



settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

TO: ALL ICSOM ORCHESTRAS
 FROM: DAVID ANGUS, PRESIDENT
 RE: MILWAUKEE SYMPHONY SETTLEMENT
 DATE: May 25, 1999

The members of the Milwaukee Symphony ratified a new four-year agreement on April 25, 1999.

LENGTH OF SEASON: [was 44 weeks within 45 weeks] Becomes **44 consecutive weeks** for all years.

WAGES: [were \$1037/wk]

	1999-00	\$1177
	2000-01	\$1224
	2001-02	\$1279
	2002-03	\$1343
Title pay increases from:	Principal	16.90% to 20%
	Associate	13% to 15%
	Assistant	8% to 10%

EMG: [was none]

	1999-00	\$ 5/wk
	2000-01	\$11/wk
	2001-02	\$12/wk
	2002-03	\$18/wk

VACATION: Remains 6 weeks

PENSION: [was 5% AFM-EP] Becomes 6% 6% 6.5% 6.5%

SENIORITY: [was annually: \$278.30/\$556.60/\$834.90/\$1113.20/\$1391.50]

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

[New] Management contributes 4% for long-term substitute players

HEALTH INSURANCE: [No change] **Domestic partner** coverage offered. **Early retirement health** Early retiree will receive the value of their seniority payment at the time of retirement as a contribution by management toward health insurance premiums or as an annual cash payment at the retirees' option for 5 years or age 65. May remain with plan after 5 year and continue at their own expense until age 65.

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TRAVEL: Rehearsals allowed on intra-Wisconsin tours with 30 days advance notice and approval of Players' Council and in consultation with Artistic Liason Committee.

WORKING CONDITIONS: **Revolving** All string sections have voluntary revolving. All new string section vacancies become mandatory. In violin sections, substituting into other section (due to absence) will be allowed for those who revolve with no doubling pay. **Guaranteed Relief** [was 8 services (4 assigned by management and 4 musicians' choice)] Becomes 2 assigned by management and 6 musicians' choice.

MISCELLANEOUS: Management represents and agrees that it shall, in good faith, endeavor to provide all wages and other benefits contained herein. However, given the uncertainties of future revenue growth, it reserves the right to reopen the contract in the 3rd or 4th years in the event that, despite its best efforts, it determines that compliance with the economic terms of the agreement would seriously jeopardize the financial stability of the MSO. Prior to reopening, a resolution with the foregoing language shall be adopted by a majority vote of the full board of the MSO. [New] Musicians on Long-term disability will continue to receive health insurance coverage until return to work or termination of employment, exclusive of right to COBRA benefits. [New] If musician fails to return to work after 3½ years, he may be terminated. Doubling increases [was \$12.50/rehearsal and \$30/performance] to 13% of 1/8 minimum weekly scale for rehearsals and 25% of 1/8 minimum weekly scale for performances. String players paid move up pay for all titled positions, even for rotated services.

The member of the Negotiating Committee were Sara Harmelink [Chair], Jennifer Startt, Andrea Wagoner, Tim Klabunde, and Shawn Mouser. The members of the orchestra would like to express their thanks to Local #8, its President George Sartick and Vice President Robert Levine. The orchestra would also like to their legal counsel Susan Martin and public relations consultant Barbara Haig.

This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Milwaukee Symphony ICSOM Delegate Helen Reich.

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