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Indianapolis Symphony Orchestra, Musicians Reach Early Contract Settlement

New three-year agreement includes wage increases and increased medical cost sharing by the musicians

INDIANAPOLIS – The Indianapolis Symphony Orchestra and its musicians, represented by Local 3 of the American Federation of Musicians, have agreed on a new three-year collective bargaining agreement (CBA) more than a year in advance of the current contract’s expiration. The new CBA runs from the 2017-18 through the 2019-2020 seasons.

The new agreement calls for modest wage increases for ISO musicians, following two concessionary contract agreements. The CBA also calls for the addition of two full-time musicians by the 2019-20 season, a number of changes to work rules, support for the institution’s strategic priorities around digital media projects, and an increase in the share of medical expenses borne by the musicians.

“The Board of Directors is delighted that an agreement was reached 14 months in advance of the current contract expiration,” said Indianapolis Symphony Orchestra Board Chair Vince Caponi. “This agreement is a strong indication of the progress the ISO has made over the past four years. So much of the credit for this success goes to our musicians and the sacrifices they made back in 2012. We are grateful for the collaborative working relationship which made this early agreement possible.”

The new contract is the latest in a string of positive developments for the ISO in recent years following a financial crisis in 2012. The Orchestra reported three straight years of budget surpluses, beginning in FY 2013, with double digit growth in ticket sales and fundraising up over 50 percent from 2012-13. Last November, as part of a \$100 million grant for the Indianapolis arts, Lilly Endowment made a \$10 million gift to the ISO to help position the institution for future financial stability.

“This new agreement is a result of the constructive and collaborative approach taken by ISO musicians and management and our shared commitment to the future of this great orchestra,” said ISO Chief Executive Officer Gary Ginstling. “The agreement sets the stage for a number of strategic initiatives to engage our audiences digitally as well as in the concert hall, enhance our profile regionally and nationally, and grow revenue to sustain the ISO for years to come.”

Under the terms of the CBA, base musician compensation will increase 9.3 percent over the course of the contract, from \$70,000 in the 2016-17 season to \$76,500 in the 2019-20 season. The size of the orchestra will increase from 74 to 76 members.

The new agreement also includes an increase in medical cost sharing by the musicians, due to the rising cost of insurance. In addition, the contract addresses scheduling issues to provide greater work relief for musicians. There are no changes to retirement benefits or the number of work weeks.

“The Musicians are pleased that this new contract will enable us to continue to bring great music to the people of Indianapolis and beyond in the years to come,” said Brian Smith, chair of the Indianapolis Symphony Orchestra Committee. “After recent concessionary contracts, we are encouraged that the Orchestra is moving in a positive direction. We thank the ISO’s management and board for their efforts in obtaining an early agreement, and we look forward to a bright future for the ISO.”

The musicians of the Indianapolis Symphony were represented by Smith and Jerry Montgomery, Gregory Dugan, Louise Alexander, Sherry Hong and Roger Roe. The Indianapolis Symphony negotiating committee included Ginstling, General Manager Danny Beckley, Vice President of Finance Steve Hamilton, and Director of Human Resources Larry Baysinger.

The musicians’ negotiating committee was represented by Martin Hodapp, Secretary-Treasurer of Local 3 of the American Federation of Musicians, and legal counsel Kevin Case of Case Arts Law. The ISO was represented by Peter Morse of Barnes and Thornburg.

About the Indianapolis Symphony Orchestra

Under the leadership of Music Director Krzysztof Urbanski, the Indianapolis Symphony Orchestra is one of the leading orchestras in the nation with its commitment to artistic excellence, diverse and creative programming inside and outside its historic Hilbert Circle Theatre home, its engagement with communities throughout the state of Indiana and its innovative approaches to music education, and collaboration. In the decades since its founding in 1930, the ISO has presented a wide range of classical, pops, family and holiday programming to hundreds of thousands of people each year; received national and international acclaim with its radio broadcasts, tours and recordings; and became the first major orchestra with a resident ensemble (Time for Three).

About Local 3, American Federation of Musicians

Local 3 is dedicated to the enhancement and promotion of the music profession in Indiana. It has a membership of more than 900 musicians who perform in a wide variety of musical styles and settings including symphonic, jazz, rock, chamber, Broadway, blues, country and ethnic. Local 3 members are heard and respected throughout the country on musical tours, recordings and broadcasts. Its membership has been affiliated with the [American Federation of Musicians](#), the largest entertainment organization in the world, since 1897.

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