



Rochester Ratifies 3-Year Agreement

On November 8, 2008, the musicians of the Rochester Philharmonic ratified a three-year agreement that began September 1, 2008 and continues through August 31, 2011. The agreement, which was ratified by a significant margin, was well-received by the musicians and included the highest salary increases for the orchestra in a decade, and this in spite of the challenging financial times. The orchestra is benefiting from a new management team as well as a new spirit of ownership in the institution by the Board. Current renovation of the Eastman Theater is an additional element of the positive synergies that promise continued improvement in the standing of the institution within its community and beyond.

LENGTH OF SEASON: Remains at 39 weeks

WAGES:	[2007-08]	2008-09	2009-10	2010-11
Annual Salary –	[\$38,610]	\$39,975	\$41,769	\$44,070
Weekly Salary –	[\$990]	\$990/\$1,042.50	\$1,042.50/\$1,085.25	\$1,130
Part-time per service:				
Rehearsal –	[\$101.05]	\$101.05/\$106.40	\$106.40/\$110.75	\$115.30
Concert –	[\$161.60]	\$161.60/\$170.15	\$170.15/\$177.15	\$184.50
		<i>13 wks/26 wks*</i>	<i>13 wks/26 wks</i>	

**2008-09scale increase is effective Dec. 29, 2008*

PENSION (Private): Remains at 5%

INSURANCE:

Health – Continues as a flexible benefits program with 3 options. Previously, the Employer expenses were based on the most expensive of the three plans; the Employer will now reduce expenses in year one to equal the cost of the middle plan. The Employer will now cover 100% [was 90%] of the cost of dependants (2-person and family). Employees will continue to pay any increase greater than 10% in years 2 and 3 of the new contract (previously increases over 10% were covered year-to-year by the employee.)

Dental – The plan remains self-insured by the employer with a reduction in year 1 and increases in years 2 and 3 based upon previous experience with a cap of 3% per year.

Single -	[\$272.40]	\$200/yr.	+0-3%	+0-3%
2-person -	[\$632.40]	\$300/yr.	+0-3%	+0-3%
Family -	[\$632.40]	\$500/yr.	+0-3%	+0-3%

PER DIEM:	2007-08]	2008-09	2009-10	2010-11
Breakfast –	[\$9.50]	\$9.50	\$9.75	\$10
Lunch –	[\$12]	\$12	\$12.25	\$12.50
Dinner –	[\$26]	\$26	\$26.50	\$27
Large City –	[\$11/day]	No change		
Runout Dinner –	[\$20]	No change		

AUDITIONS: Language was added regarding Conflict of Interest and Confidentiality.

WORKING CONDITIONS: Added a limitation of 90-minutes for concerts without intermission.

MISCELLANEOUS:

- The position of Librarian, which was added to the bargaining unit in the previous contract, is now recognized as Principal Librarian.
- An adjustment was made to the probation schedule for new musicians to facilitate a more equitable timetable when the new musician's start date does not coincide with the beginning of the season.
- Contract language has been added to recognize the importance of maintaining safe working conditions on-stage with respect to sound/decibel levels; this clause will establish conditions under which sound shields will automatically be used as well as ensuring their availability upon request.
- The Employer committed to purchase chairs to be used for runouts and in other venues within the local community where the quality of seating is inadequate.

Thanks to the negotiating team: David Angus, Chair (and Local 66 President); Jennifer Burch, Linda Kirkwood, Ellen Rathjen and Craig Sutherland. Thanks also to Local 66.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Rochester Philharmonic ICSOM Delegate, David Angus.