

Senza Sordino

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Martian Bassoonists Invade Mountain Town *Confab Buried under Avalanche of Reed Shavings*

No, the 1995 ICSOM Conference in Vail wasn't quite *that* interesting. But there were enough bassoonists (including new AFM president Steve Young and ICSOM chairman Brad Buckley) to constitute an invasion, while those in attendance could have been forgiven for feeling as if they had been buried in information, both verbal and written.

In addition to the keynote speech by Young, who spoke on the challenges facing the Federation in the next two years, the conference featured a record number of presentors. Wayne Horvitz, head of the Federal Mediation and Conciliation Service under President Carter, and ICSOM counsel Leonard Leibowitz gave a workshop on the process of mediation, while former ICSOM co-counsel Liza Hirsch Du Brul led a panel that included AFM counsel George Cohen, Milwaukee media consultant Barbara Haig, and the former executive director of the San Diego and Buffalo orchestras, Michael Tiknis, on the subject of negotiating in the 90's. Lastly, Richard Hackman, Cahners-Rabb Professor of Psychology at Harvard University, moderated a discussion of the possibilities and pitfalls of self-governing orchestras with Lee Yeingst of the Colorado Symphony, Frances Saunders of the London Symphony Orchestra, Jose Bergher of the Philharmonico Nacional de Venezuela, Erin Lehmann of Harvard University, and Leonard Leibowitz.

Other speakers included Andrew Brandt, president of the Regional Orchestras Players Association, who spoke eloquently on the many threats to the existence of professional orchestras in the U.S. from various levels of government. Florence Nelson, the Director of the AFM Symphonic Services Division, spoke on her first full year in that position and the issue of musicians serving on orchestra boards and board committees, while Shin Moriya, head of the orchestra and choral section of the Musicians' Union of Japan and a working musician in Tokyo, spoke to the delegates about the situation of his country's orchestra musicians.

In his report as ICSOM chairman, Buckley stated that while there remain problems and challenges in the field, there are also some real success stories, and cited both the Louisville Orchestra's struggle and the response of ICSOM orchestras to their appeals for assistance (ICSOM orchestras have donated over \$30,000 to the Louisville musicians to help them). He also talked about the upcoming phono negotiations, the problems of the AFM, and the need to deal with the issue of musicians' role in orchestra governance.

Guests at the conference included ICSOM chairperson emeritus Melanie Burrell and a large delegation from the AFM, including Young, AFM vice-president Tom Lee, Executive Board members Ray Hair, Bill Moriarty, and Tim Shea, and AFM general counsel George Cohen. Several local officers and Federation staff attended as well.

Elections were held for the positions of Governing Board member-at-large. The four incumbent office-holders, James Clute, Michael Moore, Mary Plaine, and Charles Schleuter, won reelection from field of six candidates, two of whom were nominated from the floor.

In addition to the normal business of an ICSOM conference, Buckley led a six-hour discussion of the upcoming negotiations for a new phonograph agreement, and the conference enacted the following resolutions:

- condemning "all participation in the production and distribution" of bumperstickers that were purportedly distributed by Wayne Brown, executive director of the Louisville Orchestra, which said in large letters "I can't stand classical music;" and
- endorsing "the inclusion of domestic partner benefits" in member orchestras' collective bargaining agreements.

The conference also voted to admit the Kansas City Symphony to ICSOM as soon as that orchestra met the requirements for membership under Article II of the ICSOM bylaws, as well as to forgive the 1994-95 dues of the Hawaii Symphony and Louisville Orchestra.

Excerpts from the various panel discussions will appear in future issues of *Senza Sordino*.

Robert Levine

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ICSOM Orchestra Settlements 1994-95

Chicago Lyric Opera Orchestra

The members of the Chicago Lyric Opera Orchestra ratified a new three-year contract on August 2, 1994.

Length of Season – [WAS 23 weeks (1993-94)]

23 weeks; 28 weeks [1995-96 is 23 weeks + 5 weeks of rehearsals and performances of the RING CYCLES]; and 24 weeks

Wages [WERE \$1,290/wk]
 1994-95 \$1,350/week
 1995-96 \$1,410/week
 1996-97 \$1,475/week

Vacation [WAS 13% of basic wages paid at season end]
 14%; 14%; 15%

Seniority [WAS over 10 yrs service 2% / over 20 yrs 3%]

Over 10 yrs 2%/over 20 3% over 10-2/over 15-3%/over 20-3% over 7-1%/over 10-2%/over 15-3%/over 20-3%/over 25-4%

Pension [WAS 8% AFM-EP on basic wages]
 8%; 8%; 9% (includes seniority and overtime)

Health Insurance [WAS Lyric pays up to \$210 monthly premium until 9/1/94 + 50% over cap]
 1994-95 \$210/\$240 until 9/1/95 + 50% over cap;
 1995-96 \$240/\$270-until 9/1/96 + 50% over cap;
 1996-97 \$270/\$300-until 9/1/97 + 50% over cap (no dependent coverage)
 [NEW] 50% of monthly premiums all three years.

