

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: HOUSTON SYMPHONY SETTLEMENT BULLETIN
DATE: October 23, 1994

The members of the Houston Symphony ratified a new three-year agreement on October 20, 1994.

LENGTH OF SEASON: [WAS 52 wks.] 52 wks; 52 wks; 53 wks.

WAGES: [WERE \$1020/wk] Retroactive to 5/29/94 \$1025
11/27/94 \$1045
5/28/95 \$1065
11/26/95 \$1090
5/26/96 \$1115
11/24/96 \$1145

EMG: [WAS \$40/wk] Retroactive to 5/29/94 \$55
5/28/95 \$70
5/26/95 \$85

Local radio broadcasts remain at no additional payment. [NEW] Radio broadcasts other than local are paid at \$40 for single performances and \$20 per broadcast for releases as part of a series with payments escalating to \$25 in the second year of non-local series.

VACATION: Remains at 9 weeks

SENIORITY: Remains at \$5/5 yrs. service, up to 25 years of service.

PENSION: [WAS \$20,000] Becomes \$25,000 (Rule of 85 remains.) [NEW] Substitute and extra players will receive an additional 5% of their compensation paid to the AFM-EP.

HEALTH INSURANCE: [WAS Musicians paid a portion of the cost of the Society's self-insurance plan above a set figure.] Society now pays 95% of premiums for employee dependents.]
Dependent Coverage [WAS Society paid 50% of premiums for employee dependents.]
Society now pays 75% of premium for employee dependents. (A PPO plan is continued [includes dental insurance] which has 95% coverage in network and 70% coverage out of network.)

DISABILITY INSURANCE: 60% of salary, up to \$4000 maximum.

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INSTRUMENT INSURANCE: [WAS String players - one instrument and two bows up to \$40,000 valuation covered at Society expense. Other players - contracted instruments up to \$25,000 valuation at Society expense.] [NEW] One back-up instrument covered for up to \$10,000 valuation at Society expense.

SICK LEAVE: Unchanged

TOUR/PER DIEM: [WAS #39/day plus \$15/day incidentals] \$42/day plus \$15/day incidentals.

MISCELLANEOUS: Limitations on consecutive double recording service days and number of recording service hours in one day. [NEW] During winter season, vacancies anticipated for 90 days or more must be filled by a substitute on a six-month contract with the provision that, if a new permanent replacement be hired and available prior to the completion of the substitute's contract, the substitute's contract can be terminated with two weeks notice. [NEW] Players in dismissal proceedings for musical reasons has the right to appear before the Players' Committee before the committee reaches a decision.

The members of the Houston Symphony Negotiating Committee were Tom Elliott [Chair], Chris French, Kevin Kelly, Phil Stanton, and Larry Thompson. The members of the orchestra wish to thank counsel Phil Sipser for his expert advice. Additionally, the musicians want to thank AFM local 65-699 and its officers E.C. Holland, President, and Bob McGrew, Secretary/Treasurer.

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

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