

October 5, 2004

Dallas Ratifies 5-Year Agreement

On September 4, 2004, the musicians of the Dallas Symphony ratified a five-year agreement that runs from September 1, 2004 through August 31, 2009.

LENGTH OF SEASON: Remains at 52 weeks

WAGES‡:	[2003-04]	2004-05	2005-06	2006-07	2007-08	2008-09
Annual Salary – [\$80,860]		\$80,860*	\$82,472	\$84,136	\$86,684	\$89,284†
Weekly Salary – [\$1,555]		\$1,555	\$1,586	\$1,618	\$1,667	\$1,717

* The 2004-05 season includes a \$1,400 signing bonus payable in a lump sum within 30 days of ratification of the contract.

† The 2008-09 season includes a \$750 bonus payable in a lump sum on 9/1/09. This bonus was installed to raise minimum scale up to \$90,000 in the final year.

PENSION: [5%] 5% 5_% 5_% 5_% 6%

‡ **EMG (included in salary above):** All salary figures include an EMG of \$130 per week equal to \$6,760 annually.

INSURANCE: There will be a committee/panel of musicians who will meet with management on a quarterly basis to look at all aspects concerning health care and the health care plan. This committee will make all decisions regarding any carrier changes, plan design changes or any cost saving measures needed to stay within the financial parameters agreed to during negotiations. These parameters are as follows:

CALENDAR YEAR (1)	1/1/05-12/31/05	1/1/06-12/31/06	1/1/07-12/31/07	1/1/08-12/31/08	1/1/09-12/31/09
DSA Insurance Premium Cost:	\$885,000	\$982,000	\$1,100,000	\$1,230,000	\$1,378,000

TRAVEL:

- The negotiating committee shall negotiate with the employer all conditions of domestic tours not present in this agreement.
- A return to the designated arrival point or to the hotel following a service shall now be no later than 12:00AM.
- Physician on tour with the orchestra will maintain a cell phone and establish office hours at hotels.
- While on tour, best efforts will be made to provide practice facilities for musicians whenever possible.
- While on tour, best efforts will be made to insure the stage will be set one hour prior to the first service.

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AUDITIONS: Changes were made to the make-up of the harp, principal timpani/percussion and section percussion audition committees.

WORKING CONDITIONS: An outdoor temperature clause has been added between 65 and 99 degrees Fahrenheit.

MISCELLANEOUS:

- Addition of same-sex partner, in-laws and grandparents to “immediate family” definition.
- Same-sex partner was added to the family leave section.
- Changes to granting weekly leave if a suitable replacement can be found as determined by the music director.
- The Association agrees to solicit opinions from the musicians through the Liaison Committee regarding any search for a new Pops Conductor.
- **[New Section]** Publication

The contract will now be printed at a unionized print shop with a union label and both parties shall share the cost equally. The new contract must be made available to the printer no later than sixty (60) days after both parties have signed.

Thanks to the negotiating team: Matt Good and Scott Walzel, Co-Chairs; Darren McHenry, Betty Patterson, and Mary Reynolds. Very special thanks to Local #72-147 President Ray Hair and Attorney Bill Baab for their dedication, knowledge and presence at every meeting.

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

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