

November 11, 2002

San Antonio Ratifies 3-Year Agreement

On September 11, 2002, the musicians of the San Antonio Symphony ratified a three-year agreement.

	[2001-02]	2002-03	2003-04	2004-05
LENGTH OF SEASON:	[39 weeks]	33 weeks	36 weeks	39 weeks
WAGES:				
Annual Salary –	[\$33,150]	\$28,050	\$30,600	\$33,150
Weekly Salary –	[\$850]	\$850	\$850	\$850
VACATION (paid):	[4 weeks]	0	2 weeks	4 weeks
PENSION – AFM-EPF*:	[7%]	0%	0%	4%

**effective August 30, 2005, Pension will increase to 10%.*

INSURANCE: Prior to negotiations the individual health deductible was increased from \$200 to \$500.

AUDITIONS:

- Clarification in sub and extra audition procedures.
- Changes to the audition committee size (increased from 5 to 7 musicians) and the number of musician votes required (increased from 1 to 3 votes), in addition to the Music Director's vote, to offer a winning candidate the job.

WORKING CONDITIONS:

- Intermission was increased from 15 to 20 minutes for 2 _ hour concerts.

MISCELLANEOUS:

- Leave Policy – any musician requesting a Leave shall be granted an unpaid leave of absence for up to one full season, with additional time guaranteed as needed, up to the length of this 3-year agreement. The musician will be reinstated unconditionally to his/her position in the orchestra upon return prior to the expiration of this agreement.
- Substitute & Extra pay – increase each year of agreement so the concert rate will equal the pro-rata SASO scale in the final year of the agreement.

Thanks to the negotiating team: Lee Hipp, Chair; Lauren Eberhart, Marilyn Rife, Jean Robinson and Dan Zollars. Thanks also to Local 23 President Ron Noble and our attorney, Leonard Leibowitz.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the San Antonio Symphony ICSOM Delegate, Beth Stoppels Girko.

SAN ANTONIO SYMPHONY ORCHESTRA