

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

The members of the Los Angeles Philharmonic ratified a new three-year agreement on September 12, 1996.

LENGTH OF SEASON: Remains 52 weeks for all years.

WAGES:	1996-97	1997-98	1998-99
	26 weeks \$1410	26 weeks \$1530	26 weeks \$1580
	26 weeks \$1510	27 weeks \$1560	26 weeks \$1600
	annual \$77,480	annual \$81,885	annual \$82,680

EMG: Remains at \$2000/yr

VACATION: In 1996-97, remains 9 weeks with one additional week for section strings and 2nd winds. Beginning 1997-98, becomes 10 weeks with 1 additional week for section strings and 2nd winds.

SENIORITY: No change

PENSION: [was a private plan with \$31,500 annual benefit] **[NEW]** Effective 9/16/96, move to AFM-EP with 5% employer contribution; 1997-98 6%; 1998-99, 7%.

HEALTH INSURANCE: **[NEW]** No change to existing plan; however, commencing 9/16/96, surviving covered dependants shall have the right to continue medical insurance coverage for one year following musicians death by reimbursing the Association for 50% of the coverage.

DISABILITY INSURANCE: Life insurance increased from \$90,000 to \$100,000

LOS ANGELES PHILHARMONIC

INSTRUMENT INSURANCE: Increased to \$175,000 for string instruments and bows and \$45,000 for woodwind, brass, or percussion.

SICK LEAVE: No change

TRAVEL: Length of tours expanded from 21 days to 28 days with a total of 49 days per season.

PER DIEM: [Domestic] \$74/day + \$20/day out-of-pocket miscellaneous expenses. [Foreign] \$100/day + \$25/day out-of-pocket.

AUDITIONS: Specified additions to audition panel for specific auditions. Expanded size of audition panel. Audition Committee to include one member of the Orchestra Committee.

WORKING CONDITIONS: Free days may now be used for recording [Mondays and Tuesdays] with a period of 9 days without a day off if 2 consecutive Mondays/Tuesdays are used for recording. Guarantee of 12 Sundays without a rehearsal. Lost one 5-day work week in the winter season. Guarantee of 2 weekend days free of services or travel per season (beginning 1997-98).

MISCELLANEOUS: Tenure review procedure added for Personnel Manager and Librarian.

The members of the Negotiating Committee were Peter Rofé [Chair], Patricia Heimerl, Barry Socher, Mark Kashper, and Franklyn D'Antonio. The musicians would like to thank their attorney Leo Geffner.

This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Los Angeles Philharmonic ICSOM Delegate Camille Avellano.

LOS ANGELES PHILHARMONIC