

September 28, 2002

Cincinnati Symphony Ratifies Two-Year Agreement

On September 11, 2002, the musicians of the Cincinnati Symphony ratified a 2-year agreement beginning September 1, 2002 and continuing through August 31, 2004. The new agreement maintained previous advances and includes minor improvements. The 53-week season length makes allowances for the beginning and ending dates of the contract's first year Sept. 2, 2002 – Sept. 7, 2003. Year two runs from Sept. 8, 2003 – Sept. 5, 2004.

LENGTH OF SEASON: [was 52]; increases to 53 weeks in 2002-03, then back to 52 weeks in 2003-04

WAGES:	[2001-02]	2002-03	2003-04
Annual Salary –	[\$82,550]	\$85,065*	\$85,410
Weekly Salary –	[\$1,570/1,605] 26 wks./26 wks.	\$1,605	\$1,630/\$1,655 26 wks./26 wks.

*plus an additional \$1,000 bonus paid 3/6/03

EMG: remains at \$70 per week and is paid in addition to wages listed above.

INSURANCE:

Health – Remains the same except for increases to co-payments for in-patient and outpatient treatment and prescription drugs. Should the premium increase more than 15% in the 2003-04 season, “cost containment” measures will be negotiated.

New – Same sex domestic partners are now fully covered.

Instrument – Company provides insurance up to a maximum value of \$1,000,000. Musician is responsible for _ deductible amount of repair or replacement [was \$100.]

WORKING CONDITIONS:

- Minor changes were made to working conditions and the addition of paternity and adoptive parent leave. There are new leave clauses and audition procedures.
- **New** - Grievance Procedure spelling out various steps for contract dispute resolution added.

Thanks to the negotiating team: Richard Jensen, Chair; Paul Frankenfeld, Judy Martin, Robert Schauer and Sylvia Mitchell. Thanks also to AFM 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, Martin James.

CINCINNATI SYMPHONY ORCHESTRA