



Columbus Symphony Ratifies 3 1/2 -Year Agreement

On May 10, 2005, the musicians of the Columbus Symphony ratified a three-and-a-half-year agreement that runs from May 1, 2005 and continues through August 31, 2008. This agreement replaces the final two years of the previous 5-year agreement that included increased work and vacation weeks taking the orchestra to 52-week status in the final year.

After more than two years of discussion with the Symphony, the musicians agreed last May to reopen the Master Agreement and accept cuts in salaries and pension of 10.5%, which is equal to \$1.3 million over the next two years or approximately \$24,000 from each full-time musician. During the term of the new agreement, salaries and pension will be restored to those required in the 2004-05 season according to the previous agreement. For a year and a half the musicians resisted repeated efforts by the Symphony to impose even larger cuts at an earlier time. In the end, the Symphony threatened to create an instant cash flow crisis that would likely result in missed payrolls by threatening to withhold selling tickets for the next season until a new agreement was in place.

Among the notable items received in return for cuts were the reimbursement of legal expenses to the musicians and the addition of all Librarians to the collective bargaining unit. Since 1986 the musicians have been represented at the table by Leonard Leibowitz, and without his presence and expertise, the cuts would have been much worse. For more information, including a complete history and timeline, visit www.symphonymusicians.com

	[was]	2004-05	2005-06	2006-07	2007-08
LENGTH OF SEASON:	[49 wks.]	44 wks.	45 wks.	46 wks.	46 wks.
Vacation –	[5 wks.]	4 wks.	4 wks.	4 wks.	4 wks.
WAGES:					
Annual Salary –	[\$55,125]	\$49,500	\$51,885	\$54,372	\$55,200
Weekly Salary –	[\$1,125]	\$1,125	\$1,153	\$1,182	\$1,200
PENSION:	[8.5 %]	6% <i>(as of 7/1/05)</i>	7% <i>(as of 12/1/05)</i>	7%	8.5 % <i>(as of 9/1/07)</i>
SENIORITY:					
5-9 years:	[\$15/wk]	\$15/wk	\$17.50/wk	\$20/wk	\$20/wk
10-14 years:	[\$30/wk]	\$30/wk	\$35.00/wk	\$40/wk	\$40/wk
15-19 years:	[\$45/wk]	\$45/wk	\$52.50/wk	\$60/wk	\$60/wk
20-24 years:	[\$60/wk]	\$60/wk	\$70.00/wk	\$80/wk	\$80/wk
25 & above:	[\$75/wk]	\$75/wk	\$87.50/wk	\$100/wk	\$100/wk

COLUMBUS SYMPHONY ORCHESTRA

INSURANCE:

Health – A new option for musicians with access to other health insurance – those who refuse Symphony coverage will receive the following payments per month in exchange:

Single	\$250
Family	\$500
Musician & Spouse	\$500
Musician & Children	\$400

Disability – New work hardening policy to allow transition from light duty to full work load.

PERSONAL LEAVE: [was: 6 services] Becomes 8 services and may accrue to 10 services.

MISCELLANEOUS:

- Payment by the Symphony of \$16,000 to the musicians for negotiation expenses.
- Three librarians added to the collective bargaining unit.
- No Music Director may be hired without the approval of at least 50% of the musicians.
- Nine services will be limited to 3 per season.
- [New] Automatic paid leave for all AFM officers and ICSOM delegates to attend all AFM conventions, AFM local conferences and ICSOM conferences.
- All musicians will be listed individually as donors in all concert programs based upon the value of their cuts in salary and benefits from the previous contract. Local 103 AFM, and Leonard Leibowitz will be listed in all concert programs as representatives of the musicians.
- No musicians will serve on the Board of Trustees. Two orchestra committee members may attend board meetings. All musicians who serve on any search committee must be selected by the musicians. No musician appointments by the Symphony shall be permitted.
- [New] Minimum Concertmaster scale established at 100% above section scale.

Thanks to the orchestra committee/negotiating team: David Tanner, Chair; Michael Buccicone, Andrew Millat, Chris Saetti and Philip Shipley. Thanks also to Local 103 President Douglas Fisher and Secretary-Treasurer Vaughn Wiester, and very special thanks to long-time Attorney Leonard Leibowitz.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Columbus Symphony ICSOM Delegate, Michael Buccicone and Central Ohio Federation of Musicians - Local 103 President, Douglas Fisher.

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