM Delegate, Mary Plaine.*

**BALTIMORE SYMPHONY ORCHESTRA**