



ICCSOM

Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

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Pittsburgh Ratifies 3-Year Agreement

On September 30, 2005, the musicians of the Pittsburgh Symphony ratified a three-year agreement that runs from September 6, 2005 through August 31, 2008.

This contract is a restructuring of the previous 3-year agreement that was due to expire in September 2006. Though management stated they intended to honor that agreement's final year wage increase to \$1,951 per week, discussions with the orchestra committee began in July of 2005 to identify ways to deal with a projected cash flow crisis in July 2006. As a result of those discussions, the committee proposed an early negotiation. The committee's goal was to add additional years to the contract while preserving as many of the financial gains anticipated in its final year (2005-06) as possible.

Annual minimum scale under the restructured contract increases by 16.8% in the first year, with further increases of 2.4% and 2% in seasons two and three. Given the difficult financial environment in Pittsburgh at the moment, the committee believes this new agreement achieves that goal, while giving the board and management additional time to "shore up" the finances of the PSO over the longer term.

	[2004-05]	2005-06	2006-07	2007-08
LENGTH OF SEASON:	[52 wks]	52 wks	51 wks	52 wks
WAGES:				
Annual Salary –	[\$83,182.84]	\$97,191.12	\$99,501	\$101,452
Weekly Salary* –	[\$1,735]	\$1,951	\$1,951	\$1,951

** for the 2004-05 season each musician's personal scale was reduced by 7.8%; for the 2005-06 season, each musician's personal scale will be reduced by 4.2%*

PENSION: With the exception of up to 6 musicians who retire by 9/4/06 under the terms of a "pension window" (see MISCELLANEOUS), pension benefits, paid at 44% of annual minimum scale at 30 years, will be based on an annual scale wage of \$90,220 for the 2005-06 and 2006-07 seasons. In the 2007-08 season, pension will be based on the annual minimum scale of \$101,452.

VACATION:	[10 wks]	10 wks	11 wks	10 wks
PER DIEM:	[\$93/day]	\$96/day	\$96/day	\$100/day

PITTSBURGH SYMPHONY ORCHESTRA

WORKING CONDITIONS:

- One paid parental leave week was added for fathers, 4 weeks paid parental leave for adoptive mothers and the presumption of disability for mothers was extended from 6 to 8 weeks.
- Weekend rehearsal restrictions tightened.
- Total number of sabbatical leaves increased from 2 to 3 full-year leave of absences per season.
- Up to 2 meetings and 1 photo shoot may be scheduled as services each season.

MISCELLANEOUS:

- The total orchestra complement may fall as low as 95 musicians plus 2 librarians during the term of this agreement. Auditions must be held prior to the end of the 2007-08 season to restore the total complement to 99 musicians plus 2 librarians for the 2008-09 season.
- Pension window – up to 6 musicians meeting certain criteria who retire by 9/4/06 will receive a pension based on an annual minimum scale of \$101,452 [44% of \$101,452=\$44,639]. In addition they will receive a supplemental benefit of \$5,000 per year for 8 years.

Thanks to the negotiating team: Hampton Mallory, Chair; Jeremy Black, Huei-Sheng Kao, Ron Samuels, Paul Silver, Harold Smoliar and George Vosburgh. Thanks also to Local #60-471 President George Clewer and Attorney Louis B. Kushner.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Pittsburgh Symphony ICSOM Delegate, Lorien Hart.