Overtime [WAS time and one half over 27 hours/week. Double time: none] 1994-95 time and one half over 27 hrs/wk
 [NEW] double time over 30 hrs/wk 1995-96 time and one half over 26 hrs/wk doubletime over 30 hrs/wk 1996-97 time and one half over 24 hrs/wk double time over 30 hrs/wk

Life Insurance [WAS \$10,000] \$30,000; \$40,000; \$50,000

Audition Committee [WAS no pay]
 [NEW] \$50/day for 7 members all three years

Instrument Insurance [WAS taxable payment to members of \$150] [NEW] Group insurance provided.
 1994-95 \$13,000 maximum premium
 1995-96 \$14,000
 1996-97 \$14,500

Working Conditions – Lyric will commit \$17,000 toward the purchase of new chairs, to be chosen in consultation with orchestra committee and Lyric representatives, not later than 9/95.

CHRISTMAS BREAK [currently 7 consecutive days off] 1995-96 10 consecutive days off; 1996-97 10 consecutive days off with Lyric endeavoring to make this more than 10 up to 14 consecutive days off.

DOUBLING 25% over regular weekly wage of English horn/oboe; Bassoon/ contrabassoon; Clarinet/ bass clarinet; Flute/piccolo.

The negotiating committee members were Mike Green [Chair], Jim Berkenstock, Greg Sarchet, Jon Boen, and Mark Brandfonbrener. The members of the orchestra would like to thank Chicago's Musicians' Union Local 10-208 President Charlie Guse and their negotiating attorney Mike Greenfield.

Chicago Symphony

The members of the Chicago Symphony Orchestra ratified a new three-year contract on September 17, 1994.

Length of Season – Remains at 52 weeks for all years

Wages [WERE \$1,300 (\$67,600)]
 1994-95\$1,400 (\$72,800)
 1995-96 \$1,460 (\$75,920)
 1996-97\$1,510 (\$78,520)
 These figures represent increases of 7.7%, 4.3%, and 3.4% respectively.

Radio [WAS 8% of scale per broadcast, no contractual agreement for number of weeks (had been 52, reduced to 39)]
 Remains 8% of scale. 39 weeks guaranteed in first year, remainder to be negotiated.

Seniority [WAS 5 yrs \$40/wk, 10 yrs \$60/wk, 15 yrs \$80/wk, 20 yrs \$100/wk, 25 yrs \$125/wk]
 Increases in same proportions as salary each year (i.e. 7.7%, 4.3%, 3.4%)

Pension [WAS \$40,000]
 \$48,000, effective last day of contract; includes \$3,000 annual payment for all retirees, past, present and future, which replaces previous contribution from Radiothon proceeds and is effective January 1, 1995.

Health Insurance – Remains the same except non-PPO deductible increased from \$250 to \$300 individual and from \$500 to \$600 family.

Disability [WAS 2/3 salary with a cap of \$4,000/mo.]
 Cap raised to \$6,000/mo.

Per diem – For foreign tours, those staying in orchestra hotels will be provided a full breakfast, where possible. Per diem will be reduced by the breakfast amount in these instances.

Auditions Internal auditions allowed; screens for all Members if any auditioning Member requests. Invitee Auditions to be held in a special "pre-final," no screens, with Music Director and Audition Committee. Full auditions will include finalists from both the invitee round and the normal audition process. New procedure for Audition and Members' Committees to deal with conflicts of interest.

Working Conditions –Increase number of Tuesday or Thursday concert days without rehearsal from 6 to 8. New overtime provision for exceeding 90-minute break limitation. No services on Passover Eve and on non-concert Sundays at Ravinia, with limited exceptions.

Miscellaneous – Life insurance increased from \$75,000 to \$100,000. Hire an additional violist, effective in the second year. Salary-increase percentages also apply to many other payments, including excess and over-average services, overtime, "Members OP" (extra employment) services, outside ensemble concerts, doubling, audition committee pay, etc. Sabbatical pay increases from 33% to 50% of salary. Provision for timely notification of termination of probationary Members. Expansion of instrument loan fund to no less than \$1 million. Adjustments in grievance procedures.

The members of the Negotiating Committee were Steve Lester [Chair], Roger Cline, Sam Magad, Ray Niwa, Don Koss and Max Raimi, as well as Local 10-208 President Charles Guse. The Committee would like to thank attorneys Mike Greenfield and Pat Collins.

Cincinnati Symphony

The members of the Cincinnati Symphony ratified a new four-year agreement on November 18, 1994.

