

January 2, 2005

Chicago Symphony Ratifies 3-Year Agreement

On November 6, 2004, the musicians of the Chicago Symphony Orchestra ratified a three-year agreement that is retroactive to September 11, 2004 and continues through September 11, 2007.

LENGTH OF SEASON: remains at 52 weeks

WAGES:	[2003-04]	2004-05	2005-06	2006-07
Annual Salary –	[\$104,000]	\$104,000	\$107,120	\$111,670
Weekly Salary –	[\$2,000]	\$2,000	\$2,040/\$2,080	\$2,095/\$2,200
Percent Increase -		0%	2%/1.96%	.72%/5.1%
			9-11-05 / 3-11-06	9-11-06 / 3-11-07

SENIORITY: Will increase by the same percentage as weekly salary.

PENSION: [was \$63,000] Beginning in the 2005-06 season, management will guarantee a retirement benefit of \$70,000. This increase will be funded outside the Pension Trust.

INSURANCE:

Health – HMO and PPO

- [was 100% paid by employer] During the 2005-06 season employees will pay \$10 per week. During the 2006-07 season employees will pay \$20 per week.
- Office visit co-pay increased from \$10 to \$15
- Prescription co-pay increased from \$5 to \$10 (generic)/\$15 (formulary)/\$25 (all others)
- HMO emergency room co-pay will be \$75
- Deductibles set at \$250 (individual), \$500 (employee + one), \$1000 (family) in-network and \$500/\$1,000/\$1,500 out-of-network
- Co-insurance out-of-pocket maximum - \$300/\$600/\$900 in-network and \$1,000/\$2,000/\$3,000 out-of-network

Disability – Remains at 66.67% of salary with the monthly cap raised to \$9,000.

TRAVEL: Runouts to Madison, WI and Champaign IL may now be by bus instead of jet. Orchestra members who elect to drive will be reimbursed IRS mileage rates.

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PER DIEM: [was 135% of State Department rate] Will be reduced to 110% of State Dept. rate. This cannot be reduced if breakfast is provided. Does not apply in Japan where per diem remains at 135% of State Dept. rate.

WORKING CONDITIONS:

- Beginning in the second year of the agreement, the number of Sunday concerts will be increased from 5 to 9 with service restrictions in the surrounding weeks.
- Increased flexibility will be allowed in scheduling services at Ravinia but more than 8 services per week will incur extra service payment.
- Beginning in the second year of the agreement, two performances per day will be allowed for the holiday pops series ONLY with the following conditions –
 1. two concerts will be allowed on only two days.
 2. a premium payment will apply to the second concert on those two days.

MISCELLANEOUS:

- Side Letter on Orchestra Complement – The Association may leave up to five vacancies unfilled during the term of this agreement. When the side letter expires on the last day of the agreement, the complement reverts back to 111 musicians.

Thanks to the negotiating team: Stephen Lester, Chair; Roger Cline, Donald Koss, Samuel Magad and David Sanders. Thanks also to Local #10-208 President Ed Ward, Vice-President Tom Beranek, Assistants to the President Gary Matts and Louise Thorson, and Attorney Michael Greenfield. Special thanks to mediator, the Honorable Abner Mikva.

The CSO musicians' negotiating team wishes to thank Brian Rood, President of ICSOM, and Laura Brownell, Director, AFM Symphonic Services Division for their help and support. We were faced with proposals for draconian concessions in all aspects of our collective bargaining agreement. It was the support of ICSOM, the Union, and especially our unified orchestra, that was key to our success.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Chicago Symphony ICSOM Delegate, Rachel Goldstein.

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