



January 11, 2008

Chicago Symphony Ratifies 4-Year Agreement

On September 16, 2007, the musicians of the Chicago Symphony ratified a four-year agreement beginning Sept. 17, 2007 and continuing through Sept. 18, 2011. The difficult and lengthy negotiations were conducted in a professional and cordial atmosphere. The negotiating committee enjoyed tremendous support from Local 10-208 and overwhelming support from the members of the orchestra. The musicians also owe thanks to their legal counsel, Mike Greenfield, whose experience and patience were essential. The wage increase percentage is 2.73% from Sept. 17, 2007 through March 16, 2008. Beginning March 17, 2008 wages increase by 4.42%, 4.66% beginning March 16, 2009, 3.85% beginning March 15, 2010 and 3.9% beginning March 14, 2011.

LENGTH OF SEASON: Remains at 52 weeks

WAGES:	[2006-07]	2007-08	2008-09	2009-10	2010-11
Annual Salary –	[\$114,400]	\$120,120	\$125,580	\$130,910	\$135,980
Weekly Salary –	[\$2,200]	\$2,260/\$2,360	2,360/\$2,470	\$2,470/\$2,565	\$2,565/\$2,665
		9.17.07 / 3.17.08	3.16.09	3.15.10	3.14.11

PENSION (Private): [was \$63,000 (30 yrs of service x \$2,100) from the defined benefit plan plus \$7,000 supplemental retirement benefit]. Becomes: the multiplier remains at \$2,100 for years of service prior to 2007. The multiplier increases to \$2,250 in 2007. Full pension is earned after 35 years of service and each year of service beyond 35 years will replace a year of service at the lower rate.

SENIORITY: Increases by the same percentage as salary.

INSURANCE:

Health –

- PPO deductibles increased from \$250 (individual) to \$300, \$500 (employee + 1) to \$600 and \$750 (family) to \$900.
- The \$20/week employee contribution was redistributed to \$15/\$20/\$25 (individual/employee + 1/family).
- Prescription co-pays for formulary/non-formulary increased from \$15/\$25 to \$20/\$40 (generic remains at \$10).
- Office visit co-pay increases from \$15 to \$20.
- The annual wellness benefit of \$1,000 was increased to \$2,000.

Disability – The monthly cap of \$9,000 was increased to \$10,000 per month.

PER DIEM: Domestic per diem of \$90 per day was increased to \$110.

AUDITIONS: In 2007-08 committee members will receive \$150 for the first 4 hours and \$75 for each 2-hour portion thereafter. In succeeding seasons, audition pay will increase by the same percentage as salary.

WORKING CONDITIONS:

- Each member shall receive an additional 6-day period of rotation during the Downtown season for a total of two rotation periods.
- Members with 35 years of service are eligible for an additional seniority leave week for a total of four weeks.

MISCELLANEOUS:

- An additional violin position will be added during the second season.
- Management may schedule an additional split orchestra week for a total of 2 weeks during the downtown season.

Thanks to the negotiating team: Steve Lester, Chair; Roger Cline, Vice-Chair; Michael Hovnanian, Don Koss, David Sanders and Jim Smelser. Thanks also to Local #10-208 President Gary Matts, Vice-President Terryl Jares, Assistant to the President Louise Thorsen and Attorney Mike Greenfield.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Chicago Symphony ICSOM Delegate, Rachel Goldstein.

CHICAGO SYMPHONY ORCHESTRA

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