

October 23, 2003

Pittsburgh Ratifies 3-Year Agreement

On September 23, 2003, the musicians of the Pittsburgh Symphony ratified a three-year agreement. Wages have been reduced in the first two seasons by 7.8%. Minimum weekly salary for the final season will be 95% of the average 2005-06 base scale of the Chicago Symphony, Cleveland Orchestra, Philadelphia Orchestra and the New York Philharmonic.

	[2002-03]	2003-04	2004-05	2005-06
SEASON LENGTH:	52 weeks	53 weeks	52 weeks	52 weeks
WAGES:				
Annual Salary –	[\$90,220]	\$84,782.51	\$83,182.84	95% average of
Weekly Salary –	[\$1,735]	\$1,735*	\$1,735*	Chicago, Cleveland, NYP and Philadelphia

**Pension remains unchanged but each musician's personal scale will be reduced by 7.8% in 2003-04 and 2004-05.*

VACATION: [10 weeks] 8 weeks 8 weeks 10 weeks

SICK LEAVE: Increased from 6 weeks per season for the first six years of employment to 12 weeks per season for the first twelve years of employment.

PERSONAL DAYS: Increase from 1 per year to 3 per year.

AUDITIONS: New system to be implemented in 2004-05 in which the Music Director will not have sole hiring authority.

TENURE REVIEW: Beginning in 2004-05, a 10-person committee, consisting of 9 musicians and the Music Director with one vote per member, will review all tenure decisions. Tenure will be granted to any member who receives a 2/3 vote of the committee. The Music Director's favorable vote is not required to grant tenure. In the case of early tenure decisions, the musician must receive 9 of 10 favorable votes, including that of the Music Director.

WORKING CONDITIONS: Nine-service weeks are increased from 11 weeks to 15 weeks during the first two seasons. In 2005-06, nine-service weeks will be reduced to 11 weeks.

Thanks to the negotiating team: Hampton Mallory, Chair; Martin Smith, Ron Schneider, David Gillis, David Sogg, Huei-Sheng Kao, and Zach Smith. Thanks also to Local 60-471 President George Clewer and Legal Counsel Louis Kushner.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Pittsburgh Symphony ICSOM Delegate, Chris Allen.

PITTSBURGH SYMPHONY ORCHESTRA