

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: KANSAS CITY SYMPHONY SETTLEMENT
DATE: December 13, 1999

On November 16, 1999 the members of the Kansas City Symphony ratified a new three-year settlement extending the current nine-year contract (1998-99 to 2006-07) by three years to June 30, 2010.

LENGTH OF SEASON: Remains at 42 weeks. (Compensation for one additional week may be earned through the "Community Connections Initiative" [CCI] program.)

WAGES: [In 1999-00, minimum scale for **A players** was \$24,965/yr] **[NEW]** In August 2000, all **A players** may advance six months early to the **B level** minimum scale of \$30,188.
OLD: 2000-2001-Year 3 (last year of previously negotiated wages)

Minimum scale:

B players \$718.75 + \$31.00 EMG/ week \$31,490/yr

C players \$735.76 + \$31.00 EMG/ week \$32,204/yr

All **B level** contracts and any holdover **A level** contracts will be upgraded to the **C level** in January 2001 as previously agreed

[NEW] 2001-2002 Season - Year 4

Minimum scale:

\$801.79 + \$31.00 EMG/wk \$34,977/yr

(The total annual minimum salary + EMG + optional CCI shall be \$35,779.)

The **B player** increase will be 11.55%.

The **C player** increase will be 8.97%.

2002-2003 Season - Year 5

\$853.55 + \$31.00 EMG/wk \$37,151/yr

(plus optional CCI \$38,005/yr)

The increase is 6.46%.

2003-2004 Season - Year 6

\$909.62 + \$31.00 EMG/wk. \$39,506/yr

(Plus optional CCI \$40,416)

The three-year increase is 26.6% for current **A and B level** and 23.6% for the **C level** musicians.

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NOTE: All musicians' contracts are currently being upgraded to the highest full-time level; the "C" level. Historically "A" level players were full orchestra only contracts. The "B" and "C" levels

have represented varying degrees of participation in the 16 weeks of pit services the Symphony provides for the Lyric Opera and the State Ballet. The upgrades will be accomplished for all musicians by January 2001. The opportunity for the "A" level players to join the "B" level will occur in August of 2000, which is earlier than previously agreed.

In the beginning of the 2001-2002 season, **title compensation** will increase as follows:

Principal: 25% [was 18%]

Co-Principal and Associate Principal: 16% [was 11.5%]

Assistant Principal: 12% [was 8%]

When a non-titled string musician is required to perform in an Associate Principal position (second chair) such musician shall receive the applicable contractual overscale of the per service minimum scale.

PENSION: [Was in the 2000-2001 season: 5.0% (4.0% AFM-EP and 1.0% 403b plan)]
2001-2002 **5.5%** (4.5% AFM-EP and 1.0% 403b plan)
2002-2003 **6%** (5.0% AFM-EP and 1.0% 403b plan)
2003-2004 **6.5%** (5.0% AFM-EP and 1.5% 403b plan)

VACATION: The parties agree to evaluate proposal to incorporate a third week of **rotated vacation** upon the arrival of the new General Manager.

HEALTH INSURANCE: Increase Symphony's share of the cost of health insurance premiums for individual coverage as follows:

1999-2000 **77.4%** 2000-2001 **80%**

2001-2002 **80%** 2002-2003 **85%**

2003-2004 **90%**

PER DIEM: [was breakfast/lunch/dinner \$5/\$7/\$12]
Beginning in the 2001-2002 season:
\$ 7.00/\$ 9.00/\$ 19.00

MISCELLANEOUS: [NEW] In the 2000-01 season and beyond, the first completed group of eight optional CCI services performed in one season will entitle a musician to one additional week of compensation at his individual contracted scale, excluding EMG. The obligation to provide a second group of eight CCI services shall no longer be contractually compelled. Performance of less than eight CCI services may be pro-rated for a partial week of compensation.

RE-OPENER: The parties have agreed upon economic terms for the 2001-02, 2002-03, 2003-04 seasons. Beginning in January 2003 the parties shall enter into negotiations with respect to any proposed changes in the provisions of this Agreement to be effective during the 2004-05, 2005-06, 2006-07 seasons or the remaining seasons if a different period is agreed to.

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The members of the Negotiating Committee were Brian Rood [Chair], Alex East, Tim Jepson, Matt Rombaum, and Kristin Velicer. The musicians would like to express their appreciation to Local 34-627 and Secretary-Treasurer Dick Albrecht for their continued support and assistance. The orchestra would also like to thank our attorney Susan Martin, whose expertise and guidance helped ensure the successes of these two negotiations. We would also like to recognize Mrs. Barnett Helzberg, President, and the entire Kansas City Symphony Board of Trustees for their trust, compassion, and commitment to the continued success and growth of the Kansas City Symphony. Trustees for their trust, compassion, and commitment to the continued success and growth of the Kansas City Symphony.

This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Kansas City Symphony ICSOM Delegate Brian Rood

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