



ICCSOM

Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

October 25, 2005

Milwaukee Ratifies 4-Year Agreement

On September 26, 2005, the musicians of the Milwaukee Symphony ratified a four-year agreement that runs from September 1, 2005 through August 31, 2009.

	2004-05	2005-06	2006-07	2007-08	2008-09
LENGTH OF SEASON:	[43 wks]	39 wks	39 wks	39 wks	40 wks
*WAGES: Annual Salary –	[\$59,125]	\$53,625	\$54,990	\$57,330	\$60,000
Weekly Salary –	[\$1,375]	\$1,375	\$1,410	\$1,470	\$1,500
<i>*wages include \$20 per week EMG or annual payment of \$780 in years 1-3 and \$800 in year 4.</i>					
EMG:	remains \$20/wk				
PENSION (AFM-EPF):	[6.5%]	6.5%	6.5%	7%	7% / 8%
					20 wks / 20 wks

[Was: 4% for full-time subs, 2% for short-term subs] Becomes: 4% for all subs and 10% for all EMG payments.

VACATION: [was: 6 weeks] Becomes: 5 weeks

INSURANCE: Health – Management agrees to pay 100% of premiums in year 1. Should premiums increase more than 7.5% in year 2 or 10% over the prior rates in years 3 and 4, musicians will pay \$400/single or \$800/family per season. The plan remains essentially the same with increases in deductibles. Management will reimburse the cost of increased deductibles up to a total cost for all orchestra members of \$150,000 per year.

AUDITIONS: Audition committees for principal positions may elect to advance no more than six candidates to the semi-final rounds on the basis of resumes.

MISCELLANEOUS:

- Time off for auditions will be automatically granted.
- Management must consult the Artistic Liaison Committee prior to renewal of the contract of the Music Director or any staff conductor.

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Misc. cont.:

- The Music Director Search Committee will consist of an equal number of musicians elected by the orchestra and members selected by the Board chair. The concertmaster and Board chair will serve as ex-officio members without vote. In the event of a tie, the Board chair shall cast the deciding vote.
- In a side letter to the agreement, management agreed to the following:
 1. The Board intends, and will use its best efforts, to raise the \$15,000,000 required by the Recapitalization Campaign and to obtain commitments for at least \$10,000,000 by 12/31/2005.
 2. The Board endorses the Consultant's Report written by Peter Pastreich submitted to the Board chair on 8/15/2005, and will name an Implementation Committee, including members of the orchestra elected by the orchestra, to assist in implementation of the Report.
 3. The Board and the Players' Council (orchestra committee) will agree on a consultant to advise on implementation of the Report, and the Board agrees to spent up to \$50,000 over the term of the CBA for such consultant.
 4. The President/CEO will take the same percentage salary cut as the members of the orchestra, with no raises in excess of those the orchestra will receive over the term of the CBA. Senior staff payroll will be reduced by the same percentage as orchestra base salary in the first year.
 5. The existing principal cello and principal bass vacancies will not be filled until the second year of the CBA. In addition, one vacant position may remain unfilled in years 2 through 4.

The members of the MSO would like to thank the Players' Council: Roger Ruggeri, Chair; Dean Borghesani, Lisa Fuller-Johnson, Leslie Kalkof and Scott Kreger, as well as Local #8 Secretary-Treasurer David Lussier, Legal Counsel Susan Martin, and for special assistance regarding health insurance provided by MSO members Sara Harmelink and Andrea Leung.

The Players' Council gratefully acknowledges the sage mediation of Peter Pastreich, the energetic counsel of Susan Martin and the PR savvy of Barbara Haig, in addition to the wholehearted support of Local #8, ICSOM, AFM Symphonic Services Division and the unified MSO musicians.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Milwaukee Symphony ICSOM Alternate Delegate, Robert Levine.

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