

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

The members of the Columbus Symphony ratified a new three-year agreement on September 12, 1996.

LENGTH OF SEASON: 46 weeks for all years.

WAGES:	1996-97	1997-98	1998-99
	\$896.88/wk	\$923.79	\$951.50
	annual \$41,256.48	annual \$42,494.34	annual \$43,769

EMG: None

VACATION: Remains 4 Weeks

SENIORITY: For the first two years, \$1.00 for each year of service paid in 5-year increments. Increased to \$1.50 in third year.

PENSION: For the first two years, defined contribution-maximum 7% of annual salary. In year 3, increased to 8%.

HEALTH INSURANCE: No change

INSTRUMENT INSURANCE: Increased from \$20,000 to \$60,000

Columbus Symphony Orchestra

AUDITIONS: New voting procedure: Committee chair may pass 1 out of 10 candidates to next round if they do not get the required number of votes. Musicians who serve on audition committee get 1 personal leave service credit.

WORKING CONDITIONS: 2nd rehearsal on two-rehearsal day shortened to 2 hours in most cases but not all. New limits on Sunday rehearsals.

MISCELLANEOUS: Pay for substitute and extra musicians increased 14% from \$70 to \$80 per service.

The members of the Negotiating Committee were Doug Fisher [Chair (President of Local 103)], Chris Saetti, [Chair of Orchestra Committee], Mike Buccicone, (Vice President of Local 103), Mary Farrington, David Urschel, Tom Battenberg, and Richard Howenstine. The musicians would like to thank their attorney Leonard Leibowitz.

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

Columbus Symphony Orchestra