

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: **DALLAS SYMPHONY SETTLEMENT**
DATE: September 23, 1998

The members of the Dallas Symphony ratified a new five-year agreement on September 10, 1998. These were very difficult negotiations. Although relatively pleasant and business-like, management, as directed by a bottom-line board, took an extremely hard line position on all economic issues.

LENGTH OF SEASON: Remains 52 weeks.

WAGES: [1997-98 - 6 months @ \$1115 / 6 months @ \$1150]
1998-99 - 6 mos. @ **\$1180** / 6 mos. @ **\$1200**
1999-00 - **\$1250** 2000-01 - **\$1300** 2001-02 - **\$1360** 2002-03 - **\$1425**

EMG: Remains \$130/wk

VACATION: Remains 9 weeks

SENIORITY: Unchanged

PENSION: [Was defined benefit plan - \$23,040/yr] Effective September 1, 1998, the Dallas Symphony will convert to **AFM-EP**. 9/1/98-8/31/02 **4%** contribution on base pay [not including EMG]. 9/1/02-8/31/03 **5%**. During the life of the contract, any musician who attains the Rule of 85 with 30 years of service and a minimum age of 55 will, at that time, be guaranteed a total annual pension of **\$30,000** (payable from the combination of both the defined benefit plan and the AFM-EP).

HEALTH INSURANCE: Unchanged

TRAVEL/PER DIEM: New agreement covering Vail Colorado Festival residency. New agreement covering foreign tours. Per diem for domestic tours is **increased** annually in accordance with changes in the **Consumer Price Index**. Foreign per diem paid at GSA rate for city of tour. Vail festival per diem set at **\$68/day** in 1999 and subsequently increased in accordance with changes in the Consumer Price Index.

Dallas Symphony

WORKING CONDITIONS:

The presence of all principal players is required at the Vail summer festival (all others retain summer opt-off privilege). Principal players' opt-off privilege is affected only during Vail festival weeks

MISCELLANEOUS:

Termination Clause change: To initiate procedure for termination for incompetence, the music director must have had at least one meeting with affected musician in prior season. Musician must then be advised by letter prior to October 15 (changed from January 1st).

The members of the Negotiating Committee were John Walzel [Chair], Doug Howard, Susan Dederich-Pejovich, Betty Girko, and Alan Yanofsky. The members of the orchestra would like to thank their attorney Bill Baab and Local 72-147 union president Ray Hair.

This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Dallas Symphony ICSOM Delegate Bruce Wittrig.

Dallas Symphony