

October 9, 2002

Buffalo Philharmonic Ratifies 3-Year Agreement

On September 19, 2002, the musicians of the Buffalo Philharmonic Orchestra ratified a three-year agreement that continues through August 31, 2005. The agreement includes increases of 2.61%, 2.5% and 2.5% in wages and increases in pension of 1%, % and %.

LENGTH OF SEASON: remains at 39 weeks

WAGES:	[2001-02]	2002-03	2003-04	2004-05
Annual Salary –	[\$38,008]	\$39,000	\$40,000	\$41,000
Weekly Salary –	[\$968/\$1,000]	\$1,000	\$1,025.65	\$1,051.29

EMG: Remains at \$45 per week for 39 weeks (EMG is included in salary listed above.)

VACATION: 2 weeks (no change.)

PENSION:	[6%]	7%	7.5%	8%
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INSURANCE:

Health – As of January 1, 2003, the employer will sponsor only two health plans. Those musicians wishing to remain with formerly sponsored plans will be required to pay the difference between the more expensive of the sponsored plans and the plan of their choice.

Dental – Employer agrees to pay in full for Blue Cross Dental Basic and 50% of Blue Cross Dental Plus.

Disability – Previous benefit of 60% of annual salary with a monthly cap of \$2,500 is increased to 66 2/3% with a monthly cap of \$5,000.

Domestic Partner - [New] Shall be treated as spouses, whether they are of the same sex or opposite sex for the purposes of health and/or dental plans.

BUFFALO PHILHARMONIC ORCHESTRA

SICK LEAVE: In addition to the current option of cashing in 10 unused sick services per year (\$250 bonus), the musician shall be entitled, in lieu of said bonus to trade either 10 or 12 unused sick services on a 2-for-1 basis for relief services. (Example: 10 unused sick services equal 5 relief services.)

WORKING CONDITIONS:

- 7 consecutive day work limit, including EMG services. No EMG services may be scheduled during non-working weeks or vacation weeks.
- [New] Dress rehearsals and performances of Symphonic Theater (spoken drama with musical accompaniment) may run 2 hours and 45 minutes in length with an aggregate of 25 minutes of break/intermission, and may occur no more than twice per season.

Thanks to the negotiating team: Melanie Haas, Chair; Robert Hausmann, Mark Hodges, Richard Kay, Robert Prokes, Betsy Reeds and Daniel Sweeley. Thanks also to Local 92 President Mark Jones and Attorney Leonard Leibowitz.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Buffalo Philharmonic ICSOM Delegate, Robert Prokes.

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