

JOINT STATEMENT  
OF THE  
COLUMBUS SYMPHONY ORCHESTRA  
AND  
THE CENTRAL OHIO FEDERATION OF MUSICIANS  
LOCAL 103,  
AMERICAN FEDERATION OF MUSICIANS  
ON  
NEW THREE YEAR AGREEMENT

The Board of Trustees and management of The Columbus Symphony Orchestra (CSO) and its musician members of The Central Ohio Federation of Musicians, Local 103, American Federation of Musicians are pleased to announce that an agreement has been reached on a new three-year contract extending to August 31, 2011.

The agreement will permit the CSO to operate this season within its target of an annualized budget of approximately \$9.5 million (the actual budget for the 2008-2009 season will be less because the start of the season has been delayed), with modest increases in each of the following two years. The new contract contains musician wage and benefit reductions of approximately \$1.3 million per year. The annualized 2008-2009 budget includes savings in non-musician expense items of approximately \$1.45 million.

The contract provides for:

- a decrease in weeks worked from 46 to 38,
- a reduction in the weekly base salary from \$1,200 per week to \$1,110 per week for musicians,
- a reduction in pension contribution from 8.5 percent to 4 percent,
- a change in the organization's health care plan that is expected to result in a savings of approximately 20 percent for both musicians and the CSO in insurance premiums, and
- reductions in the average base salary from \$55,200 to \$42,180 annualized to 38 weeks, and to an average after other already existing contract provisions (such as increases for Principal and Assistant Principal musicians and seniority bonuses) of approximately \$49,075 from the current average of approximately \$64,000.

"I'm sure our entire community is as pleased as we are that this difficult period is behind us. We're all very grateful for the community's interest and support and very happy that our cultural landscape will continue to include outstanding symphonic music," said Board Chair Robert W. "Buzz" Trafford. "Now that we have a sustainable budget in place, it is critical that all those who have expressed their passion for the symphony and our musicians, do our part and come together to support the orchestra through contributions and ticket purchases."

“The Columbus Symphony Orchestra is an integral part of our arts community and it pained everyone to contemplate its end,” said Doug Fisher, a musician and President of Local 103. “Happily, the symphony will continue to delight audiences of all ages and our musicians are eager to start preparing for the holiday performances and new season.”

### **Performance Schedule Being Finalized**

The CSO expects to resume performances on October 24 and 26, when it accompanies Opera Columbus in its performances of *The Pearl Fishers*. The very popular Holiday Pops performances will be scheduled for early December and the CSO will accompany BalletMet’s *The Nutcracker* December 12 through 23. The abbreviated season will formally open on January 10, 2009 with a special presentation of The Planets Suite op. 32 by Gustav Holtz, narrated by John Glenn, the first astronaut to orbit the earth and Ohio Senator from 1974 through 1999.

Although the number of weeks covered by the contract has been reduced, the CSO will perform its core performance schedule consisting of the classical, pops and the Picnic with the Pops series. Some concerts that were to occur during the seven-week delay to the start of the season are expected to be rescheduled. The CSO will release its full revised 2008-2009 season on or before October 15, 2008.

#### CONTACT:

Buzz Trafford, Chairman of The Columbus Symphony Orchestra Board of Trustees  
614-227-2149

Tony Beadle, Executive Director of The Columbus Symphony Orchestra  
614-221-4897

Doug Fisher, President, The Central Ohio Federation of Musicians, Local 103, A. F. of M.  
614-783-3684

Jim Akins, The Columbus Symphony Orchestra Committee Chair  
614-361-1481

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***Media Note: A summary of the contract provisions appears below.***

SUMMARY OF TERMS  
OF  
MASTER AGREEMENT BETWEEN  
THE  
COLUMBUS SYMPHONY ORCHESTRA  
AND  
THE CENTRAL OHIO FEDERATION OF MUSICIANS  
LOCAL 103,  
AMERICAN FEDERATION OF MUSICIANS

TERM: 3 years, ending August 31, 2011

ORCHESTRA SIZE: 53 full-time musicians, plus additional Per Service and Associate musicians

COMPENSATION: Full-time musician base compensation of:  
Year 1: \$1,110/week (presently \$1,200) for 31 weeks (7 weeks lost due to late start of season) (presently 46 weeks). Annualized for 38 weeks, the base salary is \$42,180.  
Year 2: \$1,140/week for 38 weeks. Annualized for 38 weeks, the base salary is \$43,320.  
Year 3: \$1,170/week for 33 weeks, \$1,200/week for 5 weeks. Annualized for 38 weeks, the base salary is \$44,610.

In addition to base compensation, musicians presently and will continue to receive increases “above scale” as follows:

- + 20% for Principal positions
- + 10% for Assistant Principal positions
- + seniority pay based on years of service with the CSO of from \$20/week (5-9 years service) to \$100/week (25 or more years of service)
- + additional compensation for “doubling” (playing more than one instrument in a performance or rehearsal) and “move up” (moving up in the “chairs” for a performance)

Average Total Base Compensation Plus “Above Scale” Additions, based on 38 weeks/year:

Year 1<sup>1</sup>: \$49,075 (presently \$64,165)  
Year 2: \$51,360  
Year 3: \$52,795

PENSION: 4% contribution to AFof M plan (presently 8.5% contribution).

HEALTH INSURANCE: 80/20 premium split (same as present, but plan to be modified to achieve 20% savings).

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<sup>1</sup> Average base compensation plus above scale additions are approximate.