

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: SAN ANTONIO SYMPHONY SETTLEMENT
DATE: May 27, 1997

The members of the San Antonio Symphony ratified a new three-year agreement on May 27, 1997.

LENGTH OF SEASON: Remains 39 weeks for term of the agreement.

WAGES: [WAS \$700/wk] 1997/98 \$732wk/\$28,548yr, 1998/99 \$768/\$29,952, 1999/2000 \$800/\$31,200

VACATION: [WAS 3 weeks] 4 weeks with optional 5th trade-out week community service program.

PENSION: [WAS 6% (AFM-EP) 6%, 7%, 8.5%.

HEALTH INSURANCE: Remains unchanged. Musicians agree to explore implementing a PPO.

DISABILITY INSURANCE: Cap increased from \$1500/month to \$4000/month. Own-occupation coverage increased from 2 years to 5 years COLA on benefit. Unlimited to age 65. Self-pay of premiums.

SICK LEAVE: [NEW] May use 7 paid sick days to care for (non-emergency) ill family member.

San Antonio Symphony

TRAVEL: 15 minute rest stop after 2 hours of travel.

WORKING CONDITIONS: Time limits on Saturday rehearsals. Stricter temperature limits; procedure for shortening concert in uncomfortable weather. Some restrictions on how many musicians can take personal leave on the same concert.

MISCELLANEOUS: Community service program: credits for performing outreach activities. Credits can be traded for additional time off. Community service program to be overseen by a musician/management committee. Paid paternity leave increased from 1 week to 2 weeks.

The members of the Negotiating Committee were Debbie Torch [Chair], Lee Hipp, Jean Robinson, Dee Dee Fancher, Laura Sipols, and Craig Sorgi. The members of the orchestra would like to thank their attorney, Susan Martin, Local 23 and its Secretary, Pete Ojeda. Special thanks goes to Florence Nelson and Barbara Nielsen of the AFM and to the OSP.

This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of San Antonio Symphony Committee Chair Debbie Torch.

San Antonio Symphony