Length of Season [Was 52 weeks]
 1994-95 52 wks
 1995-96 53 wks
 1996-97 52 wks
 1997-98 52 wks

Wages [Were \$1155/wk – \$57,750/yr (included a two-week layoff)]
 1994-95 \$1155/wk – \$60,060 + one-time contract settlement bonus of \$1300
 1995-96 \$1175 [26 wks] / \$1200 [26 wks] (\$61,750/yr)
 1996-97 \$1230 [26 wks] / \$1275 [26 wks] (\$65,130/yr)
 1997-98 \$1310 [26 wks] / \$1345 [26 wks] (\$69,030/yr)

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Settlements

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EMG [Was \$45/wk]
 1994-95 \$45/wk
 1995-95 \$50/wk
 1996-97 \$55/wk
 1997-98 \$55/wk

Vacation Remains at 7 + 2 wks EMG credit (9 wks guaranteed)

Seniority Remains the same (\$40/wk maximum)

Pension [Was \$22,000 maximum] Becomes frozen at that level September 5, 1994, with rule of 85 and 30 years and out remaining conditions. Additional pension will be AFM-EP with employer contributions of 3.5% of salary for 3 years and increasing to 4% in the final year.

Health Insurance- Remains a PPO with improved financial enhancement for in-network, smaller network. Musicians must pay 10% in network and 30% out of network.

Disability Insurance [NEW] Fortis - 60% of salary with a one-year waiting period.

Dental and Instrument Insurances No change

Sick Leave No change

Per Diem [NEW] Domestic per diem has \$10 additional for major cities.

Miscellaneous - The \$1,300 bonus for contract settlement is new to us and was used as a good will gesture to achieve a freeze in salary level for the first year of the contract. The pension settlement was the most difficult obstacle. The Board agreed to a \$5.2 million transfer from the endowment to freeze our underfunded (45%) private pension plan and move to EP contribution.

The members of the Negotiating Committee were Martin James [Chair], Bill Platt, Stacey Woolley, Tom Sherwood, and Paul Frankenfield. The members of the Cincinnati Symphony wish to thank their attorney Phil Sipser, Local 1 and its President, Gene Frey.

Florida Philharmonic

The musicians of the Florida Philharmonic ratified a new 4-year agreement on September 9. The ultimate success of the Florida Philharmonic negotiations stemmed from the musicians' preparedness to strike (one was barely averted), close attentiveness during a series of barbarically long days, and broad orchestra participation. As well, a year of planning and the orchestra's resolve and support for the Committee and its work was at the heart of what was accomplished, as was our solidarity, which the musicians

have learned is very important throughout the term of a contract. The orchestra had to contend with an unusual management team in whom it could feel no confidence or respect (including an ex-colleague and representative, Rosemary Estes), which made a difficult process more so. The chairman of the Board finally realized the gravity of the situation and asked to come before the orchestra. It was a calculated risk but, with certain conditions, he was allowed to appear. In diplomatic terms, the meeting was an exceedingly frank exchange about all aspects of the Philharmonic, the negotiations, economics, and other numerous needed commitments all of which helped lead to the following new four-year agreement.

Length of Season - [Was 40 weeks]
 1994-95 40 wks/incl 2 wks of vacation
 1995-96 40 wks/incl 2 wks of vacation
 1996-97 41 wks/incl 3 wks of vacation
 1997-98 43 wks/incl 4 wks of vacation

Wages [Were \$27,375]
 1994-95 \$28,211
 1995-96 \$30,262
 1996-97 \$32,000
 1997-98 \$35,000

Vacation [Was 2 weeks] increased to 3 wks in 1996-97 and 4 wks in 1997-98

Seniority [NEW]

1994-95	1995-96	1996-97	1997-98
\$5/wk	\$5	\$5	\$5
\$7.50/wk	\$10	\$10	\$10
\$10/wk	\$12.50	\$15	\$15
\$12.50/wk	\$15	\$20	\$20
\$15/wk	\$20	\$25	\$25

Pension [Was 5% AFM-EP]
 1994-95 5%
 1995-96 6%
 1996-97 8%
 1997-98 8%

Health Insurance - Unchanged

Instrument Insurance - Increase coverage to \$100,000 per musician. Policy now fully funded by FPO.

Sick Leave [Was 21 services cumulative]
 1994-95 23 services
 1995-96 25 services
 1996-97 28 services
 1997-98 28 services [cumulative sick leave has no caps]. Musicians may donate unlimited number of sick leave services to a colleague.

Per Diem Residence travel adjustment [was \$700/yr]
 1994-95 \$750;
 1995-96 - \$775;
 1996-97 - \$800;
 1997-98 - \$800.
 Also small increases in meal allowances.

Working Conditions - Restrictions on double-service runout days. 2 double-service runout day = 7 service week; 3 double-service runout days = 6 service week

Miscellaneous - The Florida Philharmonic is now a one-tier orchestra with all 84 musicians on one level.

