

TO: ALL ICSOM ORCHESTRAS  
FROM: DAVID ANGUS, PRESIDENT  
RE: INDIANAPOLIS SYMPHONY SETTLEMENT  
DATE: September 6, 1995

The members of the Indianapolis Symphony ratified a new four-year agreement on September 5, 1995.

**LENGTH OF SEASON:** Remains at 52 weeks

**WAGES:** [Were \$9140 per week/\$48,100 per year] **1995-96** \$970/\$50,440; **1996-97** \$1010/\$52,520;  
**1997-98** \$1050/\$54,600; **1998-99** \$1060 for 26 weeks and \$1100 for 26 weeks/\$56,160.

**VACATION:** Remains 8.5 weeks

**SENIORITY:** No change

**PENSION:** Currently the monthly pension benefit is calculated by multiplying \$60 by the number of years of service. [NEW] A \$170,000 fund will be established in the fourth year of the agreement (1998-99) for the purchase of additional benefits. The benefits to be purchased will be determined by a joint committee, including the Society and Orchestra Committee. Members retiring anytime within the term of this agreement will receive the additional benefits in the fourth year.

**HEALTH INSURANCE:** Remains a self-insured, PPO plan; new benefits include coverage of TMJ and expanded coverages for mental and nervous services. [NEW] Vision coverage for eyeglasses and contact lenses.

**DENTAL INSURANCE:** No change, remains Blue Cross.

**DISABILITY INSURANCE:** Increased maximum monthly payment on LTD to \$3500 from \$3000.

**LIFE INSURANCE:** Increased to \$75,000 group term life insurance.

**SICK LEAVE:** [NEW] Up to 3 days unused accumulated sick leave may be used for unplanned occurrences to care for dependents requiring immediate medical care ["Sick Kids" clause].

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**TRAVEL:** A standing Tour Committee will consist of three full-time tenured musicians elected by the orchestra.

**AUDITIONS:** [NEW] Prior to any discussion about finalists and final secret ballot vote, there shall be a preliminary, non-binding secret ballot vote ( straw poll ) of the Audition Committee. After the vote has been communicated, the Audition Committee discussion may begin. The final (binding) secret vote(s) will be taken at the completion of discussion.

**WORKING CONDITIONS:** The ISO has negotiated a new, more elegant and discretionary dress code, especially as it pertains to women. [NEW] At least in the first year of the agreement, parking will be provided for all evening and week-end services. In addition, a security guard will be posted by the musicians entrance for evening services. [NEW] The standard schedule for a double rehearsal day will be 9:30 a.m. to 12:00 p.m. and 1:15 p.m. to 3:30 p.m.

**MISCELLANEOUS:** [NEW] A non-renewal proceeding may not be initiated by a Music Director in his/her first or final announced year of tenure, except for musicians returning from long-term disability during these periods. However, notwithstanding the above, under extreme conditions (such as rapid sudden deterioration of playing caused by a mental or medical condition for which the musician refused treatment) non-renewals may not be initiated by the Music Director, in his/her final year.

Members of the Orchestra Committee were Nancy Agres (Chair), Michael Borschel, Richard Graef, Gerald Montgomery and Achille Rossi. The Orchestra thanks its able and effective counsel, Leonard Leibowitz, and its AFM Local 3 officers, particularly Secretary-Treasurer Steve Hayward, and Executive Board member Mike Lucas.

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This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Indianapolis Symphony ICSOM Delegate Michael Borschel.

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