

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: **FLORIDA ORCHESTRA SETTLEMENT**
DATE: October 5, 1996

The members of the Florida Orchestra ratified a one-year agreement on September 19, 1996.

LENGTH OF SEASON: [Was 35 weeks] 1996-97 34 weeks.

WAGES: [Were \$665/wk, \$23,275/yr] 1996-97 \$685/\$23,290

VACATION: [Was 3 weeks] 1996-97 2 weeks

PENSION: [Was 6% AFM-EP] 1996-97 3% AFM-EP

HEALTH INSURANCE: [Was PPO/HMO option with management paying 100%] [NEW] HMO/POS - 10% co-pay. Musicians have option to buy up to PPO. Dental insurance is included with HMO.

DISABILITY INSURANCE: 90 day waiting period. Policy pays 2/3 salary until age 65.

SICK LEAVE: [Was 40 days cumulative] Full-time musicians: 10 days--to 45 days cumulative. Part-time musicians 5 days--to 15 days cumulative.

AUDITIONS: For concertmaster auditions, the Audition Committee may invite titled musicians from ASOL Class I orchestras to the final auditions.

WORKING CONDITIONS: Personal leave services increased from 4 to 8.

Florida Orchestra

MISCELLANEOUS: Side letter of agreement to increase percentage of services guaranteed to part-time musicians to attain conversion to a full-time orchestra on the following schedule:

1996-97 - 35% 1997-98 - 38% 1998-99 - 45% 1999-00 - 50%
2000-01 - 70% 2001-02 - 85% 2002-03 - 100%

The members of the Negotiating Committee were Warren Powell [Chair], John Bannon, Alison Heydt, Justine LeBaron, Evelyn Moore, Harold Van Schaik, Carolyn Wahl, and James Wilson. The members of the orchestra would like to thank their attorney, Thomas Olcott. Special appreciation goes to Local 427-721 and its Vice President, Bob Seibern.

This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Florida Orchestra ICSOM Delegate Warren Powell.

Florida Orchestra