

May 7, 2003

### Baltimore Symphony Ratifies Agreement

On April 2, 2003, the musicians of the Baltimore Symphony ratified a set of proposals that modified the current agreement through its expiration on September 17, 2005. Total base salary reduction equals \$18,145.

**LENGTH OF SEASON:** Remains 52 weeks.

| <b>WAGES:</b>                   | <b>2002-03</b>                 | <b>2003-04</b>                 | <b>2004-05</b>                             |
|---------------------------------|--------------------------------|--------------------------------|--|
| <i>Previous Annual Salary</i> – | [\$74,100]                     | [\$79,300]                     | [\$89,180]                                 |
| <i>New Annual Salary</i> -      | \$72,900                       | \$72,800                       | \$78,035                                   |
| <i>Previous Weekly Salary</i> - | [\$1,400/\$1,450]              | [\$1,500/\$1,550]              | [\$1,715]                                  |
|                                 | <small>9.15.02/3.16.03</small> | <small>9.14.03/3.14.04</small> | <small>9.19.04</small>                     |
| <i>New Weekly Salary</i> –      | \$1,400                        | \$1,400                        | \$1,400/\$1,500/\$1,715                    |
|                                 | <small>3.30.03</small>         |                                | <small>9.19.04 / 1.30.05 / 7.17.05</small> |

**EMG:** None.

**VACATION:** Remains at 9 weeks.

**SENIORITY:** The additional “bump-up” scheduled for September 1, 2004 will be delayed until July 17, 2005.

**PENSION:** The increase from 3% of scale to 5.5% of scale originally scheduled to go into effect on March 20, 2005 will be delayed until July 17, 2005.

**INSURANCE:** As of January 1, 2003, a change in coverage was enacted with partial self-insurance to keep the employees’ benefits equal to those prior to the change.

Beginning January 1, 2004, there will be increases in out-of-pocket maximum, deductible, office visit co-pay, prescription drug coverage and reimbursement.

The Musicians will continue to work collaboratively in the health care sub-committee to explore ways to contain health care costs. If cost saving targets are not met, additional changes will begin January 1, 2005; increases to out-of-pocket maximum, deductible, prescription drug deductible.

There shall be no sharing of medical insurance premium costs by employees during the term of this agreement.

## BALTIMORE SYMPHONY ORCHESTRA

**AUDITIONS:** For tenure to be granted the candidate shall receive three yes votes of the Tenure Review Committee in addition to a yes vote from the music director [previously, the Tenure Review Committee was only advisory.]

**WORKING CONDITIONS:**

- Additional personal leave day in 2004-05 (for a total of 2)
- 20 minute breaks during 2 \_ hour rehearsals [was 15 minutes.]
- Best efforts to begin intermission at a concert no later than 90 minutes from the announced service starting time, except in the case of a single work. If the concert is presented without intermission, best efforts to limit the performance to 90 minutes including music and any commentary.

**MISCELLANEOUS:**

- Language to allow some vacancies to remain temporarily unfilled through attrition with intent to restore orchestra complement to 96 full-time players and 2 full-time librarians by June 2005 or to hold auditions for remaining vacant positions as soon as possible in the ensuing season.
- Language codifying the inclusion of musicians on search committees for music director and president/executive director.
- Language clarifying the role of the artistic advisory committee.
- Language clarifying role of musicians in planning process of new concert facility.

Thanks to the negotiating team: Jeff Stewart, Chair; David Coombs, Jane Marvine, John Merrill, John Vance, Andrew Wasyluzsko and Mary Plaine. Thanks also Legal Counsel Susan Martin, and to Local 40-543 and Secretary-Treasurer Jack Hook for their advice and support.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Baltimore Symphony ICSOM Delegate, Mary Plaine.*

**BALTIMORE SYMPHONY ORCHESTRA**