



July 31, 2007

St. Paul Chamber Ratifies 5-Year Agreement

On June 9, 2007, the musicians of the St. Paul Chamber Orchestra ratified a five-year agreement that begins July 1, 2007 and runs through June 30, 2012. After the ratification four years ago of the previous contract, which passed by a narrow margin, the committee was faced with the challenge of creating a new agreement that would help resolve some of the inner conflicts that created the division. The committee was happy to receive a strong vote for this contract, and see this as the first step toward healing and moving forward with unity. The committee also faced the challenge of creating a new media agreement that would assist their partnership with Minnesota Public Radio, who is working with the orchestra to increase their exposure both nationally and internationally. The committee expressed their gratitude to Local 30-73 President Brad Eggen, Deborah Newmark, Laura Brownell and AFM President Tom Lee, for their combined efforts on the orchestra's behalf to make this possible.

	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12
LENGTH OF SEASON:	[34 wks]	40 wks	40 wks	40 wks	40 wks	40 wks
ANNUAL SALARY -	[\$60,950]	\$62,500	\$64,585	\$66,732	\$68,944	\$71,223
ANNUAL SALARY w/EMG -	[\$63,950]	\$69,500	\$71,585	\$73,732	\$75,944	\$78,223
WEEKLY PERF. SALARY -	[\$1,522.73]	\$1,397.50	\$1,444.53	\$1,493.40	\$1,543.30	\$1,594.88
WK. PERF. SAL. w/EMG -	[\$1,610.97]	\$1,572.50	\$1,619.53	\$1,668.40	\$1,718.30	\$1,769.88
WEEKLY – OFF SEASON* -	[\$509.83]	\$567	\$567	\$583	\$601	\$619

* 34 performance weeks and 18 weeks of off-season pay were changed to 40 performance weeks and 12 weeks of off-season pay. The off-season pay is in lieu of unemployment.

PENSION (AFM-EPF): [was 10% for all members]; Remains at 10% for current members and is reduced to 7% for new members

EMG: [was \$3,000] Increased to \$7,000 per season (\$175 per week for 40 weeks). This fee covers the right to select music approved by a listening committee, from all existing archival tapes since MPR began recording SPCO concerts (circa 1970) to present, for use by Minnesota Public Radio for rebroadcast in several formats: International, national and local broadcasts of one-hour documentary compilations, two-hour concert re-broadcasts, individual excerpts of concerts, live broadcasts on SPCO-specific programs, Symphony Cast, Performance Today and Classical 24. This fee also includes one Live Recording Agreement recording and one Limited Pressing recording as well as the rights to broadcast approved materials in partnership with Twin Cities Public Television (TPT).

Any recording sessions will be counted toward the annual service count and if an individual exceeds the annual minimum service credits, they will be compensated at their individual per service rate for each service that exceeds the limit.

VACATION: Increased from 3 weeks to 4 weeks.

INSURANCE: **Health** – Remains the same with the exception that an expense increase of 7% in any year, will trigger forced plan design changes. The Society will consult and inform the Orchestra Committee prior to any plan design change.

(Insurance cont.)

Disability – Terms remain consistent but a musician on either paid or unpaid leave who remains disabled shall be granted a leave for up to the remainder of 24 months from the qualifying event or have been determined to be unable to perform essential job functions by a physician, whichever comes first. The employer and musician will continue to pay their portions of health and dental insurance benefits, either single or family (as determined prior to leave), for the duration of the leave. If the musician is unable to return to work, they will have access to COBRA continuation.

- TRAVEL:**
- One hour added to all air travel times to accommodate heightened security and check-in times.
 - A Friday runout or overnight is allowed as part of an SPCO subscription week with the limit of one Saturday/Sunday pair following a Chicago overnight per season.
 - Hotel and air travel reimbursements will be limited to actual expenses incurred up to the Society's cost. Current reimbursement practice of "double bunking" at the tour hotel is still allowable.
 - Musicians driving together shall receive a pro-rata share of the estimated mileage cost. The total reimbursement for mileage and tolls will not exceed the aggregate value of the cost of airline tickets for the number of musicians traveling together in one car.

