

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: BUFFALO PHILHARMONIC SETTLEMENT
DATE: September 20, 1996

The members of the Buffalo Philharmonic ratified a new three-year agreement on September 6, 1996.

LENGTH OF SEASON: [Was 32 weeks] 34 weeks, 35 weeks, 35 weeks.

WAGES: [Were \$675.71 with one-time bonus of \$2000]

	1996-97	1997-98	1998-99
	\$755.71/wk	\$765.71	\$775.71
	annual \$25,694.14	annual \$26,799.85	annual \$27,149.85

EMG: Remains \$44.29/week

VACATION: None

SENIORITY: No change

PENSION: Orchestra's defined benefit plan was frozen in 1994. As of 2/1/97, 3% AFM-EP; 2/1/98, 3% AFM-EP; 2/1/99, 4% AFM-EP.

HEALTH INSURANCE: No change

Buffalo Philharmonic Orchestra

AUDITIONS: Probationary period of musicians employment increases from one to two years.

WORKING CONDITIONS: Organized chamber ensembles may be assigned performances for the purpose of generating revenue for the BPO. -6 nine service weeks in 1996-97; 5 nine service weeks in 1997-98; 5 nine service weeks in 1998-9.

MISCELLANEOUS: Section string player moving to principal chair receives \$17.50(was \$10) per service.
-Section string player moving to assoc. principal chair receives \$7.50 (was \$5) per service.

The members of the Negotiating Committee were Don Harry(chair), Melanie Haas, Sal Andolina, Colin Smith, Alan Ross, Clem Fleshler, Robbie Hausmann. The musicians would like to thank their attorney Leonard Leibowitz and Mark Jones, President of Local 92.

This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Buffalo Philharmonic ICSOM Delegate Robbie Hausmann.

Buffalo Philharmonic Orchestra