

TO: ALL ICSOM ORCHESTRAS  
FROM: DAVID ANGUS, PRESIDENT  
RE: BOSTON SYMPHONY SETTLEMENT  
DATE: September 10, 1995

The members of the Boston Symphony ratified a new three-year agreement on August 24, 1995.

LENGTH OF SEASON: Remains 52 weeks for all years.

WAGES: [Were \$1400 per week/\$71,500 per year] **1995-96** \$1430/\$74,360; **1996-97** \$1490/\$77,480  
**1997-98** \$1545/\$80,340.

EMG: None

VACATION: [Was 9 weeks] 10 weeks (in 1995-96, **Relief Week** may include a Saturday rehearsal or Tuesday "hold-over" concert--seven consecutive days off.)

PENSION: [Was \$27,000] **1995-96** \$42,500; **1996-97** \$43,000; **1997-98** \$43,500.

**SENIORITY:** [Was \$30/\$45/\$60/\$75/\$85] In third year, seniority converts to a percent formula :  
5-9 years/ 3% minimum weekly; 10-14/ 4%; 15-19/ 5%; 20-24/ 6%; 25+/ 7%.

HEALTH INSURANCE: For all players retiring during the term of this agreement, the Corporation shall pay the premium cost for one of the group Medicare supplement plans (i.e. Medigap coverage) with annual cap of \$2400. [NEW] Current retirees have no cap; current premium \$1963.

DENTAL INSURANCE: Type III dental services (gold fillings, inlays, crowns, etc.) to be paid at 80% [was 60%].

TOURS: Tour runouts limited to 7 hours door-to-door; tour penalties to be 1% of scale; for affected players, \_ room rate as penalty if hotel room is not ready for occupancy within 1 hour after scheduled arrival at hotel after overseas flights. If rooms are not ready at least three hours before service or scheduled departure of last bus to the concert hall, regular tour penalty rate applies for the affected players.

**PER DIEM:** **1995-96** \$65 [U.S. & Canada]/\$78 [New York City]; **1996-97** \$68/\$81; **1997-98** \$71/\$81.

# Boston Symphony

**AUDITIONS:** [NEW] If no candidate wins the an audition, or if a candidate declines a position, the Corporation may (with notice to the Players' Committee) invite a candidate, whether or not that candidate has previously auditioned, to play in the orchestra as an audition. The Audition Advisory Committee will decide whether the candidate may be considered for the position by the Music Director. The members of the Committee will reach their decision without consultation with each other, by secret ballot and based solely on artistic considerations. Any candidate receiving votes in a number equal to or exceeding 50% of the number of members of the Audition Advisory Committee (rounded down to the next lower whole number) may be offered the position if the Music Director so decides. The Committee shall make it decision as soon as the Committee and the Personnel Manager determine is practicable.

**WORKING CONDITIONS:** **Overtime** Scheduled with no less than 48 hours notice [up from 24 hours]:  
For the first 15 minute period, 1/60 weekly salary  
For the next 15 minutes, 1/80 weekly salary for each 5 minute period  
Thereafter, 1/150 weekly salary for each 5 minute period  
(First 15' same, next 5' up from 1/200, next 5, 1/200)  
Unscheduled (or scheduled less than 48 hours in advance):  
For the first 15 minute period, 1/50 weekly salary  
Thereafter, 1/120 weekly salary for each 5 minute period.  
(up from 1/60 and 1/150)  
New York weeks and tours:  
Scheduled (not less than 48 hrs. in advance) (up from 24 hrs.)  
For the first 15 minute period, 1/150 weekly salary; (up from 1/60)

**MISCELLANEOUS:** The parties recognize the importance of fully preparing tour repertoire in the weeks immediately preceding each tour and of keeping non-tour repertoire during such weeks to a minimum. It is therefore agreed that the pre-tour programs will consist primarily of music to be performed on tour and as little other music as possible.

The members of the Boston Symphony Negotiating Committee were Robert Ripley [Chair], James Cooke, Richard Ranti, Alfred Schneider, and Todd Seeber. The members of the orchestra wish to thank their attorney, Sue Martin. Special thanks goes to Local 9-535 and Steve Young, former President, Sue-Ellen Hershman, acting President, and Martha Learner, Secretary/Treasurer. The orchestra also wishes to thank Martha Babcock.

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This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Boston Symphony ICSOM delegate Charles Schlueter.

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