



settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

TO: ALL ICSOM ORCHESTRAS
 FROM: DAVID ANGUS, PRESIDENT
 RE: **KENNEDY CENTER ORCHESTRA SETTLEMENT**
 DATE: October 29, 1997

The members of the Kennedy Center Orchestra have ratified a new three-year agreement on October 13, 1997.

LENGTH OF SEASON: [was 8 weeks] 6 weeks all three years [75 hours rehearsal per season]

WAGES:	[WERE \$1221.64/wk]	Ballet	1997-\$1430/wk	Musical shows	1997-\$1014.13
			1998-\$1480.05		1998-\$1049.62
			1999-\$1531.85		1999-\$1086.36
			Rehearsal rate [Was \$35.75]		Rehearsal rate [Was
\$21.53]			\$41.80, \$43.31, \$43.83		\$24.80 all three years

VACATION: [was 4.25%] 4.25%, 6%, 7%

PENSION: [WAS 7% AFM-EP] 7%, 9%, 10%

SENIORITY: No change

HEALTH INSURANCE: [WAS 4% of gross musicians' payroll] 4%, 5.25%, 6%

SICK LEAVE: No change

Kennedy Center Orchestra

MISCELLANEOUS:

Musical shows: contract language will be revised to make probationary period equal to the rehearsal period or one week, whichever is longer. With respect to “shared chairs,” the parties shall extend the side letter for the term of the agreement except: the music director shall select who shall be a “primary player” and which “secondary player” will share the chair with the “primary player,” and the “primary player” shall play all rehearsals, previews and the first week of performances (the first week being defined as the first 8 performances) with official opening night being the first performance. Sections shall be defined as: woodwinds, brass, strings [violin, viola, cello] (where 9 or less, one section; where 10 or more, violins are one section, violas & celli another), and Brass percussion, drums, keyboards, harp, guitar, etc., decided by the musical director, depending on the style of the show.

The members of the Kennedy Center Orchestra Negotiating Committee were Gregory Drone [Chair], Meg Thomas, Frank Carnovale, Tim Macek, and Adria Sternstein. The members of the orchestra would like to thank their attorney, Leonard Leibowitz, Local 161-710, Local President Joe Shifrin, and Secretary-Treasurer Tom Lee.

This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Kennedy Center Orchestra ICSOM Delegate Nancy Stutsman.

Kennedy Center Orchestra