

April 7, 2004

Virginia Ratifies 3-Year Agreement

On December 15, 2003, the musicians of the Virginia Symphony ratified a three-year agreement that began August 1, 2002, and runs through July 31, 2005 and includes a 2% raise in the third season. The VSO board did not ratify the agreement until March 2004. Less than 2 months before the old contract expired, the Executive Director's employment was suddenly terminated and the management negotiating team completely changed personnel. The contract has essentially been negotiated during a "play and talk" that lasted for 1_ years. The most important priority - weekly wages - remained almost stagnant and below cost of living increases, however, a great deal of progress was made in peripheral areas, including some small financial perks.

LENGTH OF SEASON: 41 weeks (no change)

WAGES:	[2001-02]	2002-03	2003-04	2004-05
Annual Salary –	[\$22,803]	\$23,026	\$23,026	\$23,486
Weekly Salary –	[\$551/\$562]	\$562	\$562	\$573
	<i>21 wks/20 wks</i>			

SENIORITY: Increased from \$6 to \$8 per week for 10 years of service and from \$12 per week to \$16 per week for 20+ years of service.

PENSION: Remains at 6% AFM-EPF

INSURANCE: No change. Management continues to pay 100% of individual policies and disability for core musicians. All members receive 100% instrument insurance.

SICK LEAVE: Beginning in the 2003-04 season, all musicians who accumulate 60 or more unused sick days, shall be paid at 25% of the per service rate. The previous policy was "use it or lose it."

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PER DIEM: [\$9/\$12/\$15] Increases to \$10/\$13/\$16 in 2003-04 and \$11/\$14/\$17 in 2004-05. Additionally, per diem will be paid for all services beyond 40 miles (previously 55 miles.)

WORKING CONDITIONS:

- Beginning in the 2003-04 season, on double services days, one service is limited to 2 hours (there are some exceptions.)
- Personal leave [NEW] – musicians scheduled in excess of 230 services have the option to convert up to half of their annual sick days (4 of 8) to personal services.
- Services for opera, ballet and film may be scheduled as 3-hour services but those additional 30 minutes will be paid at straight time. Previously there was no additional pay for 3-hour services.
- Beginning in the 2003-04 season when bus travel is required while on tour or runout, the weekly service load will be reduced by one-half service per trip. During the 2004-05 season, the weekly service load will be reduced by one service per trip.

Thanks to the negotiating team: Tom Reel, Chair; Debra Cross, Allegra Havens, Rebecca Shoup, Chris White and orchestra member and Local 125 President John Lindberg. Thanks also to SSD Negotiator Chris Durham and Attorney Jonathan Axelrod.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Virginia Symphony ICSOM Delegate, Rebecca Shoup and negotiation team chair, Tom Reel.

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