

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: **JACKSONVILLE SYMPHONY SETTLEMENT**
DATE: September 20, 1998

The members of the Jacksonville Symphony ratified a new one-year agreement on September 3, 1998. Negotiations for a multi-year contract to commence after October 15, 1998.

WEEKS: [Was 38] Remains 38

WAGES: [Were \$702.02/wk] 9/98-1/24/99 **\$720/wk**
1/25/99-contract end **\$752/wk**

PENSION: [Was 3%] increased to **3.5%** AFM-EP

WORKING CONDITIONS: Increased number of guaranteed number of services to Full-orchestra members and relief for Core-orchestra members. Job Security now includes a Conditional Conversion clause for part time musicians to receive serious consideration by the Association when a part time position that a contracted musician has been filling will be converted to a full time job. Job Security also includes a clause similar to North Carolina's for non-renewal and changes in designated chair for artistic reasons (with customized language for this orchestra). There has been no substantive changes to the grievance and arbitration process or to the audition process.

The members of the Negotiating Committee were Barbara Engle [Chair], Andy Bruck, Debby Heller, Glynda Newton and Susan Pardue. Orchestra Committee chairs Karl Pituch, and his successor, Kevin Garry served in an ex-officio capacity. The orchestra wishes to thank its negotiating counsel Leonard Leibowitz and Local 444, its President, Les Wing and Secretary, Mary Frank.

This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Jacksonville Symphony ICSOM Delegate Dale Gosa and Committee Chair Barbara Engle.

Jacksonville Symphony