



ICSOM

Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

June 5, 2005

Saint Louis Ratifies 3 _ Year Agreement

On March 1, 2005, the musicians of the St. Louis Symphony ratified a three-and-a-half-year agreement that runs from February 28, 2005 and continues through September 7, 2008, following an eight-week strike.

This was probably the most demoralizing settlement in the history of the St. Louis Symphony Orchestra. On the evening of February 24, 2005, and without the presence of the orchestra's attorney Leonard Leibowitz (who was out of town and was not given an opportunity to come to St. Louis), Local 2-197 pressed for a settlement that was well below the orchestra's "bottom line" (\$80,000 per year), due to pressure from an alleged threat of Federal fines for an "illegal strike", as well as losses from work dues income that pay the majority of expenses for the local. The ratification meeting two days later was rushed with the majority of the discussion spent on orchestra business as opposed to discussing contract changes. Many believe the lack of time spent discussing the proposed agreement was pivotal in the outcome of the vote – 55 in favor, 35 against. Even the voting deadline for receipt of the ballots (3 days over a weekend) was rushed and many members were forced to use fast mail delivery methods.

Much has already been written about the SLSO work stoppage – management's lockout of the orchestra and then the NLRB preliminary ruling defining the work stoppage as an illegal strike. However, among the more memorable (and shameful) tactics used by management in their "Starve Them Out‡" campaign was to immediately cut off health and life insurance, despite having pre-paid the premiums. After several weeks, management's attorneys notified them of potential liability when they cut off insurance to personnel on medical leave – insurance was reinstated for those few people only.

At a time when the St. Louis Symphony Orchestra's financial situation is the best in its 125-year history, the relationship between musicians and management is at an all time low. Many musicians believe that healing is only possible through the removal of executive director Randy Adams and orchestra manager Susan Lim, but removal is unlikely since the Symphony Board appears to be unquestioning and complete in their support of Mr. Adams. Many members of the staff have quit or been fired because they could not handle the present climate and management style in the SLSO. Musician trust has been destroyed in an orchestra the Mellon Foundation considered to be a "poster child" of management/musician relations.

The musicians believe the orchestra's status among US orchestras has taken a nearly irreparable hit, with what is essentially, after adjusting for inflation, a 7-year pay cut. From the beginning management's refusal to negotiate a financial package was seen as the immovable stumbling block to this settlement. Although the negotiating team did get management to increase later offers to the approximate 2004-05 salary level after management's first "and final" offer of \$61,000, it came at a great cost to everyone. Relations with Local 2-197 are also at an all time low and many orchestra members view the St. Louis Labor Council as an enemy.

On a brighter note, the coming together of orchestra members for all the various activities during this work stoppage (picketing, meetings, concerts, potlucks, etc.) was a wonderful experience. The considerable vocal and financial support from other ICSOM orchestras, the local community, famous musicians, and other orchestra managements, was deeply felt and appreciated.

‡ *from a quote by orchestra manager Susan Lim*

SAINT LOUIS SYMPHONY ORCHESTRA

LENGTH OF SEASON: Remains at 42 weeks and an additional 10-week “summer season”† (no work)

WAGES:	[2003-04]	2005*	2005-06	2006-07	2007-08
Annual Salary –	[\$73,900]	\$29,100	\$74,000	\$75,000	\$76,000
Weekly Salary –	[\$1,700]	\$1,550	\$1,702	\$1,726	\$1,750

* The lockout began on January 3, 2005. The abbreviated 2005 season runs from 3/1/05 to 9/4/05 (this includes the 10-week summer season).

† “summer season” pay is equal to \$250 per week for 10 weeks each season.

VACATION: Remains at 4 weeks

AFM-EPF _:	[4.4%]	4%*	4%	4%	4%
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* no less than \$1,800

_ After 2002, new members are not participants of the defined benefit plan of at least \$36,000

INSURANCE:

Health – [was: premium paid 100% by management] Becomes: musicians will pay any increase in premium costs between 5% and 12%, and musicians will pay the first \$250 of the self-insured deductible.
{NEW} Jointly administered health and dental committee consisting of 3 musicians and 3 staff members. Decisions will be by majority vote.

AUDITIONS:

- Audition committee pay increases from \$25 to \$50 per day, and \$15 to \$25 for a half-day.
- Two alternates will be added to committee.

WORKING CONDITIONS:

- Regarding the scheduling of two classical subscription concerts on one day for a maximum of 8 times during the 42-week season:
 - Five of these double concert days will be limited to one 90-minute concert and one 2-hour concert (this concert includes a 20 minute intermission.)
 - The other three double concert days are limited to one 2-hour concert with a 15-minute break, and one 2_-hour concert with a 20-minute intermission.
 - There will be no services on the evening before a double concert day.
 - Only an evening service may be scheduled the day after a double concert day.
 - With the exception of three quad concert weeks (see below), there must be a day off two days after a double concert day.

SAINT LOUIS SYMPHONY ORCHESTRA

(Working Conditions – cont.)

- Three quad concert weeks may be scheduled during the 42-week season. Quad concerts consist of 4 concerts scheduled in a three-day period – morning and evening concerts the first day, an evening concert the second day and an afternoon concert the third day.
- The parties will make best efforts to hold a scheduling review meeting in October of each year between the Artistic Administrator and the Musicians' Council. The Musicians' Council review of scheduling will be advisory only, with no power to veto.
- Subscription rehearsals may be scheduled on the same day as a back-to-back Education Concerts, but the rehearsal is limited to 2-hours and scheduling is limited to a maximum of six times during each 42-week season. Additionally, at least a 1-hour break is required between the last education concert and the rehearsal.
- Three services may be scheduled in a 24-hour period up to a maximum of 3 times during the 42-week season, in addition to holiday programs and family concerts. No more than 4 family concerts will be included in this count.

MISCELLANEOUS:

- If the symphony does not designate a week for Community Partnership Program (CPP), best efforts will be made to maintain parity when distributing CPP events to orchestra members who will be compensated at the CPP rate.
- New minimum rates for solo and ensemble payment were established: ensembles will receive no less than \$150 per concert; solos for youth concerts will receive no less than \$100 per concert, and solos for subscription concerts will receive no less than \$500 per concert.
- Severance pay remains at 5% of annual salary per year of service but the cap increases from \$50,000 to \$70,000.
- A work-hardening program has been added to the CBA that could include instances of playing portions of concerts, not playing all services in a given week, and will take into account the length of the preceding absence and severity of the condition. The period of work hardening will not exceed 30 calendar days and will conclude with a full release from the musician's physician.

Thanks to the negotiating team: Jan Gippo, Chair; Susan Slaughter, Thomas Drake, Robert Silverman and Timothy Myers. Thanks also to Attorney Leonard Leibowitz.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the St. Louis Symphony Orchestra ICSOM Delegate, Christian Woehr.

SAINT LOUIS SYMPHONY ORCHESTRA