

April 7, 2003

### Florida Philharmonic Suffers More Cuts

On April 3, 2003, the musicians of the Florida Philharmonic ratified two more years of cuts from their original 5-year agreement. The agreement, reached in 2000, was to include a 7% increase in year one and increases of 5% in each following season. A four-week strike negated the 7% increase during the first season and musicians were subsequently threatened with bankruptcy if they did not agree to cut the second and third seasons by four weeks each season. The total amount of concessions in the first three years of the agreement equaled roughly \$1M.

This new set of concessions represents an additional cut of 30% (saving management about \$3.3M) based upon the terms of the original 5-year agreement that was set to expire at the end of the 2004-05 season. No terms from the previous agreement will be reinstated prior to the next negotiation; musicians must negotiate from the terms specified below.

Originally, management would not agree to spread the cuts across the entire institution; they expected all cuts to come solely from reductions in musicians' salaries and benefits. After the musicians insisted upon across the board cuts, management finally relented.

**LENGTH OF SEASON:** [was: 39 weeks following concessions from 43 weeks]  
2003-04 – 37 weeks  
2004-05 – 39 weeks

<b>WAGES:</b>	<b>[2002-03]</b>	<b>2003-04</b>	<b>2004-05</b>
<b>Annual Salary –</b>	[\$38,945.79]	\$36,948.57	\$39,919.43
<b>Weekly Salary –</b>	[\$998.61]	\$998.61	\$1,023.57
<b>VACATION:</b>	[5 weeks]	2 weeks	3 weeks
<b>PENSION – AFM-EPF:</b>	[8%]	4%	4%

#### **INSURANCE:**

**Health –** [was: 12% family/15% single paid by musician]  
Increased to 27% paid by musician for family or single coverage.

**Disability –** Long-term disability no longer paid by management. Individuals may maintain insurance at their own expense.

## FLORIDA PHILHARMONIC ORCHESTRA

**MISCELLANEOUS:** Management intends to reduce the size of the orchestra through attrition from 80 musicians to an unspecified number.

Thanks to the negotiating team: Geoff Hale, Chair; Carole Simmons, Brian Stanley, Seth Wexler and Jay Bertolet. Thanks also to Local 655 President Peter Graves and Counsel Leonard Leibowitz.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Florida Philharmonic ICSOM Delegate, Jay Bertolet.*

**FLORIDA PHILHARMONIC ORCHESTRA**