

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: ATLANTA SYMPHONY SETTLEMENT
DATE: December 15, 1996

The members of the Atlanta Symphony ratified a new four-year agreement on December 3, 1996

LENGTH OF SEASON: Remains 52 weeks (!)

WAGES:

1996-97	\$1055/wk/ \$44,310 annual (10-week strike lost \$10,550)
1997-98	\$1078/wk/ \$56,056 annual (2% increase)
1998-99	\$1101/wk/ \$57,252 annual (2% increase)
1999-00	\$1147/wk/ \$59,644 annual (4% increase)

EMG: Remains \$55 per week. It should be noted that electronic media services are included in the regular service count.

VACATION: Remains at 8 weeks. In addition, 2 more relief services were added for the entire orchestra and one personal leave day.

PENSION: Remains at \$25,000 for 1996-97 season. In 1997-98, the AFM-EP will be instituted at 3.75% of scale, increasing to 4% in 1998-99. The existing pension will either be frozen or terminated, as per ongoing discussions.

HEALTH INSURANCE: Retains PruCare PPO, employee dental insurance.

DISABILITY INSURANCE: Agreement to discuss reimbursed employee payment of LTD premium for potential long-term tax savings.

ATLANTA SYMPHONY

MISCELLANEOUS: Guaranteed minimum of 95 players. Probationary period for new players remains at 2 years (these were major achievements). **New language for Artistic Assessment:** "Representatives of the Board of Directors and Management will meet on an annual basis with ASOPA to review issues of artistic direction and leadership. This process will involve the musicians of the Orchestra annually completing the ICSOM Conductor Evaluation Form for the Music Director and all guest conductors. The Personnel Manager and the ICSOM Representative will work together to assure the participation of all contracted musicians.

It is recognized that the musicians are a valuable resource of counsel when evaluating artistic leadership. Consistent with past practice, the League will involve musicians in any process of artistic leadership review and/or hiring." New language for orchestra participation in Tenure Review procedure. New language for orchestra participation in Reseating procedure Revolving Strings: 11-month trial period. Music Director determines if it revolving continues. Formal meetings with Music Director- Orchestra committee must be notified, and musicians have the option of refusing committee representation. Agreement on all committees (tour, schedule, etc.). Improved access to documents in individual personnel file. New pilot outreach program instituted. A task force including musicians will meet within 60 days to work out details. Additional time-off can result from performance of outreach activities. Service count cannot go beyond 9. Closed-use video in local schools approved with no additional compensation.

The members of the negotiating committee were Douglas Sommer, Pres. Paul Murphy, VP, Carolyn Hancock, Sec., Michael Moore, Treas., Christopher Rex, Stephen Wilson, Carl Nitchie, and Mark Yancich. The members of the Atlanta Symphony wish to thank local 148-462 and the AFM Symphonic Services Division and AFM strike fund trustees. Counsel was I. Philip Sipser. Thanks are also extended to musicians of the Philadelphia, Pittsburgh, Boston, Baltimore, Detroit, Minnesota, St. Paul, Milwaukee, San Francisco, National , New York, Chicago, Cleveland, Los Angeles, and Savannah orchestras for their generous support during the difficult, 10 1/2 week strike, the longest in the orchestra's 51-year history.

A history of the strike is online at <http://userwww.service.emory.edu/~mmoor02/ASOPA.html>.

This bulletin was prepared by Lucinda Lewis, ICSOM Secretary, with the help of Atlanta Symphony ICSOM Delegate Michael Moore.

ATLANTA SYMPHONY