

January 30, 2004

Detroit Extends Agreement Through 2006

On January 11, 2004, the musicians of the Detroit Symphony ratified an extension of the 2001-05 agreement following a request by management to reopen the existing agreement. The Detroit Symphony was predicting another year of budget deficits, and only after a thorough review of the financial information by auditors provided by Local 5, the musicians began voluntary talks to find ways to modify the agreement. The administrative staff has been reduced by 15 positions. The remaining staff will be laid off for 3 weeks during this current season; 2 weeks next year. Additionally, the Board of Directors will raise an additional \$2 million in cash donations by mid-February to ensure a balanced budget for fiscal 2004.

The new terms of the agreement go into effect on January 11, 2004 and will expire September 4, 2006.

	2003-04	2004-05	2005-06
LENGTH OF SEASON:	(was 53 wks.)	(was 52 wks.)	
becomes -	50 weeks	50 weeks	52 weeks
 WAGES:			
Annual Salary (was) -	(\$91,425)	(\$92,950)	
becomes -	\$86,250	\$89,350	\$96,850
 Weekly Salary -	\$1,725	\$1,775/\$1,800 <i>9-6-04/3-7-05</i>	\$1,825/1,900 <i>9-6-05/3-7-06</i>

TRAVEL: Maximum of 6 hours scheduled travel allowed on a day with a service.

WORKING CONDITIONS:

- Maximum concert length reduced to 2.25 hours.
- Maximum of 3 back-to-back services per contract year during a 9-service week.
- Maximum of 1 rehearsal for a pops concert unless with chorus.
- All single daytime rehearsals to begin at 10:00AM. Exceptions will be allowed only for Itzhak Perlman and pops soloists.

MISCELLANEOUS:

- In the 2003-04 season there will be 50 paid weeks and 3 layoff weeks (2 work and 1 vacation week.)
- In the 2004-05 season there will be 50 paid weeks and 2 layoff weeks (1 or 2 work weeks and 0 or 1 vacation weeks.)
- The DSO private pension plan (the orchestra also contributes additionally to the AFM-EPF) may be funded at the ERISA minimum (including credits) instead of FASB for 2002-03 and 2003-04 only.

- Corporation to pay for cost analysis of increase in minimum pension benefit (currently \$600 for retiree and \$500 for surviving spouse.) Discussions to follow regarding amount of increase.
- Two musicians will serve on the executive director search committee. The Board may only select candidates from a list prepared by a mutually agreed to 3rd party (currently Peter Pastreich.)
- Guest conductors shall not be reengaged unless the documented collective opinion of the orchestra indicates a score between “1” (outstanding) and “5” (average) on the ICSOM conductor evaluation.
- There will be a temporary reduction in the string section. During the 2003-04 season the strings may be reduced by 4 musicians; in 2004-05 by 3 musicians; in 2005-06 by 1 musician, and beginning in September, 2006, the string section will return to the full complement.

Thanks to the negotiating committee: Joseph Goldman, chair; Shelley Heron, Haden McKay, Marian Tanau and Brian Ventura. Thanks also to Local #5 president Gordon Stump, attorney Leonard Leibowitz, and consultant and mediator Peter Pastreich.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Detroit Symphony ICSOM Delegate, Brian Ventura.

DETROIT SYMPHONY ORCHESTRA