



June 22, 2009

### St. Louis Ratifies 3-Year Agreement One Year Early

On June 4-9, 2009, the musicians of St. Louis Symphony the ratified a three-year agreement that begins August 30, 2010 and expires September 1, 2013.

**LENGTH OF SEASON:** [was 42 weeks] Increases to 43 weeks (in 2010-11)

<b>WAGES:</b>	<b>[2009-10]</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>
<b>Annual Salary –</b>	[\$77,280]	\$79,291.49	\$80,679.55	\$81,892.50
<b>Weekly Salary –</b>	[\$1,786.43]	\$1,786.43	\$1,801.35	\$1,837.50
<b>Summer Weekly Pay* –</b>	[\$250]	\$275	\$320	\$320

*\* 9 weeks of Summer Pay for 2010-11 & 2012-13; 10 weeks of Summer Pay for 2011-12*

**AFM-EPF:** [5%] 5.5% 6.25% 7%

**PER DIEM:** Increases from \$67 to \$70.

#### MISCELLANEOUS:

- New non-economic reopener language will allow either the Union or Management to discuss changes to non-economic terms, conditions or side-letters. If both sides do not agree to changes, language remains the same. Changes must be ratified by the orchestra by secret ballot vote.
- Travel overtime increases by \$1 per year per half-hour increment.
- Allows for free broadcast of a concert or event for broadcast on local public television, local public access cable television or radio providing that the broadcast originates from a point within the geographical boundaries of Local 2-197 and that the broadcast is not syndicated regionally, nationally or internationally. Ownership of all master recording and copyright rights shall be retained by the Symphony and may not be sold or transferred to a third party.
- Occasional replacement musicians' pay rates shall be increased from 94% of pro rata minimum weekly salary in 2010-11 to 97% in 2011-12 and to 100% in 2012-13.
- All non-tenure track musicians shall receive AFM-EPF contributions of 5.5% in 2010-11, 6.25% in 2011-12 and 7% in 2012-13.

Thanks to the Musicians' Council: Brad Buckley, Council Chairman; Susan Slaughter and Eric Harris, Council Co-Chairs; David Deriso, Sarah Hogan, Jooyeon Kong, Jonathan Reycraft, Shawn Weil, and Bjorn Ranheim. Special thanks to Local #2-197 President Vicky Smolik.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the St. Louis Symphony Musicians' Council Chairman, Brad Buckley.*