



INTERNATIONAL CONFERENCE OF  
SYMPHONY AND OPERA MUSICIANS

# SETTLEMENT BULLETIN

January 15, 2012

## Baltimore Ratifies 2-Year Amended Agreement

On March 22, 2010, the musicians of the Baltimore Symphony ratified a two-year amended agreement that was slated to expire September 10, 2012, and now extends the contract from September 12, 2011 through September 8, 2013.

Since the April 2009 "Music Matters" memorandum of understanding that included voluntary concessions of \$1 million by Baltimore Symphony musicians, three more agreements - in July 2009, January 2010 and March 2010 - have been reached that modified the original 2008-2011 contract. They each reduced compensation for musicians and lengthened the term of the contract through September 2013. This final March 2010 agreement was reached only after BSO management and board along with the BSO Endowment Trust board engaged in pressure tactics that included postponing the 2010-11 season announcement by several weeks (which ultimately resulted in reduced ticket sales for that season), threatened for the second year in a row to withhold any endowment draw from the Endowment Trust without what they considered was a sustainable agreement with the musicians, and assured the musicians that the BSO would file for bankruptcy if the musicians did not accept steep concessions.

BSO management negotiated a contract with BSO musicians in 2000 that promised, by 2005, an annual scale of \$90,000 that would coincide with the opening of the BSO's second venue in a new, lucrative market - the Music Center at Strathmore. That contract was renegotiated in 2003 to address increasingly serious deficits due to overspending and poor management. Once again in 2008, with new management in place and no debt, BSO management negotiated a contract promising an annual scale of \$90,000 in the final year of the agreement - 2010-11. Instead, after a decade of renegotiations, BSO musicians will receive minimum base pay of \$65,000, plus \$2,600 in overscale, for the 2011-12 and 2012-13 seasons.

<b>LENGTH OF SEASON:</b>	50 weeks becomes 52 weeks		
<b>WAGES:</b>	<b>[2011-12]</b>	<b>2011-12</b>	<b>2012-13</b>
<b>Annual Salary w/EMG –</b>	\$90,012	\$65,000	\$65,000
<b>Annual Salary w/o EMG –</b>	\$87,932	\$62,920	\$62,920
<b>Weekly Salary w/EMG –</b>	\$1,731	\$1,250	\$1,250
<b>Weekly Salary w/o EMG –</b>	\$1,691	\$1,210	\$1,210

**Note:** *Overscale has been reduced from FY 2009 levels by 13.8% for the term of this agreement. Once that figure has been calculated, all current BSO musicians will earn an additional \$50 per week of overscale.*

**EMG:** \$40 per week

**AFM-EPF:** Was reduced from 5% to 4% in a previous agreement; with the adoption of the rehabilitation plan, it has become 4.36%

**SENIORITY:** *Each increment has been reduced by 13.8%*

*Per week/per years of service*

<b>5-9 years</b>	\$20/wk	<i>becomes</i>	\$17.24/wk
<b>10-14 yrs</b>	\$40/wk	<i>becomes</i>	\$34.48/wk
<b>15-19 yrs</b>	\$60/wk	<i>becomes</i>	\$51.72/wk
<b>20-24 yrs</b>	\$80/wk	<i>becomes</i>	\$68.96/wk
<b>25 + yrs</b>	\$100/wk	<i>becomes</i>	\$86.20/wk

**ORCHESTRA SIZE:** CBA specifies 98 musicians; however, financial documents stipulate that annual budgets are based upon 82 contracted members and this number is not expected to increase during the term of this agreement.

**VACATION:** Remains at 9 weeks

**INSURANCE:** Musicians now pay \$5 individual/\$10 couple and/or family per week toward medical premiums for both PPO and HMO policies offered. In addition, BSO management no longer contributes \$1,200/\$2,400 to musicians' Health Savings or Flexible Spending Accounts for PPO musicians or lesser amounts into FSA accounts for those musicians covered by the HMO.

**WORKING CONDITIONS:**

- Leave policies have been slightly liberalized especially regarding requests for 2-year leaves of absence while members attempt to receive tenure in a new orchestra before ending their employment with the Baltimore Symphony.
- Move up policies now entitle the next ranking Titled Player the right of first refusal to fill a vacancy for a short-term leave vacancy. Non-titled wind, brass and percussion players may have the right of first refusal to move up to a titled position for non-classical subscription services on a rotated system. Long term leave vacancies of more than 3 months shall be filled either from within or outside the Orchestra as determined by the Music Director; however, the next ranking Titled player in the section shall have the right of first refusal to move up for up to three months to fill a Titled Player vacancy.

**MISCELLANEOUS:**

There are new clauses to deal with the –

- Formulation of a plan and timeline to implement revenue growth and an endowment campaign;
- Development of a Fellowship Program for highly talented post-conservatory musicians with a particular emphasis on “exploring opportunities for minority musicians”;
- Required contributions to the frozen pension plan;
- Agreement that there will be no further requests for concessions in compensation or benefits during the term of this agreement;

*[Miscellaneous, cont.]*

- Prohibition on salary increases for administrative staff unless revenue clauses in the agreement are invoked;
- Required written confirmation will be provided that the Endowment Trust has approved draws of at least 5% and in any event no less than the projected budget amounts of \$2,614,511 in FY 2012 and \$2,561,013 in FY 2013;
- Creation of a public awareness campaign by the Association and musicians to support the BSO and to preserve its artistic quality while simultaneously addressing expenses and innovation.

Thanks to the Negotiating Team: Robert Barney and Laurie Sokoloff, Co-Chairs; Jane Marvine, John Merrill, Julie Parcels, Brian Prechtl and Ellen Troyer. Thanks also to Local # 40-543 past and present Secretary-Treasurers Jack Hook and Mary Plaine, and to Attorney Susan Martin.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Baltimore Symphony Orchestra ICSOM Delegate, Greg Mulligan.*