

Oregon Ratifies Two-Year Agreement

On June 10, 2003, the musicians of the Oregon Symphony ratified a 2-year agreement.

LENGTH OF SEASON:	[2002-03]	2003-04	2004-05
Weeks:	[43 weeks]	41 weeks	41 weeks
Service Guarantee:	[256 svc.]	236 svc.	236 svc.
WAGES:			
Annual Salary –	[\$40,434]	\$38,206	\$38,206
Weekly Salary –	[\$940.31]	\$932	\$932
Per Service Scale -	[\$158]	\$162	\$162
EMG (per year):	\$553 - No change		
VACATION:	Remains at 2.5 weeks		
PENSION (AFM-EPF):	8.5% - No change		
SENIORITY LEAVE:	No change		
INSURANCE:	No change: 100% coverage by employer for single, couple, single plus dependents, and family.		

WORKING CONDITIONS:

- Up to 4 tutti string positions may remain unfilled up to a maximum of 2 per section.
- The number of available sabbaticals is increased from 4 to 6.
- Establishes a plan of action to address acoustic problems on stage.

MISCELLANEOUS:

- Establishes a system of Union oversight and monitoring of the performance of the endowment fund trustees, investment committee, investment advisor and fund managers.
- Institution of revolving string seating plan for all tutti chairs beginning with the 2003-04 season. This system includes revolving between 1st and 2nd violin sections. Musicians hired prior to the 2003-04 season may choose to grandfather their fixed chair and musicians hired prior to the 2003-04 season sitting in the two tutti chairs behind the titled chairs may close to grandfather their right of first refusal to move up into temporary titled vacancies. Musicians protected by the Americans with Disabilities Act (ADA) will be accommodated as necessary.

Thanks to the negotiating team: Chris Egbers, Chair; Erin Furbee, Larry Johnson, Martha Herby, Dolores D'Aigle, and Fred Sautter. Thanks also to Local 99 President Bruce Fife and Secretary-Treasurer Ken Shirk.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of Oregon Symphony ICSOM Delegate, Erin Furbee.

OREGON SYMPHONY ORCHESTRA