

TO: ALL ICSOM ORCHESTRAS  
FROM: DAVID ANGUS, PRESIDENT  
RE: CINCINNATI SYMPHONY SETTLEMENT  
DATE: November, 22, 1994

The members of the Cincinnati Symphony ratified a new four-year agreement on November 18, 1994.

**LENGTH OF SEASON:** [Was 52 weeks] 1994-95 52 wks  
1995-96 53 wks  
1996-97 52 wks  
1997-98 52 wks

**WAGES:** [Were \$1155/wk - \$57,750/yr (included a two-week layoff)]  
1994-95 \$1155/wk - \$60,060 + one-time contract  
settlement bonus of \$1300  
1995-96 \$1175 [26 wks] / \$1200 [26 wks] \$61,750  
1996-97 \$1230 [26 wks] / \$1275 [26 wks] \$65,130  
1997-98 \$1310 [26 wks] / \$1345 [26 wks] \$69,030

**EMG:** [Was \$45/wk] 1994-95 \$45/wk  
1995-95 \$50/wk  
1996-97 \$55/wk  
1997-98 \$55/wk

**VACATION:** Remains at 7 + 2 wks EMG credit (9 wks guaranteed)

**SENIORITY:** Remains the same (\$40/wk maximum)

**PENSION:** [Was \$22,000 maximum] Becomes frozen at that level September 5, 1994, with rule of 85 and 30 years out remaining conditions. Additional pension will be AFM-EP with employer contributions of 3.5% of salary for 3 years and increasing to 4% in the final year.

**HEALTH INSURANCE:** Remains a PPO with improved financial enhancement for in network, smaller network. Musicians must pay 10% in network and 30% out of network.

**DISABILITY INSURANCE:** [NEW] Fortis - 60% of salary with a one-year waiting period.

**DENTAL and INSTRUMENT INSURANCES:** No change

# Cincinnati Symphony

**SICK LEAVE:** No change

**PER DIEM:** [NEW] Domestic per diem has \$10 additional for major cities.

**MISCELLANEOUS:** The \$1300 bonus for contract settlement is new to us and was used as a good will gesture to achieve a freeze in salary level for the first year of the contract. The pension settlement was the most difficult obstacle. The Board agreed to a \$5.2 million transfer from the endowment to freeze our underfunded (45%) private pension plan and move to EP contribution.

The members of the Negotiating Committee were Martin James [Chair], Bill Platt, Stacey Woolley, Tom Sherwood, and Paul Frankenfield. The members of the Cincinnati Symphony wish to thank their attorney Phil Sipser, Local 1 and its President, Gene Frey.

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This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Cincinnati Symphony ICSOM Delegate Martin James.

**Cincinnati Symphony**