

September 29, 2002

### Minnesota Orchestra Ratifies Agreement

On August 2, 2002, the musicians of the Minnesota Orchestra ratified a two-year agreement that runs from October 1, 2002 and continuing through September 30, 2004. The agreement includes a wage freeze in year one and a 3% increase in year two. Wages, as reported, include the Electronic Media Guarantee.

**LENGTH OF SEASON:** Remains at 52 weeks.

<b>WAGES:</b>	<b>[2001-02]</b>	<b>2002-03</b>	<b>2003-04</b>
<b>Annual Salary –</b>	[\$88,400]	\$88,660	\$91,319
<b>Weekly Salary –</b>	[\$1,700]	\$1,705	\$1,756

**EMG:** Increased from \$70 to \$75 per week. *(Increase included above)*

**VACATION:** Increased from 9 weeks to 10 weeks.

**PENSION:** Pre-1979 retirees pension increased from \$1,200 to \$1,400 per month. Contributions to AFM-EPF remain at 7% of scale.

**INSURANCE:** Instrument – increased from \$100,000 to \$200,000 for strings and \$50,000 to \$75,000 for non-strings

**PER DIEM:** Increases from \$65 to \$80 per day in 2003-04.

**WORKING CONDITIONS:** There was major reorganization concerning scheduling of concerts and rehearsals beginning in 2003-04.

- Revolving/rotating strings established – Voluntary for current musicians, mandatory for new members.
- No limit on double rehearsal days beginning in 2003-04 [was: 1 double per week allowed with 9 exceptions per season.]
- No double concert days during subscription weeks beginning in 2003-04.

- New language for personal days.
- Unpaid personal leave for auditions.
- One paid personal day per year for important family or personal matters.
- Consecutive free days reduced from 25 to 24 in 2002-03 and from 24 to 21 in 2003-04.
- Five-day week guarantee reduced from 31 to 30 in 2002-03 and from 30 to 27 in 2003-04.
- Maximum of 15 Sunday services beginning during winter season in 2003-04.
- Mondays become guaranteed free day with 7 exceptions per season beginning during winter season in 2003-04.

**MISCELLANEOUS:**

- Librarians may serve on audition and non-renewal committees.
- Duty Librarian paid overtime for weekend and evening services when musicians receive overtime.

Thanks to the negotiating team: Robert Anderson, Paul Gunther, Aaron Janse, Richard Marshall and Norbert Nielubowski. Thanks also to Local 30-73 President Brad Eggen and Counsel, Ron Rollins.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Minnesota Orchestra ICSOM Delegate, Julie Ayer.*