



September 25, 2008

Baltimore Ratifies 3-Year Agreement

On August 4, 2008, six weeks prior to expiration of the existing agreement, the musicians of the Baltimore Symphony ratified a three-year agreement that runs from August 13, 2008 through September 11, 2011.

The last five years have been a tumultuous time for the Baltimore Symphony; the past two of which included dramatic, positive change under new board and management leadership that resulted in restored credibility and support from the community, balanced budgets, and joint, long term-planning. This new contract, the fourth in five years, covers a wide range of issues that address major economic items to working conditions and methods of communication. Every one of these issues addresses all the constituents' desire to build a culture of respect for the musicians and to understand their needs. Compensation now exceeds previously unfulfilled agreements and is viewed as a step in the right direction towards addressing the gap between the BSO and its peer orchestras.

Negotiations were preceded by a "visioning" process led by the orchestra's new CEO Paul Meecham. This process included a day long retreat for musicians, board and staff. Agreement was reached in record time, with a limited number of sessions that began June 3 and concluded July 29.

The negotiating committee offers special thanks to BSO Board Chair Michael Bronfein for his generosity and vision, and most of all for engaging new management that, in his words, is "equal in quality to our musicians on stage". A group of board members and musicians selected Paul Meecham as CEO based upon his expertise in the orchestra industry and his ability to understand and build relationships within the organization and with the community. Meecham has assembled an outstanding senior staff whose expertise, enthusiasm and respect for the musicians has already made a profound impact.

LENGTH OF SEASON:	Remains at 52 weeks			
WAGES:	[2007-08]	20008-09	2009-10	2010-11
Annual Salary w/ EMG –	[\$78,000]	\$81,120	\$85,280	\$90,012
Annual Salary w/o EMG –	[\$75,920]	\$78,520	\$83,200	\$87,932
Weekly Salary w/ EMG –	[\$1,500]	\$1,560	\$1,640	\$1,731
Weekly Salary w/o EMG –	[\$1,460]	\$1,510	\$1,600	\$1,691
EMG:	[\$40/wk.]	\$50/wk.	\$40/wk.	\$40/wk.
AFM-EPF:	[5%]	5%	5.5%	6%

SENIORITY: (years of service/per week)

5-9 years	[\$20/wk.]	\$20/wk.	\$20/wk.	1.155% base scale
10-14 yrs.	[\$40/wk.]	\$40/wk.	\$40/wk.	2.311% base scale
15-19 yrs.	[\$60/wk.]	\$60/wk.	\$60/wk.	3.466% base scale
20-24 yrs.	[\$80/wk.]	\$80/wk.	\$80/wk.	4.622% base scale
25+ yrs.	[\$100/wk.]	\$100/wk.	\$100/wk.	5.777% base scale

VACATION: The Association will schedule a vacation week during Thanksgiving and one vacation week in June between the winter and summer seasons; exceptions may be made if the orchestra is on tour during this time.

INSURANCE: Insurance expense caps were increased. The total amount allocated to the musicians for medical, dental, life and long-term disability insurance shall be \$1,336,144 for 2008-09, \$1,480,487 for 2009-10 and \$1,653,801 for 2010-11. Any unused portion of an allotment will be rolled into the following season. In 2010-11 any unused portion of the allotment will be relinquished to the Association.

AUDITIONS: The Association will work with a musician sub-committee to refine audition scheduling, audition committee make-up and audition procedures.

WORKING CONDITIONS:

- Pops concerts will not exceed 2 hours and 15 minutes and during the duration of this agreement will be limited to 5 weeks maximum of Pops subscription weeks performed by the BSO.
- The number of classical subscription weeks each season will be no less during the agreement than the number scheduled during the 2008-09 season.
- The number of working Sundays allowed during the winter season were decreased, the number of two consecutive days off during a season (including tour allowances) were increased, and setting a maximum of 6 split orchestra weeks per contract year was established.
- The Association will provide a tentative schedule for the winter season no later than June 15 and a tentative schedule for the summer season no later than March 15 with best efforts to distribute all repertoire by April 15.

MISCELLANEOUS:

- The Association will restore the orchestra to its full complement of 96 players plus two librarians before the expiration of this agreement.
- Severance pay equal to 5% of minimum weekly base scale will be paid for each year of service to a maximum of \$50,000, and will be paid to those whose contracts have not been renewed, or to a member of the orchestra terminated while out on disability and for whom LTD insurance has either been denied or discontinued on or prior to termination. (New contract language must be clarified for this last provision.)
- A Premium Player minimum of \$100 above weekly salary was established as were minimums of 5% of weekly salary for Assistant Principal players and others who perform in Premium positions and are paid less than the minimum Premium Player's weekly salary.
- One floating relief week for string players will be implemented in the 2008-09 season. In the 2009-10 season a floating relief week will be implemented for second winds/brass. Both relief weeks are beyond the current 16 services already allotted. Additionally an equitable rotation system will be devised and implemented within all wind and brass sections.
- Leave policy limits and approval were improved and each musician will be entitled to four personal services with pay each season.

BALTIMORE SYMPHONY ORCHESTRA

(Misc. continued)

- Prior to release, radio and audio tapes under consideration for broadcast must be approved by the artistic advisory committee. For broadcasts of concerts conducted by the Music Director, after consultation with the committee, the Music Director has approval rights for her own concerts.
- Through periodic meetings with the Artistic Advisory Committee, the Association will endeavor to work collaboratively with musicians on matters of programming, artists and repertoire, incorporating musician input, evaluations and feedback. The opinions of the musicians will be seriously taken into consideration in artistic decision-making. Musicians' evaluations and opinions will be a key guide to the engagement of guest conductors.

Thanks to the negotiating team: Jane Marvine, Chair; Madeline Adkins, Michael Lisicky, Greg Mulligan, Sharon Myer, Rebecca Nichols and David Sheets. Thanks also to Local #40-543 for their unconditional support, to Secretary-Treasurer Jack Hook, and to Attorney Susan Martin for her skill, knowledge and caring.

Additionally, the negotiating team wishes to thank the musicians of the Baltimore Symphony for the incredible determination and *esprit de corp* they have shown over the last five years. Deepest appreciation goes to the musicians of the Baltimore Symphony for their courage, unity, resourceful talents, and organizational abilities and patience to arrive at this moment, moving in the right direction.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Baltimore Symphony ICSOM Delegate, Mary Plaine and Negotiating Committee Chair, Jane Marvine.