The members of the Florida Philharmonic Negotiating Committee were Tim Conner [Chair], Leslie Bahler, Tom Hadley, Don Nelson, Mike Montgomery, Susan Friend, Larry Ledwon, Stuart MacDonald [OSP Steward], and Geof Hale. The orchestra would like to thank both Liza Hirsch Du Brul and Tom Olcott for their wisdom and expertise. Their constant guidance and tireless efforts to keep the management honest and the train on the track toward clear understanding and a decent contract were invaluable to the orchestra throughout the negotiations. Thanks are also due to trustee and IEB member Sam Folio and the Orchestra Service Program of the AFM/SSD.

Houston Symphony

The members of the Houston Symphony ratified a new three-year agreement on October 20, 1994.

Length of Season - [WAS 52 wks] 52 wks; 52 wks; 53 wks.

Wages [WERE \$1020/wk]
 Retroactive to 5/29/94 \$1,025
 11/27/94 \$1,045
 5/28/95 \$1,065
 11/26/95 \$1,090
 5/26/96 \$1,115
 11/24/96 \$1,145

EMG [WAS \$40/wk]
 Retroactive to 5/29/94 \$55
 5/28/95 \$70
 5/26/95 \$85
 Local radio broadcasts remain at no additional payment. [NEW] Radio broadcasts other than local are paid at \$40 for single performances and \$20 per broadcast for releases as part of a series with payments escalating to \$25 in the second year of non-local series.

Vacation Remains at 9 weeks

Seniority Remains at \$5/5 yrs. service, up to 25 years of service.

Pension [WAS \$20,000]
 Becomes \$25,000 (Rule of 85 remains.)
 [NEW] Substitute and extra players will receive an additional 5% of their compensation paid to the AFM-EP.

Health Insurance - [WAS Musicians paid a portion of the cost of the Society's self-insurance plan above a set figure.]

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Society now pays 95% of premiums for employee. Dependent Coverage [WAS Society paid 50% of premiums for employee dependents.] Society now pays 75% of premium for employee dependents. (A PPO plan is continued [includes dental insurance] which has 95% coverage in network and 70% coverage out of network.)

Disability – 60% of salary, up to \$4000 maximum.

Instrument Insurance [WAS String players – one instrument and two bows up to \$40,000 valuation covered at Society expense. Other players – contracted instruments up to \$25,000 valuation at Society expense.] [NEW] One back-up instrument covered for up to \$10,000 valuation at Society expense.

Sick Leave Unchanged

Per Diem [WAS \$39/day plus \$15/day incidentals] \$42/day plus \$15/day incidentals.

Miscellaneous – Limitations on consecutive double recording service days and number of recording service hours in one day. [NEW] During winter season, vacancies anticipated for 90 days or more must be filled by a substitute on a six-month contract with the provision that, if a new permanent replacement be hired and available prior to the completion of the substitute's contract, the substitutes contract can be terminated with two weeks notice. [NEW] Players in dismissal proceedings for musical reasons has the right to appear before the Players' Committee before the committee reaches a decision.

The members of the Houston Symphony Negotiating Committee were Tom Elliott [Chair], Chris French, Kevin Kelly, Phil Stanton, and Larry Thompson. The members of the orchestra wish to thank counsel Phil Sipser for his expert advice. Additionally, the musicians want to thank AFM local 65-699 and its officers E.C. Holland, President, and Bob McGrew, Secretary/Treasurer.

Minnesota Orchestra

The members of the Minnesota Orchestra ratified a new four-year agreement on October 20, 1994.

Length of Season – Remains 52 weeks

Wages [Were \$1,260/wk]
 \$1,235/wk until 10/1/95
 10/1/95 \$1,280
 4/1/96 \$1,300
 10/1/96 \$1,320
 4/1/97 \$1,340
 10/1/97 \$1,365
 4/1/98 \$1,410

EMG [Was \$25/wk]
 9/1/95 \$55
 4/1/98 \$70

Vacation Remains at 8 weeks.

Seniority Remains at \$30/wk maximum.

Pension [Was \$27,000/yr]
 Effective 10/24/94 \$30,000. Minimum for already retired goes from \$800/mo. to \$1000/mo. Pension reopener on 10/1/96.

Health, Dental, Disability, & Instrument Insurances
 No change.

Per Diem 25 miles more/day for bus travel. Breakfast/lunch/dinner \$12/\$18/\$29

Auditions Audition committees to be chosen by members' committee rather than the artistic advisory committee.

Working Conditions – No services to be scheduled 24 hours after sundown of Rosh Hashana and Yom Kippur.

Miscellaneous – All three librarians are now part of the musicians' bargaining unit.

