

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: **DETROIT SYMPHONY SETTLEMENT**
DATE: February 26, 1998

The members of the Detroit Symphony ratified a new four-year agreement on December 15, 1997.

LENGTH OF SEASON: 53 weeks for 1997-98. 52 weeks all other years.

WAGES: [Were 35 weeks @ \$1350/17 weeks @ \$1450 / \$71,900/yr]
1997-98 (53 wks) \$1450/wk / \$76,850/yr
1998-99 (52 wks) \$1475/wk / \$76,700/yr
1999-00 (26 wks) \$1500/wk (**26 wks**) **\$1550/wk / \$79,300/yr**
2000-01 (36 wks) \$1575/wk (**16 wks**) **\$1650/wk / \$83,100/yr**

EMG: 26 weeks at NPR rate [\$59] for each year of contract. Annual guarantee \$1534.

VACATION: Remains at 9 weeks

PENSION: [Was \$24,000] Becomes \$30,000. The Detroit Symphony pension plan will remain open for all present and new members, and, additionally, the Corporation will enroll the DSO musicians in the AFM-EP, contributing 6% of scale wages beginning in the fourth year.

SENIORITY: [was 5-9yrs/\$10; 10-14yrs/\$20; 15-19yrs/\$30; 20+yrs/\$40] **Beginning in 4th year \$17.50/ \$35/\$52.50/\$70.**

HEALTH INSURANCE: In the second year, a PPO will be offered. A musician may elect to retain the present, standard enhanced coverage by paying no more than the following additional annual premium amounts:

Single \$325 Two persons \$700 Family \$750
For both the present enhance and future PPO,: 90/10% \$100/\$200
\$1000 stop loss

Detroit Symphony

DISABILITY INSURANCE: Musicians have been paying premiums (currently, \$.50/\$100 coverage) so that the benefits are tax free. In the future, musicians are liable for premiums up to \$.63/\$100. Any premium cost beyond that will be paid by the Corporation.

INSTRUMENT INSURANCE: [Was \$50,000/\$100 deductible] \$100,000/\$250 deductible

TRAVEL: New language setting parameters for foreign and domestic touring.

PER DIEM: Domestic [Was \$52/day plus single room] \$55/\$58/\$61/\$64 respectively + \$10/day additional for New York City.

The members of the Detroit Symphony Negotiating Committee were Paul Ganson [Chair], Joseph Goldman, Wesley Jacobs, William Lucas, Haden McKay. The orchestra would like to thank their attorney, George H. Cohen, Local 5 and its president, Carl Austin.

This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Detroit Symphony Negotiating Committee Chairman Paul Ganson and ICSOM Delegate Glenn Mellow

Detroit Symphony