



June 5, 2005

### San Antonio Symphony 4-Year Agreement

On September 1, 2003, the musicians of the San Antonio Symphony ratified a four-year agreement that runs from September 1, 2003 and continues through the 2006-07 season or August 31, 2007, whichever is later.

The 2002-03 season was an extremely cutback year from the negotiated CBA that was supposed to be in effect at that time. Certain figures from the previous CBA, such as 0% pension and 0 vacation weeks, were not the normal state of affairs but were cutbacks made in a state of emergency. The orchestra had been accustomed to 4 weeks of vacation and 6% pension. The 2002-03 season was the beginning of a large cutback that continues through 2007 of this current CBA. The view of the committee and legal counsel was that these and the other extreme sacrifices made by the musicians within this agreement were the only available option for saving the organization in its current form.

	[was]	2003-04	2004-05	2005-06	2006-07
<b>LENGTH OF SEASON:</b>	[33 wks]	- 0 -	26 wks*	26 wks*	26 wks*
<b>WAGES:</b>					
<b>Annual Salary –</b>	[\$28,050]	- 0 -	\$23,400	\$24,700	\$26,000
<b>Weekly Salary –</b>	[\$850]	\$850	\$900	\$950	\$1,000

\* 26 weeks may occur non-consecutively within a 39-week period.

**PENSION – AFM-EPF:** [0%]                      0%                      2%                      2%                      4%

**VACATION:** [No vacation] No change

**SENIORITY:** Remains consistent with previous increments - \$1 per week per completed season which is eligible upon completion of 5 consecutive season.

**INSURANCE:**

**Health –** [Was: Employer paid 100% of musician premium] Becomes: Employer will pay each musician \$300 per month toward purchase of a health insurance plan selected by the musicians. During the first year of this agreement, no group health insurance was available. Three group health plans are now available – one HMO and two PPOs.

**Dental –** Employer will continue to provide a plan chosen by a joint employer/musician committee at participants' expense.

**Disability –** Employer will continue to provide and fund a long-term disability plan.

**Instrument –** Employer will continue to insure all principal instruments, cases, and accessories used in the orchestra up to a maximum of \$100,000 per musician (expenses will be aggregated to include all instruments in the orchestra).

**SICK LEAVE:** Remains at 90 days at full pay and an additional 90 days at 2/3 pay

**PER DIEM:** Rates remain the same: Breakfast - \$7.50; Lunch - \$12; Dinner - \$16.25; Incidentals - \$5.25

**WORKING CONDITIONS:** [Parking previously paid by employer] Becomes - the employer will pay a \$12 weekly stipend for parking.

**MISCELLANEOUS:** A new clause was added – “The Employer shall have the exclusive right to determine the venue(s) in which the orchestra rehearses or performs, including its base of operations.”

Thanks to the negotiating team: Craig Sorgi, Chair; Debbie Torch, Vice-Chair; Larry Bird, Dee Dee Fancher, Lee Hipp and Dan Zollars (Special Advisor). Thanks also to Local #23 President Ron Noble, Secretary-Treasurer David Elliot and Attorney Leonard Leibowitz.

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

**SAN ANTONIO SYMPHONY ORCHESTRA**