The members of the Negotiating Committee were James Clute, Michael Gast, Burt Hara, Marcia Peck, and Ross Tolbert. The members of the Minnesota Orchestra wish to thank their attorney, Ronald Rollins. They also want to thank Local 30-73 President Brad Eggen and Secretary Russ Moore.

National Symphony

The members of the National Symphony ratified a new contract on October 12, 1994. It is the successor agreement which expired on September 7, 1993, and extends through September 1, 1997.

Wages [WERE \$1,140/wk--\$59,280/yr. Wages are frozen for 2 years, last season and the current season..] On 9/5/95, wages become \$1,185/wk--\$61,620/yr. There is a 3-way split in the third year. On 9/3/96, scale becomes \$1,267/wk; on 1/7/97, it becomes \$1,348/wk; and on 5/6/97, goes to \$1,430/wk. Annual salary at scale in last year is \$70,113.

Vacation Remains at 8 wks. with one relief week for everyone and one additional relief week for string players

Pension [WAS \$25,000/yr at maximum] In 9/96 goes to \$30,000 and \$35,000 in 8/97.

Health Insurance – [WAS Guardian Life indemnity plan 80/20 after a \$250 deductible (\$500/\$1000 max. out of pocket)]

Becomes Health Plus option plan – PPO \$5 per visit co-pay or 80/20 out of network after \$250/\$750 deductible. In 4th year, musician pays 25% of difference between individual premium and spouse or family premium.

Per Diem [Same Foreign-State Department formula] Domestic per diem remains \$63/day in first and second years. Increased to \$67 in third year and \$70 in fourth. Ten largest cities bonus remains \$10. Increased to \$12 in third year and \$13.50 in fourth.

Working Conditions – Management agrees to provide fans onstage whenever possible for outdoor concerts.

The members of the National Symphony Negotiating Committee were William Foster [Chair], David Whaley, David Howard, Linda Harwell, and John Huling. The members of the orchestra wish to thank the officers and members of Local 161-710 with special thanks to President Joe Shifrin and Secretary-Treasurer Tom Lee for their support. The orchestra would also like to thank attorney Jeremiah Collins [Bredhoff and Kaiser] for his wisdom and expertise.

New York City Ballet Orchestra

The members of the New York City Ballet Orchestra ratified a new two-year agreement on November 23, 1994.

Length of Season – Remains 23 weeks + 3 summer weeks.

Wages [Were \$1,105/wk – Rehearsals were \$32/hr]
 1994-95 \$1,150 (Reh. \$34/hr)
 1995-96 \$1,200 (Reh. \$36/hr)

Vacation Remains 4 weeks

Seniority Remains the same

Pension [Was 11% AFM-EP]
 1994-95 11%
 1995-96 12%

Health, Dental, Disability & Instrument Insurance
 No change

Sick Leave Remains at 10 days/yr cumulative with no limit.

Tours [Previously, rotation players had to accept all of tour or nothing] Rotation players may split tours.

Miscellaneous – [Principal premium pay WAS 25%]
 1994-95 25% additional
 1995-96 27.5% (increases to 30% in the last week of 1996 spring season)
 Associate Principal pay 50% of Principal pay. All move ups to premium pay chairs are paid the applicable premium.

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The members of the Negotiating Committee were Laurance Fader [Chair], Jane Cochran, Joyce Flissler, Andrew Lolya, and Michael Martin. The members of the New York City Ballet Orchestra wish to thank their attorney Sheldon Engelhard. They would also like to thank Local 802 and its President, William Moriarity, and legal counsel Leonard Leibowitz.

Pittsburgh Symphony

The members of the Pittsburgh Symphony Orchestra ratified a new 4-year contract on March 18, 1995, the terms of which are retroactive to September 5, 1994.

Length of Season – Remains at 52 weeks.

Wages [Were \$1,230 per week]
 1994-95: \$1,230 (\$63,960 per annum)
 1995-96: \$1,230 (\$63,960)
 1996-97: \$1,230 (\$63,960)
 1997-98: 26 weeks at \$1,380, 26 weeks at \$1,530 (\$75,660)

EMG [Was \$40 weekly] No longer paid, but 40 hours of recording is guaranteed during the first two seasons of this agreement.

Vacation [Was 9 weeks] Now 10 weeks, with an 11th week free of services available through voluntary exchange of services (community outreach and education, coaching school students, e.g.)

Seniority Remains at \$60 maximum per week for 30 years of service.

Pension [Was \$25,000]
 1994-95 \$25,000
 1995-96 \$25,000
 1996-97 \$35,000 + \$5,000 window for qualified musicians
 1997-98 \$35,000

Health Insurance – Musician's choice of comprehensive, HMO, or PPO.

Per Diem Domestic touring rate [was \$53] increases to
 1994-95: \$60
 1995-96: \$65
 1996-97: \$70
 1997-98: \$75

In addition, new structures have been put in place for musicians' input in the areas of scheduling, touring, and media.

