



November 25, 2006

Colorado Ratifies 3-Year Agreement

On September 28, 2006, the musicians of the Colorado Symphony ratified a three-year agreement that runs from September 1, 2006 and continues through August 31, 2009. A significant change to this contract is in regard to health insurance. It is important to note that the orchestra has not made any contributions toward dependent health insurance since 1989. They hope the amounts can be increased in future negotiations.

LENGTH OF SEASON: remains at 43 weeks

WAGES:	[2005-06]	2006-07	2007-08	2008-09
Annual Salary –	[\$41,839]	\$44,333	\$45,666	\$47,042
Weekly Salary –	[\$973]	\$1,031	\$1,062	\$1,094
EMG (per week):	[\$60]	\$76	\$78	\$80

HEALTH INSURANCE:

[was: Association covered 100% of individual HMO or POS policy, no dependent coverage, and those musicians not participating in the symphony policy would receive cash in lieu of the insurance benefit.] Becomes: the Association changed carriers to lower premiums and will now cover 100% of an individual HMO policy as well as 15%, 18% and 20% (per contract year) for dependents. Due to numerous problems retaining the 50% membership required for coverage as well as adverse effects on the cost of the policy when younger members “opted out” of coverage, the cash payment will be phased out over the next two years. Their goal to reduce costs for families and increasing participation has been reached.

SICK LEAVE:

- [was: musicians could accumulate up to 90 days] Becomes: each musician receives 90 days at the beginning of each season and will no longer accumulate.
- Maternity leave will no longer count against sick leave; 8 weeks paid leave is guaranteed.
- Paternity leave – 2 weeks paid leave is guaranteed.

WORKING CONDITIONS: Significant improvements were made to the rehearsal schedule that included:

- restrictions on evening and weekend rehearsals
- 5-day workweeks were increased from 21 to 22 weeks
- new requirements were established for 18 adjacent Monday/Tuesday or Sunday/Monday off
- concert length was reduced from 2 ½ hours to 2 ¼ hours.

MISCELLANEOUS:

- The Librarian is now included in the bargaining unit.
- A “language” sub-committee cleaned up all vague and contradictory language in the contract. The new document is much more “user friendly”.

Thanks to the negotiating team: Bil Jackson and John Kinzie, Co-Chairs; Paul Naslund, Michael Thornton, and Monica Hanulik, and thanks to the “language” committee: Gary Goble, Erik Peterson, David Voegtle, and Larry Brezicka. Thanks also to Local #20-623 President Pete Vriesenga.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Colorado Symphony ICSOM Delegate, Martin Sher.