

November 11, 2002

### San Antonio Ratifies 3-Year Agreement

On September 11, 2002, the musicians of the San Antonio Symphony ratified a three-year agreement.

	<b>[2001-02]</b>	<b>2002-03</b>	<b>2003-04</b>	<b>2004-05</b>
<b>LENGTH OF SEASON:</b>	[39 weeks]	33 weeks	36 weeks	39 weeks
<b>WAGES:</b>				
<b>Annual Salary –</b>	[\$33,150]	\$28,050	\$30,600	\$33,150
<b>Weekly Salary –</b>	[\$850]	\$850	\$850	\$850
<b>VACATION (paid):</b>	[4 weeks]	0	2 weeks	4 weeks
<b>PENSION – AFM-EPF*:</b>	[7%]	0%	0%	4%

*\*effective August 30, 2005, Pension will increase to 10%.*

**INSURANCE:** Prior to negotiations the individual health deductible was increased from \$200 to \$500.

#### AUDITIONS:

- Clarification in sub and extra audition procedures.
- Changes to the audition committee size (increased from 5 to 7 musicians) and the number of musician votes required (increased from 1 to 3 votes), in addition to the Music Director's vote, to offer a winning candidate the job.

#### WORKING CONDITIONS:

- Intermission was increased from 15 to 20 minutes for 2 \_ hour concerts.

#### MISCELLANEOUS:

- Leave Policy – any musician requesting a Leave shall be granted an unpaid leave of absence for up to one full season, with additional time guaranteed as needed, up to the length of this 3-year agreement. The musician will be reinstated unconditionally to his/her position in the orchestra upon return prior to the expiration of this agreement.
- Substitute & Extra pay – increase each year of agreement so the concert rate will equal the pro-rata SASO scale in the final year of the agreement.

Thanks to the negotiating team: Lee Hipp, Chair; Lauren Eberhart, Marilyn Rife, Jean Robinson and Dan Zollars. Thanks also to Local 23 President Ron Noble and our attorney, Leonard Leibowitz.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the San Antonio Symphony ICSOM Delegate, Beth Stoppels Girko.*

## SAN ANTONIO SYMPHONY ORCHESTRA