

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: CINCINNATI SYMPHONY SETTLEMENT
DATE: June 18, 1998

The members of the **Cincinnati Symphony** ratified a new four-year agreement on June 5, 1998.

LENGTH OF SEASON: [Remains 52 weeks]

WAGES: [Were \$1345/wk - \$ \$69,030/yr]
1998-99 \$1400/wk \$72,800/yr
1999-00 \$1430 [26 wks] / \$1465 [26 wks] \$75,270
2000-01 \$1500 / \$1535 \$78,910
2001-02 \$1570 / \$1605 \$82,550

EMG: [Was \$55/wk] 1998-99 \$65/wk
1999-00 \$70/wk

VACATION: Remains 9 wks

SENIORITY: Remains the same

PENSION: [Ws \$22,000 maximum/private plan + AFM-EP of 4% of salary].
1998-99 \$22,000/ + 5%
1999-00 \$22,000/ + 6%
[NEW] Guaranteed minimum pension to any player retiring during this contract, with 30 years of service at age 65, of 45% of minimum salary of the year in which that player retires.

HEALTH INSURANCE: PPO becomes PSO with improved coverage including prescription drugs. \$10 copay.

SICK LEAVE: Same except that a player must work 8 weeks of a season to reinstate full benefit for same illness [was 2 weeks]

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PER DIEM: [Was \$60/day domestic] 1998-99 \$63 2000-01 \$66. Foreign per diem negotiated for each tour.

AUDITIONS: New audition procedure which allows for more flexibility to deal with each audition.

WORKING CONDITIONS: Personal days [was 3 services] 5 days with much broader range of required cause including domestic partner language.

MISCELLANEOUS: Statement in contract that the primary purpose of the Cincinnati Symphony is the performance of "classical" orchestral music. New clause concerning community service on voluntary basis utilizing unused contract services from previous season and offering a \$50 stipend for each outreach and educational service.

The members of the Negotiating Committee were Martin James [Chair], Bill Platt, Matt Zory, Tom Sherwood, and Paul Frankenfield who would like to thank the members of the Cincinnati Symphony for their input and support. The members of the Cincinnati Symphony wish to thank their attorney Phil Sipser, Local 1 and its President, Gene Frey.

This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Cincinnati Symphony ICSOM Delegate Martin James.

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