

October 9, 2002

Jacksonville Symphony Ratifies 5-Year Agreement

On September 16, 2002, the musicians of the Jacksonville Symphony Orchestra ratified a five-year agreement.

LENGTH OF SEASON: [was 38 weeks] 37 weeks

WAGES:	[2001-02]	2002-03	2003-04	2004-05	2005-06	2006-07
Annual Salary –	[\$32,528]	\$31,672	\$33,152	\$34,336	\$36,112	\$38,036
Weekly Salary –	[\$856]	\$856	\$896	\$928	\$976	\$1,028

VACATION: [was 4 weeks with option to be rehired for per service rate during one week] Reduced to 3 weeks and option to work during a vacation week eliminated.

PENSION: [was 5.5%] 4.5% 5.5% 5.5% 6.5% 7%

INSURANCE:

Family Health Pool – (*fund pool to help defray family coverage cost*)
[\$36,651] \$40,316 \$44,347 \$48,782 \$53,660 \$59,027

Health – Co-payments increased.

Instrument – [was \$50,000 per person cap] Increased to \$100,000 per person cap

DOUBLING: [was \$20 first double/\$15 each additional double] Now 25% first double/12.5% each additional double

CORE GROWTH: Frozen except in 2005-06 season with Orchestra Committee consent

ASSISTANT PRINCIPAL APPOINTMENT: Beginning in 2004-05 season, the Music Director will designate current JSO musicians to Assistant Principal positions in the viola, cello and bass sections for Assistant Principal per service scale [these positions do not currently exist]. These appointments require 4 weeks notice and the musician has the right of refusal. These positions may be subject to a national audition without first offering a permanent position to the JSO appointee.

JACKSONVILLE SYMPHONY ORCHESTRA

ASSISTANT PRINCIPAL SCALE: [was 8%] Increases to 10% for 2002-04; 12.5% for 2004-06 and 15% in 2006-07.

TRAVEL PAY: [was \$10] Increased to \$15 for 35-49 miles; \$20 for 50 miles or more, one way.

PER DIEM: [was \$20/\$22/\$32] Increased to \$23/\$25/\$37

WORKING CONDITIONS:

- **String Relief** – Converted from 3 days to 6 services. Musicians on string relief may be replaced for all services except Nutcracker, and relief may not be scheduled during the first four weeks of the season or during the first two weeks following Christmas vacation.
- There were adjustments in scheduling, and ensemble service equity and quality were addressed.
- Outdoor maximum temperature has been reduced from 98 to 95 degrees and penalty payments for exceeded the minimum and maximum temperatures has been raised from \$5 to \$10 for all services.
- The 16 donated radio broadcasts have been converted to 32 one-hour airings with narration by the Music Director and others. This will be subject to review by a joint committee after one year.

MISCELLANEOUS:

- **Solo Pay** – [was \$200 minor solos/\$325 medium solos/\$450 major solos] Increase to \$250/\$375/\$500
- **Presentation Enhancement/“Featured Musicians”** – [New] Negotiable category concerning the use of musicians in unusual roles or location not specified in the score.
- **Unused Personal Day Compensation** – [was \$24 section/\$30 principal] Becomes 40% of scale in 2002-04 and 50% of scale in 2004-07.
- Personal days changed to include temporary core contract musicians [was tenured musicians only]. Also increased personal days for Full Orchestra (part-time) musicians.
- Minimum service guarantee for Full Orchestra musicians increased from 52 to 65.

Thanks to the negotiating team: Andy Bruck and Chris Banks, Co-Chairs; Les Roettges, Mark Timmerman, Kevin Garry, and three ex-officio members, Local 444 President Les Wing, ICSOM Delegate Dale Gosa and Orchestra Committee Chair Kevin Casseday. Thanks to Legal Counsel Tom Olcott for his hard work and invaluable contributions. As always, Local 444 Secretary/Treasurer Mary Frank was most gracious and helpful throughout. Finally, the Negotiation Committee would like to thank the Musicians for placing their trust in the committee as well as participating in the process.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Jacksonville Symphony ICSOM Delegate, Dale Gosa.

JACKSONVILLE SYMPHONY ORCHESTRA