



settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: MILWAUKEE SYMPHONY SETTLEMENT
DATE: March 5, 2002

The members of the Milwaukee Symphony ratified a new 6-month agreement on February 21, 2002.

LENGTH OF SEASON: [was 44 weeks] Becomes **41.5** weeks.

WAGES: (no change) 2001-02 \$1279 2002-03 \$1343

EMG: (no change)2000-01 \$11/wk; 2001-02 \$12/wk; 2002-03 \$18/wk)

VACATION: (was 6 weeks) Becomes **4.5** weeks

PENSION: (no change) 6.5% AFM-EP

SENIORITY:

	(5-9 yrs	10-14 yrs	15-19 yrs	20-24 yrs	25+yrs
Years 1-3	\$312	\$623	\$935	\$1247	\$1560
Year 4	\$321	\$642	\$965	\$1275	\$1605

Management contributes 4% for long-term substitute players (no change)

HEALTH INSURANCE: (was no copays for in-network office visits, \$5 Rx copay)
Becomes **\$10 office visit copay, \$5/\$10/\$25 Rx copay, \$100 ER copay, \$250inpatient hospital copay, \$1700/\$3600 maximum out-of-pocket expense.**

MISCELLANEOUS: In addition to 7.5% cuts in staff costs, position re-structuring, health insurance plan re-design and premium sharing already taken this season, Management will further reduce budgeted staff salary expenses by \$50,000.

Milwaukee Symphony - [6-month agreement]

WORKING CONDITIONS:

If a musician has not used any or all of his/her allotment of 4 personal business days in a season, any unused PBDs shall be "banked". When a musician has accumulated 8 PBDs, they may be used for a "PBD vacation week". Unpaid leave of one week or less, requested 3 weeks in advance of the date such short-term leave is to begin, shall be granted except in cases where more than one player from a section requests time off during the same period or in cases where leave for classical subscription concerts is requested. In such cases management shall use best efforts to grant the requested leave.

A task force composed of Musicians, Board, Management and community representatives shall be established to examine, plan and recommend to the Board of Directors policy and/or action on the following structural issues of vital concern to the Organization: Opportunities for increased earned revenue, MSO venue situation, Building the Endowment to \$60 million by 2003, Continued strengthening of financial and governance support from the corporate community.

The parties agree that the Board resolution that triggered the reopening of the CBA applies to discussions concerning the 2002-03 season. These discussions shall commence at the earliest mutually agreeable time.

The member of the Negotiating Committee were Bill Helmers [Chair], Samantha George, Linda Raymond Siegel, Helen Reich, and Dennis Najoom. The members of the orchestra would like to express their thanks to Local #8, its President Robert Levine and Secretary-Treasurer David Lussier. The orchestra would also like to thank their legal counsel Susan Martin and public relations consultant Barbara Haig.

This bulletin was prepared by Milwaukee Symphony ICSOM Delegate Helen Reich

Milwaukee Symphony - [6-month agreement]