

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: DALLAS SYMPHONY SETTLEMENT
DATE: September 23, 1993

The members of the Dallas Symphony ratified a new four-year agreement on September 15, 1994. These were very difficult negotiations. Although relatively pleasant and business-like, management, as directed by a bottom-line board, took an extremely hard line position on all economic issues.

LENGTH OF SEASON: Remains 52 weeks for all years.

WAGES: [Were \$1045] 1994-95 - \$1045 1995-96 - \$1045 1996-97 - \$1060 1997-98 - \$1115
6 month raise 6 month raise
\$1085 \$1150

EMG: [Was \$55/wk] 1994-95 - \$80/wk 1995-96 - \$100 1996-97 - \$130 1997-98 - \$130
6 month increased to \$120

VACATION: [Was 8 weeks] Remains 8 weeks for the first two years. Beginning in 1997-98, each musician will receive a ninth week of vacation on a floating basis.

SENIORITY: Unchanged

PENSION: [Was \$1740/month - \$20,880/yr] For musicians who retire under the Plan on or after September 1, 1995, the Normal Retirement Benefit will be increased to \$1920/month - \$23,040/yr for a musician at or above normal retirement age with at least 30 years of pension credit. The amount of the Reduced Pension will be increased to \$64 for each full year of Pension Credit. **Retirement Options:** Musicians who will turn 58 on or before 12/31/94, will be able to retire at full pension (\$2340/mo - \$28,080/yr), even if they have not attained 30 years of credited service as of 8/31/95. Active employment for musicians who choose this Retirement Option will terminate on 8/31/95, and retirement status will commence on 9/1/95. Those musicians who will not be 62 by 8/31/95, will receive a Social Security Bridge in the amount they would be eligible to receive from Social Security when they turned 62. Any eligible musician choosing this Retirement Option who, on 8/31/95, has not yet attained the age of 65, health care coverage will be offered on the same terms as that offered to active musicians, and will continue from 9/95, until the last day of the month in which the eligible musician reaches the age of 65.

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HEALTH INSURANCE: Adoption of a Preferred Provider Option Plan:

In Network: The family deductible and coinsurance payments (out-of-pocket costs) will be less than the current plan (2 times family versus 3 times family). Coverage after payment of the deductible is at 90% (was to 80%). Doctors visits will cost \$15/visit (compared to full cost, applied against deductible).

Out of Network: The coinsurance is \$1500/person, 2 times family (versus \$500 in network) and coverage after satisfaction of deductible and coinsurance is at 70%. An HMO will be offered as before, but with somewhat reduced benefits. Those electing dependent care (Association pays only 50% of dependent coverage) will now be paying slightly lower premiums.

DENTAL INSURANCE: Slight modifications

DISABILITY: [Was paid at 60% of gross salary up to a maximum of \$5500/month] Now extended from 2 years to up to 5 years, to age 65].

INSTRUMENT INSURANCE: [Was \$20,000/musician] Increased to \$50,000/musician.

SICK LEAVE: [Was 30 days not cumulative] [NEW] There are now two levels of paid sick leave: up to 15 day per year for any illness(es) whose duration is three days or less **and** up to 180 days per year for any illness(es) that extend for more than three days and which require treatment by a Health Care Provider.

TRAVEL/PER DIEM: Acoustical rehearsals of up to 30 minutes will be permitted on tour and will count as one-half service. These will be limited to four times/yr and for services led by the Music Director. Single rooms for tours that requires overnight accommodations in excess of one night. Per diem expenses for domestic tours are increased annually by the same percentage increases in the weekly minimum pay.

STRING ROTATION: *Guaranteed 12 rotations each season.*

MISCELLANEOUS: Severance pay for terminations increased from \$150/yr of service to \$400/yr. A musician terminated for incompetence will receive pay until May 31 the following year [was until August 31 the following year]. Upon completion of the appeals process, the musician will not be required to play with the orchestra [before, a fired musician *was required to play through the following season*].

The members of the Negotiating Committee were Greg Hustis [Chair], Pam Askew, John Geisel, Betty Girko, and Alan Yanofsky. The members of the orchestra would like to thank their attorney Bill Baab and Local 72-147 union president Ray Hair.

This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Dallas Symphony ICSOM Delegate David Matthews.

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