

July 7, 2003

Dallas Ratifies One-Year Agreement

On July 2, 2003, the musicians of the Dallas Symphony Orchestra ratified a 1-year agreement that extends the current CBA through August 31, 2004. The Musicians of the Dallas Symphony Orchestra understand and are sympathetic to these tough economic times. Because of recent encouraging progress in the economic outlook of the Dallas Symphony Association, the Musicians are optimistic that a year extension will provide the opportunity to more effectively plan for the long-term progress of the organization as a whole.

LENGTH OF SEASON: 52 weeks

| WAGES: | [2002-03] | 2003-04 |
|-----------------------------|------------------|----------------|
| Annual Salary – | [\$80,860*] | \$80,860* |
| Weekly Salary – | [\$1,555*] | \$1,555* |
| *EMG included above: | [\$6,760] | \$6,760 |

HEALTH INSURANCE: The Dallas Symphony Association shall bear and be responsible for any additional/increased health insurance premium expenses during the extension of the current CBA, up to a cap (limit) of 18% of current health insurance premium cost. Any health insurance premium expense in excess of the 18% cap shall be borne by the Musician participants in a manner to be identified and agreed upon by the Association and the Union. It is understood that this cap/limit shall terminate effective September 1, 2004.

TRAVEL: Changes to be ratified then implemented at a later date.

AUDITIONS: Changes to be ratified then implemented at a later date.

WORKING CONDITIONS: The Association has agreed that the parties' designated representatives shall, as soon as practicable begin to discuss several items deemed as non-financial working conditions. Any agreement reached between the parties' designated representatives as to any such items shall be implemented as soon as they are ratified in the near future.

Thanks to the negotiating team: Scott Walzel and Matt Good, Co-chairs; Philip Graham, Elizabeth Patterson and Mary Reynolds. Thanks also to Local #72-174, Local President Raymond Hair Jr., and special thanks to attorney Bill Baab who's presence and input was an invaluable service at every meeting.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Dallas Symphony ICSOM Delegate, James Nickel.

DALLAS SYMPHONY ORCHESTRA