PER DIEM: Cost of living increases will be applied each year.

- AUDITIONS:**
- A minimum trial period of at least two weeks will be required before hiring.
 - Out-of-town auditions may be part of the process
 - A recital will be required as part of the two-week trial period.
 - Upon agreement of the Tenure Review Committee, Artistic Personnel Committee and Society, a tenure decision occur at the end of the musician's third season.
 - If tenure is denied, the musician will be entitled to perform a fourth season.

WORKING CONDITIONS:

- The addition of a 3.5 hour rehearsal is limited to one per day. The first 3.5-hour service in a week equals one service credit, a second 3.5-hour service in a week equals two service credits.
- Unlimited 30-minute brush-up rehearsals shall be allowed while on tour.
- Brush up rehearsals at home may begin one hour before a concert, are limited in number to a specified formula, may not occur on Sundays and are limited to one per performance week on single service days.
- A 5-minute grace period at the end of rehearsal is allowed if the rehearsal began on time.
- A family concert service may include a rehearsal of up to 75 minutes for a 60 minute concert if the total time does not exceed 2.5 hours.
- The maximum number of Sunday concerts (exclusive of Chamber Music, tours, Chicago and Opera) allowed each season are as follows: 10 in 2007-08, 12 in 2008-09, 14 in 2009-10, and 16 in 2010-11 and 2011-12, unless the new concert hall at the Ordway opens in 2011-12, in which case Sundays will be capped at 20.

MISCELLANEOUS:

- A defined instrumentation compliment and process was added to allow a change to occur if requested.
- Artistic Personnel Committee – two, rather than the previous one, members will be elected, with the third member selected by the existing committee.
- Artistic Vision Committee – two, rather than the previous one, members will be selected, with the third member selected from a waiting list.
- Dispute/Complaint Resolution Process (that does not lead to dismissal) – a new process designed to resolve a dispute or complaint against a fellow musician. The Artistic Personnel Committee will act as a facilitator in a neutral manner.
- Artistic Review Committee (ARC) for seating, title changes and dismissals – shall be elected by the orchestra without nominations and shall consist of 12 musicians and 2 alternates. Service of a one-year term is mandatory. This replaces the Artistic Personnel Committee involvement of what was previously specified as “intervention”.
- Anytime prior to the end of a playing season Management may notify a musician that they are in jeopardy of dismissal, title change or seating change. In all circumstances the musician may choose to resign and take a severance package, accept the seating/title change or enter the Artistic Review Process (ARP). The ARP is a five-month process that begins the following season. If this option is chosen, the musician will create an individual improvement plan aided by the ARC. The ARC will meet with the musician at least every 4 weeks during the 5-month process. Following each meeting, the committee (either separately or as a committee) may write reports on the developed plan, the musician’s progress, the fairness of the charges, or other evidence and testimony, understanding that this written documentation may be used in any arbitration. Within 7 days of the conclusion of the ARP, members of the committee will provide recommendation/feedback to the President and Managing Director. The Managing Director will make the final determination to dismiss/change title or seating, to continue the ARP or acknowledge successful completion of the ARP.

It is also agreed that the Society will create a training program to provide background in Human Resources Management and Labor Employment law, which will be mandatory for service on the APC and ARC. Committee members will be credited with 2 service credits for attending the training.

Thanks to the negotiating team: Leslie Shank, Chair; Charles Ullery, Carole Mason Smith, Gary Bordner, and Lynn Erickson. Thanks also to Local #30-73 President Brad Eggen and Treasurer Tom Baskerville, and to Attorney Ron Rollins.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the St. Paul Chamber Orchestra ICSOM Delegate, Leslie Shank.

ST. PAUL CHAMBER ORCHESTRA