



ICSOM

Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

November 7, 2006

Boston Ratifies 3-Year Agreement

On August 27, 2006, the musicians of the Boston Symphony Orchestra ratified a three-year agreement that runs from August 28, 2006 through August 23, 2009. During negotiations new pension legislation was being discussed and enacted at the national level, which made negotiating the defined benefit pension plan complex. Their pension plan will remain as a defined benefit during the duration of this contract. Compensation for extra and substitute musicians was also a difficult emotional issue for the Committee.

LENGTH OF SEASON: Remains at 52 weeks

WAGES:	[2005-06]	2006-07	2007-08	2008-09
Annual Salary –	[\$112,840]	\$118,040	\$122,720	\$128,180
Weekly Salary –	[\$2,170]	\$2,270	\$2,360	\$2,465
PENSION*:	[\$65,000]	\$70,000	\$72,500	\$75,000

** pension increase begins Sept. 1 of each season*

INSURANCE: Beginning in the second contract year, Sept. 1, 2007, musicians enrolled in Blue Care Elect PPO and Harvard Pilgrim HMO will pay \$10/week single coverage or \$15/week family coverage. These payments will be made automatically through a Premium Flexible Spending Account. No premium sharing will be required for musicians enrolled in HMO Blue.

COMPENSATION FOR EXTRA/SUBSTITUTE MUSICIANS:

When an extra/substitute is hired for a scheduled quota service of either the Boston Symphony or Boston Pops, that player will be paid 1/5 of minimum scale for concerts and 1/10 of minimum weekly scale for rehearsals [no change].

When any musician, either extra/substitute or a BSO contract player, plays a Boston Pops or Boston Pops Esplanade Orchestra optional service, that player will be paid 1/6 of minimum weekly scale for concerts and 1/12 of minimum weekly scale for rehearsals.

MISCELLANEOUS:

- Concert length during the Symphony Season has been reduced to 2 ¼ hours with 4 (program run) exceptions allowed during the 2006-07 season and 3 exceptions each during the 2007-08 and 2008-09 seasons.
- String relief has been increased by the equivalent of one week (seven quota services related to a single program), and will be offered when most needed from January to April of each season.

Thanks to the negotiating team: Fenwick Smith, Chair; Ronald Barron, James Cooke, Catherine French and Lawrence Wolfe. Thanks also to Local #9-535 President Barbara Owens and Attorney Susan Martin.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Boston Symphony ICSOM Delegate, Lawrence Wolfe.

BOSTON SYMPHONY ORCHESTRA