



# ICSOM

## Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

May 11, 2006

### Louisville Ratifies 5-Year Agreement

On March 17, 2006, the musicians of the Louisville Orchestra ratified a five-year agreement that begins September 1, 2006 and continues through May 31, 2011. This agreement was reached in an effort to maintain a 71-member full-time orchestra and the musicians of the Louisville Orchestra have made a supreme sacrifice. This has been an extraordinary time in the 69-year history of this orchestra.

LENGTH OF SEASON:	[2005-06]	2006-07	2007-08	2008-09	2009-10	2010-11
	[39 wks]	31 wks	35 wks	35 wks	36 wks	37 wks
<b>WAGES:</b>						
<b>Annual Salary –</b>	[\$34,150]	\$25,575	\$29,750	\$30,625	\$32,400	\$34,225
<b>Weekly Salary –</b>	[\$875]	\$825	\$850	\$875	\$900	\$925

**Number of Musicians:** For the term of this agreement, the complement of Musicians shall be a minimum of 71.

**PENSION:** Remains at 5.5% AFM-EPF

**VACATION:** [Was – 2 vacation weeks plus 1 floating week plus 7 paid personal services] Becomes – 1 fixed vacation week that includes the dates of December 24 & 25 annually. Each musician will also receive one floating vacation week. Paid personal services are now based upon seniority with a maximum of 7 services.

**INSURANCE:** Previously 99% of individual HMO coverage was covered by the Society. Beginning in September, the Society will pay 80% of the premium. Musicians will be responsible for the cost of additional family coverage for the current plan. The Society will also provide a second healthcare option and will pay 100% of the premium for this individual coverage.

**SICK LEAVE:** Sick leave will be reduced from 11 services per year to up to 8 services per year based upon seniority. Unused sick days shall accumulate up to a maximum of 60 sick days for each Musician. All accrued sick days accumulated prior to the first contract year will be grandfathered, but will not increase if they exceed 60 days [Previously there was no cap].

**TRAVEL:** A runout has been defined as a service performed outside the Local Area (not just Louisville KY) and within a 150 mile radius of the Jefferson County (KY) Courthouse. Runouts may be scheduled during a Classics week as long as they are the same program.

**WORKING CONDITIONS:**

- 4 educational services are now mandatory
- Overtime compensation rates and cancellation of overtime (2 occurrences per season without penalty) were changed.

## LOUISVILLE ORCHESTRA

*(Working Conditions cont.)*

- Opera services were redefined to allow for a total of 20 hours of service during opera performance weeks before overtime will be paid. Rehearsal and performance lengths were redefined.
- No limitation on the number of double service days scheduled each week (within the maximum services allowed each week) and the two-hour rehearsal required on a double service day may now be scheduled before or after the 2.5 hour rehearsal.
- No limitation on grouping for sectionals or number of times they may be scheduled. Additionally, section rehearsals count as a service only for those individuals involved, not the entire orchestra.
- The Society may schedule a rehearsal on the day of a runout up to 1 time per year.

**MISCELLANEOUS:**

- Doubling/tripling fees were set at \$22 and some instrument groupings were redefined.
- Move up pay percentages were established and musicians not designated as assistant principals agree they will not unreasonably rotate into second chair when asked by the Music Director.
- Musicians on Professional Development Leave are not eligible to remain on the Society's health insurance plan if the leave is to perform with a professional orchestra that provides comparable or better insurance to that Musician.

Thanks to the negotiating team: Tim Zavadil, Chair; Daryl Johnson, Kim Tichenor, Karen Lord-Powell, Janie Hofman and Karl Olsen. Thanks also to Local #11-637 President Joe Spain and Secretary-Treasurer Gary Falk and to attorneys Leonard Leibowitz and Buddy Cutler.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Louisville Orchestra ICSOM Delegate, Daryl Johnson.*