



INTERNATIONAL CONFERENCE OF
SYMPHONY AND OPERA MUSICIANS

SETTLEMENT BULLETIN

December 4, 2009

Grant Park Ratifies 3-Year Agreement

On June 10, 2009, the musicians of the Grant Park Symphony ratified a three-year agreement that runs from June 10, 2009 through August 31, 2011.

LENGTH OF SEASON: 10 weeks

WAGES:	[2008]	2009	2010	2011
Annual Salary –	[\$11,859.10]	\$11,859.10	\$11,859.10	\$12,127.25
Weekly Salary –	[\$1,185.91]	\$1,185.91	\$1,185.91	\$1,203.70/\$1,221.75 <i>wks 1-5/wks 6-10</i>

AFM-EPF: Remains at 12%

EMG: \$100 per week

SENIORITY POOL (*minimum*) - (paid pro-rata as an additional percentage to musicians - 4-8 years receive 1%, 9-14 years receive 2%, 15-20 years receive 3%, 21 years plus receive 4%):

[\$16,500]	\$10,000	\$16,500	\$16,500
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SICK LEAVE: Sick leave may not be used for illness of a child, spouse or domestic partner. Parental leave of 24 services is allowed for maternity, paternity or adoptive leave. Leave is paid based on accumulated sick and personal services; otherwise unpaid leave is available.

AUDITIONS:

- Management may invite up to two candidates to a screened semi-final round for Concertmaster, Assistant Concertmaster or any titled position that has been open for more than two consecutive seasons (was three seasons).
- For principal auditions, when only one principal from a related section can attend the audition, they will have one vote in the final round. When two principals from related sections attend, they each have ½ vote, as previously negotiated.

WORKING CONDITIONS:

- Management will provide up to 8 additional Wenger sound shields.
- Concerts performed without intermission may have up to 5 minutes of applause without triggering overtime.
- Any performance over 90 minutes will initiate a 50% penalty, with the exception that two times per season a program may be up to 100 minutes without intermission and the payment of ¼ hour of overtime. 100 minute programs are limited to single works only and any performance that exceeds 100 minutes will initiate a 50% penalty.

GRANT PARK SYMPHONY ORCHESTRA

(Working Conditions, cont.)

- One week notice is required to use personal services for absence from a performance, with the exception of an emergency.

MISCELLANEOUS:

- Freeze dismissal procedure for musical reasons for one year.
- Orchestra size is 84 with the addition of 4th trumpet. During the 2010 and 2011 seasons, one string position (violin section if possible) will remain vacant and will be filled for the 2012 season.
- Librarian wage increased to principal scale and 3rd chair first violin and assistant timpani are increased to assistant principal scale.
- A Minority Fellowship Program begins in 2009 and is limited to string players who will perform up to six programs with the orchestra (details to be negotiated). No Fellow may be used as a substitute or extra player.

Thanks to the negotiating team: Michael Shelton, Chair; Neil Kimel, John Floeter, Mary Stolper and Tom Yang. Thanks also to Local #10-208 President Gary Matts.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Grant Park Orchestra ICSOM Delegate, Dale Newton.

GRANT PARK SYMPHONY ORCHESTRA