

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: KANSAS CITY SYMPHONY SETTLEMENT
DATE: December 13, 1999

On November 16, 1999 the members of the Kansas City Symphony ratified a new three-year settlement extending the current nine-year contract (1998-99 to 2006-07) by three years to June 30, 2010.

LENGTH OF SEASON: Remains at 42 weeks. (Compensation for one additional week may be earned through the "Community Connections Initiative" [CCI] program.)

WAGES: [In 1999-00, minimum scale for **A players** was \$24,965/yr] **[NEW]** In August 2000, all **A players** may advance six months early to the **B level** minimum scale of \$30,188.
OLD: 2000-2001-Year 3 (last year of previously negotiated wages)

Minimum scale:

B players \$718.75 + \$31.00 EMG/ week \$31,490/yr

C players \$735.76 + \$31.00 EMG/ week \$32,204/yr

All **B level** contracts and any holdover **A level** contracts will be upgraded to the **C level** in January 2001 as previously agreed

[NEW] 2001-2002 Season - Year 4

Minimum scale:

\$801.79 + \$31.00 EMG/wk \$34,977/yr

(The total annual minimum salary + EMG + optional CCI shall be \$35,779.)

The **B player** increase will be 11.55%.

The **C player** increase will be 8.97%.

2002-2003 Season - Year 5

\$853.55 + \$31.00 EMG/wk \$37,151/yr

(plus optional CCI \$38,005/yr)

The increase is 6.46%.

2003-2004 Season - Year 6

\$909.62 + \$31.00 EMG/wk. \$39,506/yr

(Plus optional CCI \$40,416)

The three-year increase is 26.6% for current **A and B level** and 23.6% for the **C level** musicians.

KANSAS CITY SYMPHONY

NOTE: All musicians' contracts are currently being upgraded to the highest full-time level; the "C" level. Historically "A" level players were full orchestra only contracts. The "B" and "C" levels