Members of the negotiating committee were Hampton Mallory (chair), Howard Hillyer, Andrew Reamer, Martin Smith, Harold Smoliar, Stephanie Tretick, and Arie Wenger. The members express their deep appreciation to counsel Louis Kushner for his patience, wisdom, and expertise, and to Local 60-471 and president, Phil Slaugh for their support.

San Antonio Symphony

The members of the San Antonio Symphony Orchestra have ratified a new three-year agreement on June 30, 1994.

Length of Season – Remains at 39 weeks all three years.

Wages [Were \$605/wk]
 1994-95 \$630 (\$24,570)
 1995-96 \$670 (\$26,130)
 1996-97 \$700 (\$27,300)

Vacation Minor changes in configuration.

Pension [Was 4.5% AFM-EP]
 1994-95 5%
 1995-96 5.5%
 1996-97 6%

Health Insurance Unchanged [NEW] A voluntary Flexible Spending Account will be offered by 9/1/94.

Disability Insurance Choice of policy will be determined by a joint management/musician committee.

Life Insurance [NEW] \$25,000 available in first two years and \$45,000 in last year of contract.

Instrument Insurance [Was \$25,000/non-string; \$50,000/string] \$100,000 per musician, aggregated to include all instruments in the orchestra.

Sick Leave [90 available per year] unchanged

Travel [NEW] A physician certified in general practice, family practice, or internal medicine will accompany the orchestra on all foreign tours. Air transportation must be provided for all trips exceeding 200 miles.

Auditions The San Antonio Symphony will follow the Code of Ethical Practices for national auditions. Scheduling, Repertoire, and screening of applicants, shall be made with the participation of all audition committee members. An additional preliminary round may be called "semi-finals." Winning candidates of titled positions may be required to perform with orchestra before being offered a contract.

Working Conditions [NEW] Services presented by the SASO outside the season shall include the following guidelines: musicians will be paid a pro-rata weekly personal scale per service. Non-titled musicians asked to play title positions will be paid applicable overscale. Musicians will be hired according to orchestration requirements of the music. Hiring shall be distributed equitably, although one titled player from each section, as needed, will be given right of first refusal. Any group hired under these guidelines will be referred to as

Members of the San Antonio Symphony. [NEW] Each musician shall be entitled to 8 personal services off. 8 weeks of paid leave may be taken by the primary care provider in the event of child birth or adoption. [NEW] Musicians suffering from work-related injuries may return to work on a reduced schedule of services to be determined through mutual agreement among musician, Employer, and Music Director.

Miscellaneous – [NEW] A supplemental payment of an additional 10% over personal scale per service shall be paid to any musician who agrees to perform in an ensemble of at least 13 but fewer than 20 players and an additional 20% for musicians who agree to perform in ensembles of at least 2 but fewer than 13 players. [NEW] Music Director may not initiate non-renewals, demotions, or dismissals in the first and last seasons with the San Antonio Symphony. [NEW] Language included requiring questions or situations not covered in the collective bargaining agreement will be negotiated by the parties until a mutually agreeable settlement is achieved. In the event of a financial emergency that necessitates suspension of the terms of the collective bargaining agreement the Employer, after consulting with the Union together with the Orchestra Committee, shall engage the services of an independent accountant to verify the emergency situation. [NEW] The terms of this agreement shall be renegotiated prior to the commencement of the following SASO season if, at the conclusion of any fiscal year the Society has received for that fiscal year donations to the Endowment fund of \$5 million or more, or unearned income in excess of \$5 million or more, for the purpose of restoring the musician' salaries and benefits (adjusted for inflation) conceded in the March, 1992 agreement.

The members of the San Antonio Symphony negotiating committee were Dan Zollars [Chair], Bruce Gifford, Jean Robinson, Eric Brahinsky, and Marilyn Rife. The members of the orchestra would like to thank the Local Trustee Ken Shirk and assistant Michael Muñiz. The members of the orchestra would also like to thank their negotiator, Liza Hirsch Du Brul.

San Diego Symphony

The members of the San Diego Symphony Orchestra ratified a new three-year contract on October 5, 1994.

Length of Season – [WAS 33 weeks]
 1994-95 36 weeks;
 1995-96 37 weeks;
 1996-97 38 weeks

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Settlements

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Wages [WERE \$690, excluding EMG (\$24,750 annually, including EMG)]
 1994-95 \$790 (\$30,060);
 1995-96 \$825 (\$32,190);
 1996-97 \$855 (\$34,200).

EMG [WAS \$60 per week] \$45 per week (all years)

Vacation [WAS 2 weeks (no rotated weeks)]
 1994-95 2 weeks (1 rotated [NEW]);
 1996-97 3 weeks (2 rotated).
 Musicians' sole choice in scheduling rotated weeks (limited only by numbers of musicians choosing same week).

