

November 29, 2003

Kansas City Symphony Ratifies 3-Year Agreement

On November 21, 2003, the musicians of the Kansas City Symphony ratified a three-year agreement that runs from July 1, 2004 through August 31, 2007 and includes a 2% increase that will go into effect halfway through the 2005-06 season and again halfway through the 2006-07 season. The terms of the contract for 2004-05 through 2006-07 do not comply with the contractual benchmarks and have been agreed upon due solely to the exceptional economic circumstances affecting the KCS, including the impact of major economic and catastrophic national events of the past two years. The musicians agreed to temporarily suspend the agreement's benchmarking system for the next three years. This does not constitute a precedent.

LENGTH OF SEASON: 42 weeks (no change)

WAGES:	{2003-04}	2004-05	2005-06	2006-07
Annual Salary -	{\$38,204.04}	\$38,204.04	\$38,586.66	\$39,359.04
Weekly Salary -	{\$909.62}	\$909.62	\$909.62/\$927.84 <i>(21 wks/21 wks)</i>	\$927.84/\$946.40 <i>(21 wks/21 wks)</i>

PENSION – combination of AFM-EPF and employer contribution to musicians' 403B accounts.
 {5%/1.5%} 5%/1.5% 5%/1.5% 5%/1.5%/5%/2%
(21 wks/21 wks)

SENIORITY [NEW] – in the 22nd week of the 2006-07 season a seniority payment plan will be implemented.

Years of service:	0-5	6-10	11-15	16-20	21+
% min. annual salary	0%	.5%	1%	1.25%	1.5%

ORCHESTRA SIZE: Effective November 25, 2003, the Symphony agrees to add the two current librarian positions to the minimum orchestra complement, increasing the size of the orchestra from 78 musicians to 80 musicians.

HEALTH INSURANCE:

- Management contribution for individual premiums remains at 90% for 2004-05 and 2005-06. In 2006-07, the dollar amount contributed for each employee shall be frozen/capped from the 2005-06 season for individual premiums.

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- Beginning in 2006-07, a pool of money that shall not exceed \$50,000 will be established for use by musicians who elect family coverage. The Musician Family Insurance Premium (MFIP) will be allocated by a musician elected committee. The monies will be created through a variety of net savings including vacancies, substitute musician hiring, advanced scheduling, etc.
- Although the orchestra retains the same PPO carrier, some co-pays and prescription drug costs were increased.

TRAVEL: Additional language included that all travel beyond 250 miles from Kansas City (including foreign, national or out-of-state tours) shall be negotiated separately. NO tour shall occur if the parties are unable to reach agreement.

MISCELLANEOUS:

- Head librarian will be a principal position, and the other librarian will be a full-time musician position. The librarians will receive the minimum increase in 2004-05, 2005-06 and 2006-07 that is no less than the average percentage increase, and at the same time, as staff increases.
- Prior to appointment of a new librarian, the Symphony must consult with the Artistic Leadership Committee. Final approval of the candidate is subject to approval, by secret ballot, by the majority of the full orchestra.

Thanks to the negotiating team: Brian Rood-Chair, Kelly Cornell, Tim Jepson, Ted Nelson, Neil Samples, and ex-officio member Janelle O'Brien. Thanks to Local #34-627 Secretary-Treasurer Richard Albrect, the Executive Board, and special appreciation and gratitude to Local #34-627 Secretary Betty Shutts for her many years of extraordinary service to musicians throughout Kansas City. Special recognition and the orchestra's heartfelt thanks also go to Legal Counsel Susan Martin.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Kansas City Symphony ICSOM Delegate, Brian Rood.

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