

Elgin Symphony Orchestra

Settlement Bulletin
Steven Sterba, Delegate

Ratified:	Term:	Begins:	Expires:	Pay Type:
10/1/08	5 years	7/1/08	6/31/2013	Per-service

First Tier Section Pay	Prev Year 2007-08	1st Year 2008-09	2nd Year 2009-10	3rd Year 2010-11	4th Year 2011-12	5th Year 2012-13
Base Wage:	\$100	\$103	\$107	\$111	\$115	\$121
% Increase		3.0%	3.9%	3.7%	3.6%	5.2%
Services	75	75	75	75	75	75
Audition Committee	\$20	\$21	\$22	\$23	\$24	\$25
In-School Ensemble	\$135	\$140	\$140	\$145	\$145	\$150
Pension (AFM-EPF)	7%	7.5%	8%	8.5%	9%	11%

- Number of guaranteed services 75 (String players must be offered no less than 90% of previous year services. Non-String must be offered no less than 75% of previous year services – up from 60% previously)
- Side letter from last year's addendum protecting players with day jobs from negative affects of scheduling Friday matinees was kept active for the next five years. However, Friday Matinees now considered in overall attendance.
- One rehearsal and all performances of each Subscription Unit may be recorded for radio and be broadcast twice on WFMT 98.7 FM. Compensation will be 22.50 for two broadcasts. Compensation for each re-broadcast of subscription units will be \$5.00 per musician per performance.
- Employer may authorize local radio and television to broadcast the orchestra for up to 2 minutes to promote the activities of the orchestra.

Special Thanks to:

Negotiating committee: Charlie Schuchat, Michael Folker, Loretta Gillespie, Scott Rosenthal, and Carol Yampolsky and Local 10-208: President Gary Matts, and Vice-President Terry Jares.