

October 4, 2002

Columbus Symphony Ratifies 5-Year Agreement

On September 5, 2002, the musicians of the Columbus Symphony ratified a five-year agreement. This five-year agreement includes a 28.5% salary increase, an increase of 1 _ % in the AFM-EPF contribution, increases in seniority pay and additional weeks making it a full-time 52-week orchestra in the last year of the agreement.

LENGTH OF

SEASON:	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07
	[46 wks.]	47 wks.	48 wks.	49 wks.	50 wks.	52 wks.
Vacation –	[4 wks.]	4 wks.	5 wks.	5 wks.	6 wks.	8 wks.

WAGES:

Annual Salary –	[\$47,840]	\$50,337	\$52,704	\$55,125	\$57,650	\$61,464
Weekly Salary –	[\$1,040]	\$1,071	\$1,098	\$1,125	\$1,153	\$1,182

- Principals shall receive no less than 20% above section scale [was 17%].
- Assoc./Asst. Principals shall receive no less than 10% above scale [was 8%].

The pay scale for contracted per service musicians and non-contracted associate musicians will increase over the term of the contract to achieve parity with the pro rata service rate of full-time musicians.

SENIORITY:	Per week, per year of service, paid in 5 year increments up to 25 years					
	[\$2]	\$3	\$3	\$3	\$3.50	\$4

PENSION:	[7_%+1%*]	7_%+1%*	8_%	8_%	8_%	9%
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*AFM-EPF plus up to 1% contribution to Huntington Plan. 2003-04 on, all contributions to AFM-EPF only

INSURANCE:

Disability – New: 50% of annual salary, same occupation until age 65.

SICK LEAVE: Years 1 & 2 – 12 services accruing to 36 services;
Years 3-5 – 16 services accruing to 48 services.

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EMERGENCY LEAVE: 8 services per season.

AUDITIONS:

- New procedures for all auditions designed to increase the value of musician participation.
- New “conflict of interest” language for Conductors and Musicians.
- New procedures for Associate Musician auditions, rankings, and change of rankings.

MISCELLANEOUS: The CSO will implement a Section 125 Plan (Flexible Spending Account.)

Thanks to the negotiating team: Olev Viro, Chair; Mary Farrington, John Pellegrino, Phil Shipley and David Tanner. Thanks also to Local 103 President Douglas Fisher and Vice President Michael Buccicone and Attorney Leonard Leibowitz.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Columbus Symphony ICSOM Delegate, Andy Millat.

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