



December 2, 2008

Pittsburgh Ratifies 3-Year Agreement

On September 19, 2008, the musicians of the Pittsburgh Symphony ratified a three-year agreement that runs from September 1, 2008 and continues through September 4, 2011. The orchestra was pleased to see steady growth over the life of the contract without a wage freeze, cutbacks or reducing the number of players.

	[2007-08]	2008-09	2009-10	2010-11
LENGTH OF SEASON:	[52 wks]	52 wks	53 wks	52 wks
WAGES:				
Annual Salary –	[\$101,452]	\$104,520	\$109,710	\$110,764
Weekly Salary –	[\$1,951]	\$2,010	\$2,070	\$2,132

Media Payment (formerly EMG): The orchestra had an EMG over ten years ago which was then discontinued. Musicians will now receive a \$1,000 media payment for each season in October.

PENSION - Private: 44% of annual salary (*fully vested*)

	[\$44,638]	\$45,989	\$47,362	\$48,780
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INSURANCE:

Health/Dental/Instrument – No change

Disability – The cap was raised from \$4,700 per month to \$5,100 and is the equivalent of 55% of personal scale.

TRAVEL: There were extensive changes in travel and playing conditions, hotel availability and days off following tours.

PER DIEM: Remains at State Department rate of \$100 per day for the 2008-09 season: \$17.50 – breakfast; \$20.50 – lunch; \$40 – dinner; \$22 – miscellaneous. Cost of living adjustments will be applied to 2009-10 and 2010-11 per diem.

WORKING CONDITIONS:

- Beginning in the 2009-10 season, concerts will be limited to 2 ¼ hours.
- Restrictions on runouts during the season – after 8 concerts in a season, additional runouts will be counted as two services in the weekly service count.
- String rotation guaranteed of 8 services in 2008-09, 10 services in 2009-10 and 2010-11.

MISCELLANEOUS: New media language is currently under discussion to allow patron/subscribers to request a copy of a performance they miss, and will also address ringtones and some corporate sponsorship uses.

Thanks to the negotiating team: Joe Rounds, Chair; Micah Howard, Stephanie Tretick, David Sogg, Joann Vosburgh, Rhian Kenny-Howell and Dennis O'Boyle. Thanks also to Local #60-471 President George Clewer and Attorney Louis Kushner.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Pittsburgh Symphony ICSOM Delegate, Penny A. Brill.