



INTERNATIONAL CONFERENCE OF
SYMPHONY AND OPERA MUSICIANS

SETTLEMENT BULLETIN

December 5, 2009

Indianapolis Ratifies 3-Year Agreement

On October 4, 2009, the musicians of the Indianapolis Symphony ratified a three-year agreement that runs from September 7, 2009 and continues through September 2, 2012. This agreement includes major concessions designed to assist the Symphony Society in this period of economic downturn. Negotiations were particularly difficult for a variety of reasons, including the initial insistence by the Society that musicians accept a one-year contract with deep wage cuts, large increases in health care costs, and no pension accrual.

Following the unanimous rejection by ISO musicians on September 10, 2009, of a one-year proposal from management, lengthy negotiations continued. The ratified contract includes a 12% wage cut in the first season, an increase of 2.7% in the second season, and a 7.8% increase in the final season. The musicians retained their defined benefit pension plan, although multipliers were decreased in all three seasons and a 40 year cap will be implemented in the final season. Total reductions amount to an approximate \$4 million in savings to the Society over three seasons.

ISO musicians gained important “quality of life” improvements in this agreement, and will have no unpaid furlough weeks. In addition, the Society has pledged to begin a major capital campaign in order to stabilize the (“new”) Indianapolis Symphony business model.

LENGTH OF SEASON: Remains at 52 weeks

WAGES:	[2008-09]	2009-10	2010-11	2011-12
Annual Salary –	[\$79,040]	\$71,200	\$72,384	\$78,000
Weekly Salary –	[\$1,500/\$1,540] [26 wks/26 wks]	\$1,540/\$1,355 4 wks/48 wks	\$1,392	\$1,500

PENSION (private defined benefit): Multiplier of \$105 per month per year of service reduced in 2009-10 and 2010-11 to \$56 per year for future services only; increases to \$86 in 2011-12 for future services. Effective in 2011-12, pension benefit service accrual will be capped at 40 years (previously there was no cap.) Upon reaching the cap, musicians will be eligible for an employer matching contribution to the Indiana Symphony Society 403(b) plan, not to exceed 5% of salary.

A domestic partner pre-retirement death benefit has been added.

ORCHESTRA SIZE: CBA requires 87 musicians, but for reason of financial necessity it may drop to 82. For the duration of the 2009-12 contract only, the orchestra will not exceed the current 79 contracted musicians.

VACATION: Remains at 9.5 weeks

INSURANCE:

Health – Current coverage will be maintained in both the PPO and CDHP plans, but will include increased premium costs, higher out of pocket expenses and deductibles to be paid by the musicians.

Massage and Alternative Therapy will be reimbursed 100% through payroll for up to 25 treatments per season (up to \$90 per treatment.)

INDIANAPOLIS SYMPHONY ORCHESTRA

INSURANCE:

Health – Current coverage will be maintained in both the PPO and CDHP plans, but will include increased premium costs, higher out of pocket expenses and deductibles to be paid by the musicians

Massage and Alternative Therapy will be reimbursed 100% through payroll for up to 25 treatments per season (up to \$90 per treatment.)

Disability – New provision for mental and nervous disorders to be treated the same as other medical conditions for the purpose of qualifying for long-term disability.

Instrument –Society will pay \$30,000 per year for instrument insurance (was\$25,000)

AUDITIONS:

- All auditions, including all rounds of final auditions, will be played behind a screen.
- Up to two candidates may be selected from the final screened audition to perform with the orchestra for up to two weeks in a Performance Audition phase.
- Concertmaster may attend the final auditions as a non-voting member.
- Acquisition of temporary personnel for a period of one year or longer will be through audition.

WORKING CONDITIONS:

- Limited scheduling of 9-service weeks has been reduced from 6 to 3 times per season during this contract.
- Seventeen 7-service weeks are guaranteed in the 2009-10 season, and 22 7-services weeks are guaranteed in the 2010-11 and 2011-12 seasons.
- The number of rehearsals permitted for classical and pops concerts will be reduced.
- A 4.5 hour work day will be implemented with some exceptions allowed.
- New language added that states – “A musician who believes his instrument may be damaged or harmed by weather conditions shall not be disciplined or otherwise penalized for taking appropriate protective action.”

MISCELLANEOUS:

- Move-up pay and doubling will increase in 2011-12.
- A \$900 re-use payment will be paid to each musician in 2009-10 to retain an ISO syndicated radio series for one season.
- During the term of this contract, musicians shall donate a reasonable number of services for one pension fund-raising concert per season.

Thanks to the negotiating team: Michael Borschel, Chair; Sarah Boyer, Greg Dugan, Richard Graef, Peter Hansen and Jerry Montgomery. Thanks also to Local #3 Secretary-Treasurer Martin Hodapp, Attorneys Michael Greenfield and Rick Dennerline, and Federal mediator Conrad Bowling.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Indianapolis Symphony ICSOM Delegate, Greg Dugan.