



March 3, 2009

Cincinnati Ratifies 4 -Year Agreement

On February 2, 2009, the musicians of the Cincinnati Symphony ratified a four-year agreement that runs from February 1, 2009 through March 10, 2013.

Prior to the expiration of the 2007-08 contract expiration in June, the musicians voted to extend the season to January 31, 2009, in order to allow the new agreement to coincide with the health insurance renewal date as well as to allow time for engagement of a new President/CEO. When negotiations resumed December 11, 2008, the institution had been unable to raise bridge funding to reduce a \$3.8 million deficit during the 2007-08, and erosion of the investment value of the endowment lowered the ability of the institution to obtain credit. Consequently, budget reductions of \$2.8 million were implemented so that finances could be stabilized over the next nineteen months.

The musicians agreed to salary concessions of 11% as well as a new health insurance plan that saves 22% over the current plan; an additional savings of 18% is due to administrative and staff reductions. This new agreement includes restoration of lost income along with a modest increase by the conclusion of the contract in March, 2013.

Additionally, when annual salary reductions are expressed through the equivalency of furloughed vacation weeks and the suspension of Electronic Media Guarantee in this agreement, salaries will be paid on a semi-monthly annualized basis (24 equal payments) through September 11, 2011, when bi-weekly payments will once again resume. This will help ease the financial sacrifices of the musicians as well as avoid additional liability of self-insured unemployment costs to the Cincinnati Symphony. An article providing details is being prepared for an upcoming issue of *Senza Sordino*.

	[2007-08]	2008-09*	2009-10	2010-11	2011-12	2012-13†
SEASON LENGTH:	[52 wks]	48 wks	48 wks	50 wks	52 wks	26 wks
WAGES:						
Annual Salary –	[\$95,160]	\$86,440	\$84,480	\$88,750	\$94,900	\$48,560
Salary w/o EMG –	[\$91,520]	\$84,480	\$84,480	\$88,000	\$91,520	\$46,740
Weekly Salary –	[\$1,830]	\$1,830/\$1,760	\$1,760	\$1,760/\$1,790	\$1,820/\$1,830	\$1,865/\$1,900
Salary w/o EMG –	[\$1,760]	\$1,760	\$1,760	\$1,760	\$1,760	\$1,795/\$1,830
EMG (per week):	[\$70]	\$70 / 0*	-0-	0 / \$30	\$60 / \$70	\$70 / \$70
		9/8/08 /4-1-09	9-14-09	9-13-10 / 3-14-11	9-12 -11 / 3-12-12	9-10-12 / 3-4-13

* the remainder of the 2008-09 season runs from Feb. 1 – Sept. 13, 2009; the EMG will no longer be paid beginning April 1, 2009

† 2012-13 season runs from Sept. 10, 2012 – March 10, 2013, and the final \$35 increase occurs in the final week of the agreement.

AFM-EPF: Remains at 6% of scale

VACATION: While the ten vacation weeks remain, the 2008-09 and 2009-10 seasons will include four unpaid weeks, and two unpaid weeks in 2010-11. All ten weeks will be paid vacation weeks beginning in the 2011-12 season and once all paid weeks are restored, two of the weeks will no longer be designated as “EMG accumulated service weeks” and will be paid at full scale plus the weekly EMG payment, as was past practice.

HEALTH INSURANCE: Beginning March 1, 2009, the Anthem Lumenos 38 Health Reimbursement Arrangement (HRA) policy will be offered with deductibles of \$3,000 for individuals and \$6,000 for families; management will pay 100% of the HRA premiums and will reimburse the first \$1,000 for individuals and \$2,000 for families each season. HRA premiums will be capped at 15% during the first year of the agreement and 10% in each succeeding season. During the final year of the agreement, management will increase reimbursement to \$1,250 for individuals and \$2,500 for families.

Musicians choosing to remain on the current HMO policy will be responsible for annual premium plan contributions of \$1,131.96 for individuals and \$2,889.24 for families.

TRAVEL:

- Foreign tour side letters are now part included in the Collective Bargaining Agreement (CBA), including the allowance that a limited number of musicians may request to make their own travel plans separate from the orchestra.
- Language added to allow for Players Committee consultation on tour planning.
- Double occupancy payment was increased from \$10 to 33% of the cost of a room.

PER DIEM: Increased from \$66 to \$77 per day and the additional for premium cities payment increases from \$10 to \$20 (Domestic.)

AUDITIONS: All audition side letters dating to 1977 that set conditions and composition of committees have been combined and included as an Appendix to the CBA.

WORKING CONDITIONS: Effective immediately, three- hour dress rehearsals will no longer be permitted on the day of classical concerts.

MISCELLANEOUS:

- Paid personal leave days may now be use to audition for other professional opportunities.
- **[New]** Communications Committee: Management will meet monthly with a group that includes the Players Committee, two musician Board of Trustees members, and the Union President for the purposes of providing financial progress reports and consultation on projects and planning.
- 403(b) Tax Sheltered Annuity option: New no-load funds will be offered in addition to the current front-loaded funds offered by a broker.

Thanks to the negotiating team: Richard Jensen, Chair; Paul Frankenfeld, Ronald Aufmann, Ted Nelson, and Stacey Woolley. Thanks also to Local #1 President Eugene Frey and Attorney Barbara Jaccoma.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Cincinnati Symphony ICSOM Delegate, Paul Frankenfeld.

CINCINNATI SYMPHONY ORCHESTRA