

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: SAINT PAUL CHAMBER ORCHESTRA SETTLEMENT
DATE: May 16, 1997

The members of the Saint Paul Chamber Orchestra ratified a new three-year agreement on April 25, 1997.

LENGTH OF SEASON: [WAS 38 weeks] 38 weeks for term of the agreement.

WAGES: [WERE \$1284/wk] 1997/98 \$1384, 1998/99 \$1450, 1999/00 \$1499

EMG: Remains at \$1200/yr

VACATION: [WAS 3.5 weeks] 4 weeks (2 collective, 1 rotated, 1 relief)

SENIORITY: [WAS \$350/\$600/\$900/\$1300/yr in 5-year increments]
Becomes \$0/\$800/\$1200/\$1600/yr (5-year increments)

PENSION: [WAS 9% of base scale plus overscale (to 403(b) plan)] 9%, 9%, 10% . There is a pension reopener in 1997-98 to examine AFM-EP and other pension plans.

HEALTH INSURANCE: Remains unchanged [NEW] Domestic Partner may participate in plan, with musician responsible for domestic partner premium, deductible, and co-payment costs.

DISABILITY INSURANCE: Income replacement increases from 60% to 66~~b~~%. Society to arrange for pass-through funds to cover cost of premiums to musicians and withhold same so premiums convert to self-pay basis by employees.

Saint Paul Chamber Orchestra

TRAVEL: [WAS a maximum of 55 days of touring in one season with a single exception of 66days in one season] Reduced to a maximum of 49 days with a single exception of 56days. New language to improve quality and consistency of hotels. New procedure to give airlines advance notice of in-cabin instrument cases.

PER DIEM: [WAS \$47/day] 1997-98 \$47 1998-99 \$48 1999-00 \$49

WORKING CONDITIONS: Beginning in 1998-99, acoustical rehearsals increased to four 30-minute and four 60-minute rehearsals [WAS three 30-minute and three 60-minute rehearsals.] 60 minute rehearsal to be used only for change in soloist or program. Total number of services in a tour week to be 8.

MISCELLANEOUS: Regular extras receive 6% AFM-EP contribution [WAS 5%]. Delay auditions for vacant second violin position to no later than Spring of 2000. New conductor search committee language. Must secure endorsement from the orchestra musicians for candidates put forward for music director or staff conductor positions. Wardrobe allowance discontinued.

The members of the Negotiating Committee were Herb Winslow [Chair], Carolyn Daws, Hanley Daws, Brenda Mickens, and Tamas Strasser. The members of the orchestra would like to thank their attorney, Susan Martin, Local 30-73, its President, Brad Eggen, Secretary-Treasurer, Clyde Anderson, and Executive Board for their moral and financial support.

This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Saint Paul Chamber Orchestra ICSOM Delegate Herb Winslow.

Saint Paul Chamber Orchestra