



ICCSOM

Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

June 5, 2005

Minnesota Ratifies 3-Year Agreement

On November 26, 2004, the musicians of the Minnesota Orchestra ratified a three-year agreement that is retroactive to October 1, 2004, and runs through September 30, 2007.

LENGTH OF SEASON: Remains at 52 weeks

WAGES‡:	[2003-04]	2004-05	2005-06	2006-07
Annual Salary –	[\$91,312]	\$91,312	\$92,248	\$94,068
Weekly Salary –	[\$1,756]	\$1,756	\$1,774	\$1,791/\$1,827 <i>10-1-06 / 4-1-07</i>
Percent Increase –		-0-	1%	1%/2%

‡EMG: Wages include \$75 per week EMG (no change).

PENSION: Remains at 7%

SENIORITY: Beginning in the 2006-07 season \$5 per week will be added to each increment –

	10-14 years	15-19 years	20-24 years	25+ years
Per week:	[\$35]	[\$40]	[\$45]	[\$50]
	\$40	\$45	\$50	\$55

INSURANCE:

Health – The plan changed to a less expensive plan from the same provider, requiring slightly higher co-pay and deductible amounts from employees. The musician portion of the premium payments for non-single musicians will average nearly the same cost for 2004-05 as the 2003-04 season; and will increase approximately 10-12% during the second and third seasons.

Dental – Increased from no-cost coverage to payment by musicians of \$10 per month for single coverage and \$30 per month for family coverage.

Instrument – [was: up to \$75,000 per non-string musician; \$200,000 per string musician]
Becomes a \$12 million pool for all string instruments with a maximum of 2 bows and 2 instruments per musician (total represent \$200,000 per each of the 60 contractually-mandated string players.)

MINNESOTA ORCHESTRA

PER DIEM: Currently \$80 per day plus 25% for major cities. Per diem will increase by the same percentage increases to salary in years two and three.

TRAVEL: New minimum conditions were set for all touring, both foreign and domestic. They include restrictions on the number of weekly services, and on hours of travel per day as well as on the number of consecutive travel days. There will also be increased penalty pay for extended travel or late arrival, increased time at the hotel from arrival until departure for service, and an extended cushion before the first service upon arrival overseas.

AUDITIONS:

- Earlier feedback for probationary musicians.
- There will be a hiring slowdown for certain open positions but there will be no permanent loss of those positions.

WORKING CONDITIONS:

- Revolving/rotating strings will continue on a year-by-year basis.
- Rehearsal intermission will be increase from 15 to 20 minutes during a 2 _ hour rehearsal.
- Calculation of overtime previously excluded the weekly EMG portion of salary. The \$75 payment will now be included in overtime calculation.
- The sole exception to allowing double concert days will be phased out by the end of this contract.
- Management must notify the musicians by January 15 each year of the specific Sundays (a maximum of 15 are allowed) that will be used in the coming season.
- Any musician with a child (K-12) may elect to take one week of unpaid leave during the child's spring break.

MISCELLANEOUS:

- Paternity leave – two weeks of the six weeks allowed will be paid.

Thanks to the negotiating team: Paul Gunther, Kathy Kienzle, Norbert Nielubowski, Marcia Peck and Tony Ross. Thanks also to Twin Cities Local #30-73 President Brad Eggen and Secretary-Treasurer Tom Baskerville and distinguished legal counsel Ronald Rollins.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Minnesota Orchestra ICSOM Delegate, Paul Gunther.

MINNESOTA ORCHESTRA