Seniority [NEW] \$2 per year of service in 5-year increments after 5 years of service. First year of service counted is 1964-65, but otherwise uncapped. Effective first year. During first year only, seniority pay replaces individual overscale wages up to the amount of seniority pay due.

Pension [WAS 5.5% Employer contribution]
 1994-95 6.5%
 1995-96 7%
 1996-97 7.5%

Health Insurance – [WAS choice of Kaiser Permanente HMO/Health Net HMO/Dun & Bradstreet (Franklin Life) PPO (90% in network/70% out of network/\$15 in-network office visit/\$250 annual deductible); with Kaiser Permanente plan paid at 100% Employee/50% Dependent, and other plans paid at 150% times the cost of Kaiser Permanente coverage]

BECOMES choice of Kaiser Permanente HMO/Aetna HMO/Aetna PPO (90% in network/70% out of network/\$10 in-network office visit/\$100 annual deductible); HMO plans paid at 100% Employee/95% Dependent, PPO plan paid at 100% Employee/100% Dependent minus monthly Employee contribution of \$30-\$60 for dependent coverage; effective first year. Office visits: \$5 on Kaiser Permanente, \$10 on Aetna HMO, \$10 on Aetna PPO (in-network). Miscellaneous co-payments on other Aetna HMO and Aetna PPO (in-network) coverages.] Musicians contribute 5% of cost for dependent coverage on HMO plans, and between \$30 and \$60 monthly for dependent coverage on PPO plan (\$30 for child or children/\$45 for spouse/\$60 for spouse and child or children.)

Dental Insurance – [WAS 100% Employee only] 100% Employee/95% Dependent, effective first year.

Disability Insurance – [NEW] policy covers 2/3 salary after 180 day waiting period, with 2 year own occupation coverage. Effective first year.

Instrument Insurance – [WAS Employer paid cost of first \$2,430,000 of coverage] Employer pays 100% cost of coverage for instruments, bows and accessories used, effective first year.

Sick Leave [WAS 18 days per year, cumulative up to 40-60 days, depending on length of service] 20 days per year, fully cumulative, effective first year. Sick leave may now be transferred to provide extended benefits in the case of chronic, long-term or catastrophic illness or injury.

Travel Major improvements to all tour conditions. Runouts to new performing facility in Escondido may now be scheduled without travel time or per diem payments.

Per Diem [WAS \$6.00 breakfast/\$11.00 lunch/\$20.50 dinner]
 1994-95 \$10/\$15/\$24;
 1995-96 \$11/\$16.50/\$26;
 1996-97 \$12/\$18/\$28.

Auditions New taped screening procedure (noncompulsory) to be developed.

Working Conditions – Scheduling changes [WAS 14 days' notice] 1994-95 21 days; 1995-96 30 days. Thanksgiving week and New Year's Eve may now be scheduled but are optional services.

Miscellaneous – Employer contribution to FSA [NEW] BECOMES 1994-95 \$30 monthly; 1995-96 \$30 monthly; 1996-97 \$50 monthly.

Life Insurance – [NEW] \$50,000 per musician.

Contract provision allowing Employer to terminate contract on two weeks' notice in case of insolvency has been removed. Improvements in procedures for hiring of substitute and extra musicians. In grievances, arbitrator is now allowed to fashion economic penalties for consistent or willful violations. Music Director may not issue notices of non-reengagement or reseating during first or last year of his employment (WAS during first year only). Medical, dental, disability and life insurance are now paid during sabbaticals.

The members of the Negotiating Committee were Rebekah Campbell (co-chair), Richard Levine (co-chair), Arlen Fast, Jonathan Green and George Johnston. The negotiating committee would like to thank President Joe Pallazola, Secretary-Treasurer Edward Arias and the rest of the board of Local 325 for their ongoing support. Special recognition and thanks are due to our negotiator, Liza Hirsch Du Brul, without whose longstanding presence in our negotiations we would not have obtained the recovery and progress this contract represents.

Saint Louis Symphony

The members of the Saint Louis Symphony Orchestra ratified a new five-year agreement on September 1, 1994.

Length of Season – Remains 52 weeks for all years.

Wages [Were \$1,070/wk]
 1994-95 \$1,120/wk (\$58,240)
 1995-96 \$1,170/wk (\$60,840)
 1996-97 \$1,220/wk (\$63,440)
 1997-98 \$1,275/wk (\$66,300)
 1998-99 \$1,340/wk (\$69,680)

EMG None

Vacation 8 + 1 relief [no change]

Pension Becomes \$28,000 on September 5, 1994 for duration of contract. Minimum pension increases by same percentage. This is a defined benefit plan.

