

February 9, 2003

Boston Symphony Ratifies 4-Year Agreement

On August 9, 2002, the musicians of the Boston Symphony Orchestra ratified a four-year agreement that begins August 26, 2002 and runs through August 25, 2006.

LENGTH OF SEASON: 52 weeks

WAGES:	[2001-02]	2002-03	2003-04	2004-05	2005-06
Annual Salary –	[\$95,420]	\$99,580	\$103,480	\$108,160	\$112,840
Weekly Salary –	[\$1,835]	\$1,915	\$1,990	\$2,080	\$2,170

PENSION: [\$53,000] \$60,000 \$60,000 \$60,000 \$65,000

**Players who retire in the first three years of the agreement shall receive an increase in their normal retirement benefit to \$65,000 effective 9/1/05.*

INSURANCE:

Health – no changes in existing plans (*see below for description of task force*)

- [New] Joint management-musician task force to consider health care cost containment by means of modifying the plans or producing revenue to offset costs (e.g. a benefit concert). Corporation is responsible for first 10% increase in cost per year, then task force is responsible for next 7%. Any cost increases beyond a total of 17%/yr. will be the Corporation's responsibility. Any savings or increases less than 10% will be banked into the following year.

TRAVEL: Greater flexibility in scheduling rehearsals during tours.

PER DIEM:

Domestic tours:	[2001-02]	2002-03	2003-04	2004-05	2005-06
	[\$71*]	\$76*	\$81*	\$86*	\$91*

**\$10 more for New York City*

BOSTON SYMPHONY ORCHESTRA

AUDITIONS:

- Procedure provided for two-year interim without Music Director.
- Audition committee may hire by 2/3 vote without Music Director.
- If MD present, 50% committee vote required for consideration; then MD has final say.
- Entire procedure is behind a screen until the final round where the committee may engage in procedural discussion to consider options (e.g. chamber music, playing in the section, or hearing candidate in the orchestra).

WORKING CONDITIONS:

- New liaison committee consisting of three musicians and members of management that will work with new Music Director, James Levine on scheduling matters, long-range planning and different approaches to rehearsal and performance.
- [New] Joint management-musician task force to consider new opportunities in electronic media.

MISCELLANEOUS:

- Provision for Health Insurance Benefit Concert if suggested by Health Care Task Force.

Thanks to the negotiating team: Fenwick Smith, Chair; Scott Andrews, Jonathan Menkis, Rick Ranti, and James Cooke. Thanks also to Local 9-535 President Barbara Owens and Attorney Susan Martin.

This bulletin was prepared by ICSOM Secretary Laura Ross with the assistance of Boston Symphony negotiating team member Jonathan Menkis.

BOSTON SYMPHONY ORCHESTRA