



May 26, 2009

### Milwaukee Ratifies 4-Year Agreement

On April 28, 2009, the musicians of the Milwaukee Symphony ratified a four-year agreement that runs from September 1, 2009 and continues through August 31, 2013.

	<b>[2008-09]</b>	<b>2009-10</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>
<b>LENGTH OF SEASON:</b>	[40 wks]	39 wks	39 wks	39 wks	40 wks
<b>WAGES:</b>					
<b>Annual Salary –</b>	[\$60,000]	\$54,600	\$55,185	\$58,500	\$63,500
<b>Weekly Salary –</b>	[\$1,480]	\$1,380	\$1,395	\$1,480	\$1,555/\$1,580 <i>20 wks/20 wks</i>
<b>EMG:</b>	\$20/week (no change)				
<b>AFM-EPF:</b>	[8%] [4% subs/extras]	6.5% 5%	6.5% 5%	6.5% 5%	7% 5%
<b>SENIORITY (per week/per year &amp; annual):</b>					
<b>5-9 yrs. (weekly) -</b>	[\$14.78 wk]	\$14.78	\$14.78	\$14.78	1%
<b>10-14 yrs (weekly) -</b>	[\$22.15 wk]	\$22.15	\$22.15	\$22.15	1.5%
<b>15-19 yrs (weekly) -</b>	[\$29.55 wk]	\$29.55	\$29.55	\$29.55	2%
<b>20-25 yrs (weekly) -</b>	[\$36.95 wk]	\$36.95	\$36.95	\$36.95	2.5%
<b>25+ yrs (weekly) -</b>	[\$44.33 wk]	\$44.33	\$44.33	\$44.33	3%

#### INSURANCE:

**Health –** Premium-sharing in the 2011-12 and 2012-13 seasons increase from the current yearly payments of \$400/\$800 (individual/family) to \$500/\$1,000 if the premium rate increases more than 10% over the previous season.

The reimbursement pool increases from \$150,000 to \$250,000 in year 1, to \$285,000 in year 2, \$320,000 in year 3 and \$350,000 in year 4. This will be converted from the current practice of “first-come, first-serve” group pool to individual HRAs.

**Long-Term Disability –** maximum monthly payment increases from \$5,000 to \$6,000

#### TRAVEL:

- Sound check rehearsals shall be allowed only for the Music Director.
- Room-sharing reimbursement rate while on tour increased from \$10 to 30% of room rate.

<b>PER DIEM:</b>	<b>[2008-09]</b>	<b>2009-10</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>
	[\$46]	\$54	\$56	\$58	\$60

## **AUDITIONS:**

- Principal strings to sit on all auditions for principal strings.
- Committee member honoraria increased from \$75 to \$100 per day.
- Screens in first round of final auditions.
- Management will consult with orchestra committee and union prior to scheduling auditions for positions where the musician's tenure would be considered by a successor music director.

## **WORKING CONDITIONS:**

- Breaks increase from 15 to 20 minutes.
- 9-service weeks will be reduced from 6 to 4 in 2011-12 and 2012-13, and no more than two 9-service weeks may be scheduled in a row.
- Sound shields are guaranteed upon request, subject to availability.
- Reduction in number of musicians required to be on call for reduced orchestra services.
- Back-to-back youth concert scheduling has been reduced from 3 hours to 2.5 hours.
- Accrual and use of personal days from year to year was improved.
- **[NEW]** Experimental compressed rehearsal schedule on double-rehearsal days for the new music director.

## **MISCELLANEOUS:**

- Music Director may not terminate or demote any musician during their first and last season (previously no termination in final season only).
- Increased severance pay for musicians terminated for artistic inadequacy.
- **[NEW]** Language protecting the right of musicians to not cross picket lines.
- Increased number of unexcused absences per season before management may terminate a musician.
- Limitations on management's ability to offer individual raises until year 4.
- Leaves of absence and return to the orchestra have been improved to allow 2-year leave (previously only 1).
- Move-up pay and the right to move to a titled position have been improved.
- Third wind overscale increased.
- Solo fees and honorariums increased.
- The unpaid shutdown week in the middle of each season is eliminated.

Thanks to the negotiating team: Ted Soluri, Chair; Bill Barnewitz, Roger Ruggeri, Laurie Shawger and Peter Szczepanek. Thanks also to Local #8 President Robert Levine and Secretary-Treasurer David Lussier and Attorney Susan Martin. Special thanks to mediator Peter Pasterich, whose assistance was indispensable.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Milwaukee Symphony ICSOM Delegate, Robert Levine.*

**MILWAUKEE SYMPHONY ORCHESTRA**