

December 1, 2004

Cincinnati Ratifies 3-Year Agreement

On October 3, 2004, the musicians of the Cincinnati Symphony ratified a three-year agreement that is retroactive to September 6, 2004 and continues through September 9, 2007. These difficult negotiations led to a concessionary settlement due to the current financial climate.

LENGTH OF SEASON: 53 weeks in 2004-05 season; 52 weeks in 2005-07 seasons

| WAGES: | [2003-04] | 2004-05 | 2005-06 | 2006-07 |
|--------------------------|------------------------------------|----------------|----------------|-----------------------------------|
| Annual Salary ‡ – | [\$89,050] | \$91,425* | \$89,700 | \$91,900 |
| Weekly Salary ‡ – | [\$1,700/\$1,725] 9-3-03/3-8-04 | \$1,725* | \$1,725 | \$1,750/\$1,800 9-11-06/5-7-07 |

‡ includes EMG; * 53 weeks in 2004-05

EMG: \$70 per week EMG is included in salary above for a total of **\$3,710 in 2004-05** and \$3,640 in 2005-06 and 2006-07.

VACATION: Increased from 9 to 10 weeks per season.

INSURANCE:

Health – Policy has been changed from a choice of HMO/PPO to HMO only and covers 100% of single, spouse, dependent and domestic partner premiums. While changing to an HMO presented significant savings, co-pays were increased from \$10 to \$25. Should premiums increase more than 10% per year, discussions will occur to identify ways to lower premium costs without re-opening the CBA.

TRAVEL: Minor changes were made to foreign touring provisions including “night relief” which states that there can be no less than 9 hours between return to the hotel and next day departure.

CINCINNATI SYMPHONY ORCHESTRA

MISCELLANEOUS:

- 4 permanent player vacancies may remain unfilled during the 2004-05 season. 7 permanent player vacancies may remain unfilled during the 2005-06 and 2006-07 seasons. While the CBA has no minimum musician employment requirements, the orchestra has traditionally employed 99 musicians, 8 of which are currently vacant and filled by “acting players”, subs, or one-year appointments.
- Rehearsal break times were increased from 15 to 20 minutes.
- The maximum rehearsal time allowed for double rehearsals for the Cincinnati May Festival will be limited to 4 _ hours.

Thanks to the negotiating team: Paul Frankenfeld, Chair; Bill Platt, Stacey Wooley and Sylvia Mitchell. Thanks also to 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.

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