



### Baltimore Gives \$1 Million in an Amended Agreement

On April 25, 2009 the musicians of the Baltimore Symphony Orchestra voted to amend their current agreement and gave one million dollars in concessions to the Association as a matching gift in recognition of the financial challenges created by the current worldwide economic crisis. It is hoped that the gift will aid efforts by the organization to preserve the artistic level of the orchestra and inspire the community to make additional contributions. The \$1 million is to be attributed to the 2010 fiscal year and is a 2-to-1 matching gift; \$2 million is to be raised by the orchestra's board and management by August 31, 2010.

Increases in salary and pension that were to take place in the 2009-10 season have been postponed until the 2010-11 season. Salary and pension contribution will be frozen at the 2008-09 levels for the 2009-10 season, effectively inserting a year of a freeze into the contract and extending the contract for an additional season. The agreement will now expire September 10, 2012.

**LENGTH OF SEASON:** Remains at 52 weeks

<b>WAGES:</b>	<b>[2008-09]</b>	<b>2009-10</b>	<b>2010-11</b>	<b>2011-12</b>
<b>Annual Salary w/ EMG –</b>	[\$81,520]	\$81,120	\$85,280	\$90,012
<b>Annual Salary w/o EMG –</b>	[\$78,520]	\$78,520	\$83,200	\$87,932
<b>Weekly Salary w/ EMG –</b>	[\$1,560]	\$1,560	\$1,640	\$1,731
<b>Weekly Salary w/o EMG –</b>	[\$1,510]	\$1,510	\$1,600	\$1,691
<b>EMG:</b>	[\$50/wk.]	\$50/wk.	\$40/wk.	\$40/wk.
<b>AFM-EPF:</b>	[5%]	5%	5.5%	6%

**INSURANCE:** [New] - The caps as outlined in the original 2008-11 agreement remain in effect. Any unused portion of this allotment shall be rolled over from year to year, including into the 2011-12 season. During the 2011-12 season the amount of \$1,847,461 shall be allocated to the musicians for medical, dental, life and LTD benefits. Any unused portion of this allotment shall be relinquished to the Association.

**MISCELLANEOUS:**

- Each musician will take a one-week furlough in lieu of one vacation week during the August-September 2009 vacation period.
- A furlough of .300845 weeks of each full-time musician shall be prorated over 25 pay periods during the 2009-10 season.
- Waivers and flexibility in service quotas and the postponing of filling of vacancies were agreed to in the 2009-2010 season.
- If actual expenses are less than budgeted expenses as agreed upon, the difference will be credited to the musicians for their discretionary use.

Thanks to the Negotiating Team: Laurie Sokoloff and Jane Marvine, Co-Chairs; Greg Mulligan, Sharon Myer, Madeline Adkins, Leonid Berkovich, Ken Goldstein, Marcia Kamper, Michael Lisicky, and Rebecca Nichols. And thanks to attorney Susan Martin, as well as AFM Local #40-543 and Jack Hook, Secretary-Treasurer for their support.

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