

TO: ALL ICSOM ORCHESTRAS
 FROM: DAVID ANGUS, PRESIDENT
 RE: FLORIDA PHILHARMONIC SETTLEMENT
 DATE: September 13, 1994

The ultimate success of the Florida Philharmonic negotiations stemmed from the musicians' preparedness to strike (one was barely averted), close attentiveness during a series of barbarically long days, and broad orchestra participation. As well, a year of planning and the orchestra's resolve and support for the Committee and its work was at the heart of what was accomplished, as was our solidarity, which the musicians have learned is very important throughout the term of a contract. The orchestra had to contend with an unusual management team in whom it could feel no confidence or respect (including an ex-colleague and representative, Rosemary Estes), which made a difficult process moreso. The chairman of the Board finally realized the gravity of the situation and asked to come before the orchestra. It was a calculated risk but, with certain conditions, he was allowed to appear. In diplomatic terms, the meeting was an exceedingly frank exchange about all aspects of the Philharmonic, the negotiations, economics, and other numerous needed commitments all of which helped lead to the following new four-year agreement.

LENGTH OF SEASON: [Was 40 weeks] 1994-95 40 wks/incl 2 wks of vacation
 1995-96 40 wks/incl 2 wks of vacation
 1996-97 41 wks/incl 3 wks of vacation
 1997-98 43 wks/incl 4 wks of vacation

WAGES: [Were \$27,375] 1994-95 \$28,211
 1995-96 \$30,262
 1996-97 \$32,000
 1997-98 \$35,000

VACATION: [Was 2 weeks] increased to 3 wks in 1996-97 and 4 wks in 1997-98

SENIORITY: [NEW]	1994-95	1995-96	1996-97	1997-98	
	\$5/wk	\$5	\$5	\$5	
	\$7.50/wk	\$10	\$10	\$10	
	\$10/wk		\$12.50	\$15	\$15
			\$12.50/wk	\$15	\$20
	\$15/wk	\$20	\$25	\$25	\$20

PENSION: [Was 5% AFM-EP] 1994-95 5%; 1995-96 6%; 1996-97 8%; 1997-98 8%

HEALTH INSURANCE: Unchanged

INSTRUMENT INSURANCE: Increase coverage to \$100,000 per musician. Policy is now fully funded by the FPO.

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SICK LEAVE: [Was 21 services cumulative] 1994-95 23 services; 1995-96 25; 1996-97 28;
1997-98 28 [cumulative sick leave has no caps]. Musicians may donate
unlimited number of sick leave services to a colleague.

TRAVEL/PER DIEM: Residence travel adjustment [was \$700/yr] - 1994-95 \$750;
1995-96 - \$775; 1996-97 - \$800; 1997-98 - \$800. There were also
small increases in meal allowances.

WORKING CONDITIONS: Restrictions on double-service runout days. 2 double-service runout
day = 7 service week; 3 double-service runout days = 6 service week

MISCELLANEOUS: The Florida Philharmonic is now a one-tier orchestra with all 84
musicians on one level.

The members of the Florida Philharmonic Negotiating Committee were Tim Conner [Chair], Leslie Bahler, Tom Hadley, Don Nelson, Mike Montgomery, Susan Friend, Larry Ledwon, Stuart MacDonald [OSP Steward], and Geoff Hale. The orchestra would like to thank both Liza Hirsch DuBrul and Tom Olcott for their wisdom and expertise. Their constant guidance and tireless efforts to keep the management honest and the train on the track toward clear understanding and a decent contract, were invaluable to the orchestra throughout the negotiations. Thanks are also due to trustee and IEB member Sam Folio and the Orchestra Service Program of the AFM/SSD.

This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Florida Philharmonic ICSOM Delegate Geoff Hale.

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