



September 25, 2008

Columbus Ratifies 3-Year Agreement

On September 22, 2008, the musicians of the Columbus Symphony ratified a three-year agreement.

After resisting efforts by the board beginning last January to fire 22 musicians and reduce the compensation for the 31 musicians remaining by 30%, the musicians agreed to the following settlement after being illegally locked out since June 1, 2008. When normal operations for the abbreviated season begin on December 1, 2008 the orchestra will have been shut down for six months. The musicians accepted these terms because a significant number of musicians and their families were not able to obtain health insurance due to serious chronic conditions and because some were in dire financial condition. Because they care about each other and have always acted as a solid group, even those who did not want to return to work voted for this agreement in order to take care of their colleagues who were facing financial ruin.

	[2007-08]	2008-09	2009-10	2010-11
LENGTH OF SEASON:	[46 wks.]	31 wks.	38 wks.	38 wks.
WAGES:				
Annual Salary –	[\$55,200]	\$34,410	\$43,320	\$44,610
Weekly Salary –	[\$1,200]	\$1,110	\$1,140	\$1,170/\$1,200
Per Service/Assoc. Scale –	[\$150]	\$120	\$135	\$135/\$150 <i>33wks./5 wks.</i>
AFM-EPF:	[8.5%]	4%	4%	4%
VACATION:	[4 wks.]	3 wks.	3 wks.	3 wks.
HEALTH INSURANCE:	[was: 100% employee and dependent] Becomes 80% of premium will be paid by the Association, 20% to be paid by Musicians. Policy terms will immediately change to reduce the total cost to the Symphony by 20%. Health coverage or a \$600 per month stipend will begin by November 1, 2008.			
TRAVEL:	Compensation for Associate Musicians and the travel surcharge compensation for all Musicians were eliminated.			

WORKING CONDITIONS:

- Weeks in the first season shall not be continuous.
- The number of double rehearsal days with two 2 ½ second rehearsals was reduced.

[Working Conditions cont.]:

- During the 2008-09 season, the October opera will occur over two weeks but be paid as one week of scale. The Nutcracker shall occur over three weeks but be paid as two weeks at a scale of \$650 per week without seniority pay instead of section scale above.
- Three exceptions per season will be allowed when beginning In-School Concerts prior to 10AM and allowing performances in more than one location per day.

MISCELLANEOUS:

- Orchestra size shall be the current 55 Full-Time positions, which includes 2 Librarians.
- Lump Sum Payments – The Association shall pay to each Full-Time Musician employed as of May 31, 2008, the sum of \$1,000 by December 31, 2009, and an additional \$1,000 sum shall be paid no later than December 31, 2010. In exchange, Local #103 shall withdraw all outstanding grievances and NLRB charges.
- Unlimited unpaid long-term leave shall be made available to all Musicians throughout the first year with notice by November 1, 2008. The Association may leave vacant any current and resulting vacancies during the first season.
- By mutual agreement, an Orchestra Consultant will be selected to develop a long range strategic plan with Musician involvement in the planning process. At a later time, a consultant will be selected to explore the possibility of an endowment drive plan with Musician involvement in the planning process.
- Limitations regarding individually negotiated overscales and side letters were stipulated.
- Doubling was established as 25% for the first double and 12 ½% for each additional double.
- Move up pay of 20% above section scale was established.

Thanks to the negotiating team: Jim Akins, Chair; Chris Saetti, Cynthia Stolba, Ken Matsuda, Michael Buccicone. Thanks also to Local #103 President Doug Fisher and Attorney Leonard Leibowitz.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Columbus Symphony ICSOM Delegate, Michael Buccicone.

COLUMBUS SYMPHONY ORCHESTRA