

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: HONOLULU SYMPHONY SETTLEMENT
DATE: February 13, 1996

The members of the Honolulu Symphony ratified a new two-year contract with the Honolulu Symphony Society on December 18, 1995, and a new one year contract with the Hawaii Opera Theatre on January 10, 1996.

LENGTH OF SEASON: [Was 42 weeks]1995-96 10 weeks with Honolulu Symphony Society and 6 weeks with Hawaii Opera Theatre. 1996-97 18 weeks with the Honolulu Symphony Society.

WAGES: Stay at \$714.30 per week both years and for both employers (95-96 annual salary, combined employers is \$11,429).

VACATION: [Was 3 weeks] none

SENIORITY: remains the same

PENSION: remains EPF at 5%

HEALTH INSURANCE: No change. Maximum of \$2,500 out of pocket.

DISABILITY INSURANCE: remains unchanged

INSTRUMENT INSURANCE: remains unchanged

SICK LEAVE: [WAS: 12 days per season] 14 days per season with combined employers
Cumulative to 30 days.

PER DIEM: remains at \$40 per day.

AUDITIONS: remains unchanged

WORKING CONDITIONS: Not all weeks will be consecutive. In year one the week begins on Wednesday instead of Sunday (this will have an affect on unemployment), but in year two the beginning of the week returns to Sunday. Year 2: no services will be scheduled on Monday. In the first year, part-time players will be guaranteed 50 services instead of the usual 60 services, but returns to 60 services in the second year.The standard non-read opera service will be 3 hours instead of the former 3 1/4 hours.

Honolulu Symphony

MISCELLANEOUS: In year one there are likely to be four weeks added to the season. Three of those weeks will be paid at 3/4 of the weekly scale because of a reduced number of services in those three weeks. Both a music director and executive director will be engaged prior to the beginning of the second year of the agreement. The size of the orchestra remains at 62 full time musicians. Full time musicians of the orchestra who were with the orchestra last season are still owed more than \$16,000 average in back wages (if the musician was at minimum) by the Hawaii Symphony Orchestra. The Hawaii Symphony Orchestra also owes for pension payments (\$102,000) and IRS withholding (\$202,000) from last season.

The members of the Negotiating Committee were Steve Dinion (chair), Ann Lillya, Scott Janusch, Duane White, Mel Whitney and Milton Carter, President of Local #677. Thanks to Local #677, Milton, Michael Largenticha (board member and assistant to the president) and staff. Special thanks to Leonard Leibowitz, Lew Waldeck and Fred Zenone. Additional thanks to all the ICSOM orchestras who sent funds and words of encouragement.

This bulletin was prepared by Honolulu Symphony ICSOM Delegate Mark Schubert.

Honolulu Symphony