



ICCSOM

Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

December 5, 2006

Indianapolis Ratifies 3-Year Agreement

On September 8, 2006, the musicians of the Indianapolis Symphony ratified a three-year agreement that runs from September 4, 2006 through September 6, 2009.

LENGTH OF SEASON: Remains at 52 weeks; Vacation remains at 9 ½ Weeks

WAGES:	2005-06]	2006-07	2007-08	2008-09
Annual Salary –	[\$70,200]	\$72,800	\$75,400	\$79,040
Weekly Salary –	[\$1,350]	\$1,400	\$1,450	\$1,500/\$1,540 26 wks/26 wks

PENSION: *(per month, per year of service)*
[\$86]

\$86 \$95 \$105

- Beginning in 2007-08, all future services will be calculated at the higher rate with all services prior to 2007-08 remaining at \$86.
- Musicians who will be at least 65 years of age upon retirement and who elect to retire during the 2007-08 or 2008-09 seasons will receive a pension benefit of \$90 per month, per year of service for all years of service with no limit on the maximum benefit.

INSURANCE:

- Coverage and benefits for health, dental and vision care were improved.
- Slight increases in employee premium contributions

	2005-06]	2006-07	2007-08	2008-09
Single	[\$11.17]	\$13	\$14	\$15
Employee & children	[\$21.02]	\$24	\$26	\$29
Employee & spouse	[\$22.53]	\$26	\$28	\$31
Family	[\$33.06]	\$37	\$41	\$45

SICK LEAVE:

- Adoption leave added to Maternity/Paternity leave.
- Newborn care leave was expanded to 2 months with 100% pay and up to an additional 4 months at 60% pay.

AUDITIONS:

Audition pay was increased from \$30 per day to payment for 1-3 hours committee members will received \$30, 3-6 hours committee members will receive \$60 and for more than 6 hours committee members will receive \$100.

WORKING CONDITIONS: Breaks for all 2 ½ hour rehearsals were expanded from 15 to 20 minutes.

MISCELLANEOUS:

- Doubling was increased from \$34 to \$43 in year 1, \$45 in year 2 and \$47 in year 3. Move up pay was increased from \$16 to \$17 in year 1, \$18 in year 2 and \$18.50 in year 3.

INDIANAPOLIS SYMPHONY ORCHESTRA

(Misc., cont.)

- Side letter regarding 6.5% payment of weekly scale for national syndicated radio broadcast rates was renewed.
- Provision added to create a minority musician apprentice program.

Thanks to the negotiating team: Richard Graef, Chair; Nancy Agres, Mike Borschel, Greg Dugan and Jerry Montgomery. Thanks also to Local #3 Secretary-Treasurer Marty Hodapp and Attorneys Mike Greenfield and Rick Dennerline.

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