Seniority No change for 1994-95, \$2/yr of service in 5 yr increments, 20 yr cap (\$40)
 1995-96/1996-97 1997-98/1998-99
 \$15/\$30/\$45/\$60/\$75 \$15/\$30/\$45/\$80/\$100
 (5/10/15/20/25yrs) (5/10/15/20/25yrs)

Health Insurance – [Was PPO] Becomes HMO with musicians paying \$10/visit to doctor, \$7 per prescription, no cap on benefits, first dollar coverage for most in-network services. Management pays premiums. Out-of-network area accident or hospitalization paid same as in network. [NEW] Payment equivalent to spousal coverage to domestic partners (state law prohibits inclusion of domestic partner in plan).

Dental Insurance – [Was Blue Cross/Blue Shield] Becomes Delta. CIGNA dental HMO also offered. Major dental coverage is still being discussed.

Travel Several small changes in travel rules. Management needed more flexibility which was granted in exchange for more days off before and after tours and one more bus to ease crowded conditions. Travel committee now has instructions to grant variances when it will be of benefit to both sides.

Per Diem [was \$45]
 1994-95 \$48
 1995-96 \$49
 1996-97 \$52
 1997-98 \$53
 1998-99 \$54

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ICSOM is compiling a directory of email addresses of orchestra musicians and related professionals and institutions. To have your address added to the list, send email to: directory@icsom.org.

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Miscellaneous - [Community Partnership Program] Two weeks shall be designated at the beginning of each season as CPP weeks. Musicians wishing to participate may schedule 15 or 16 services of various activities such as chamber music recitals, schools or church appearances, teaching and coaching etc. during other weeks. Musicians not wishing to participate may have rotating vacation scheduled during these weeks.

The members of the Negotiating Committee were Jake Berg and Jim Wehrman [Co-Chairs], Roger Kaza, Rich O'Donnell and Bob Silverman. The members of the orchestra would like to thank our attorney, Charles Werner, for his wise counsel and guidance. A special thanks goes to the officers, President Dick Renna, Vice-president Brad Buckley, Secretary/Treasurer Chris Durham, and the Board of Local 2-197 who helped in so many ways to make these negotiations successful.

(Thanks to ICSOM Secretary Lucinda-Lewis for her assistance in compiling this list)

Erratica

The drawing of the music stand that appeared in Volume 33 #2 was by Martha Arons and John Rautenberg of the Cleveland Orchestra.

The drawing of the harpie in the same issue was from "Symphoniphobias" by Glen Morley, and was used by permission of Morris Secon, emeritus member of the Rochester Philharmonic.

Senza Sordino regrets these omissions.

Newslets

Thirteen members of the **Chicago Symphony Orchestra**, performing as the Solidarity Chamber Players, will play a benefit concert for locked-out A.E. Staley workers on October 1. The concert, which will be held at North Park College in Chicago, is sponsored by the Staley Workers Solidarity Committee. The program will include the Mendelssohn Octet and the Beethoven quartet in F minor, Op. 95. All proceeds of the concert will go to UPIU Local 7837, which represents the locked-out workers.

Last season, CSO musicians also distributed leaflets in support of the Staley workers before a runout concert in Decatur, Illinois, where the A. E. Staley Company is based. Staley, which is owned by British multinational Tate & Lyle, locked out members of UPIU Local 7837 two years ago in what has become one of the longest labor disputes in recent American history.



A foundation to address the organizational issues within North American symphony orchestra organizations, the **Symphony Orchestra Institute**, has been established by Paul R. Judy, former president of the Chicago Symphony Orchestra and retired investment banking executive.

“Despite great artistry and broad enthusiasm among musicians, staff, and volunteers involved in our wonderful North American symphony orchestra organizations, there are, in many communi-

ties, deep concerns about the future of these institutions,” Mr. Judy said. “It is my goal, in establishing the Symphony Orchestra Institute, to help participants better understand the complex issues within these organizations, and over time to bring about positive change in the way they operate.”

The mission of the Institute, according to Mr. Judy, is to “improve the effectiveness of symphony orchestra organizations, to enhance the value they provide to their communities, and to help assure the preservation of such organizations as unique and valuable cultural institutions.”

The General Advisory Board of the Institute will include Richard L. Thomas, former chairman of the Chicago Symphony, Ward Smith, president of the Cleveland Orchestra, Frederick Zenone, a member of the National Symphony and ICSOM chairman emeritus, and Richard Hackman, Cahners-Rabb Professor of Social and Organizational Psychology at Harvard University. Hackman will also chair the Research Advisory Committee, which will include Paul DiMaggio, Professor of Sociology at Princeton University, Stephen Stamas, chairman of the New York Philharmonic, and William Moyer, former personnel manager of the Boston Symphony.

Judy said that the Institute plans to work with the American Symphony Orchestra League, ICSOM, and the other player conferences within the AFM. He has recently interviewed over 100 persons involved with orchestras, including several ICSOM officers.

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