



ICSOM

Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

January 3, 2006

Rochester Ratifies 3-Year Agreement

On November 12, 2005, the musicians of the Rochester Philharmonic ratified a three-year agreement that is retroactive to September 1, 2005 and continues through August 31, 2008. With this three-year agreement, the musicians have realized their basic priorities of regaining a lost week and maintaining health benefits. The term of the agreement also follows along with a new strategic plan, which had been reached after a year-long visioning process by board, management and musicians. This plan includes organizational investments such as the strengthening of the orchestra's marketing and development operations.

	[2004-05]	2005-06	2006-07	2007-08
LENGTH OF SEASON:	[38 wks]	38.5 wks	39 wks	39 wks
WAGES: Annual Salary –	[\$36,100]	\$36,770	\$37,630	\$38,610
Weekly Salary –	[\$950]	\$950/\$960	\$960/\$970	\$990
		<i>(19 wks / 19.5 wks)</i>	<i>(20 wks / 19 wks)</i>	

INSURANCE: A clause was added committing the union and employer to co-operate, in conjunction with the assistance of a benefits consultant, in searching for cost reductions during the term of this agreement to the benefit plan that does not adversely impact the benefits provided to the employees.

PER DIEM: [\$44.50/day] \$45.50/day \$46.50/day \$47.50/day

MISCELLANEOUS: The collective bargaining agreement has contained a liberal time off policy (without pay) for many years. For the first time, a personal leave provision has been added to the contract, which entitles the musicians to limited personal leave with pay. The provision will be reviewed at the end of the first season.

Thanks to the negotiating team: David Angus, Joanna Bassett, Kenneth Grant, Christine Hauptly and Douglas Prosser. Thanks also to Local #66.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Rochester Philharmonic ICSOM Delegate, David Angus.

ROCHESTER PHILHARMONIC ORCHESTRA