

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: LOUISVILLE ORCHESTRA SETTLEMENT
DATE: October 2, 1998

The members of the Louisville Orchestra ratified a new three-year agreement on September 11, 1998.

LENGTH OF SEASON: [Was 40 weeks] Becomes **41** weeks for each of the three years.

WAGES: [Were \$581.27/wk] 1998-99: **\$644.89/wk \$26,440/yr**
1999-00 **\$671.69/wk \$27,539/yr**
2000-01: **\$706.71/wk \$28,975/yr**

EMG: \$25/wk

VACATION: Remains 4 weeks

PENSION: [Was 2.168% to AFM-EP] Becomes 2.168% to AFM-EP **plus** net proceeds of a guaranteed annual pension concert.

HEALTH INSURANCE: Unchanged

DISABILITY INSURANCE: The Society will provide **Workers' Compensation insurance**

TRAVEL: [NEW] 150 mile maximum radius for run-out, no travel on double-service day, and increased travel overtime penalties.

PER DIEM: [Was (for populations of fewer than one million) \$7/\$9/\$15.50; (for populations of more than one million) \$10/\$18/\$18] Becomes:
\$9/\$11/\$20 + \$6/per full day allowance
\$11/\$14/\$25 + \$10/per full day allowance

AUDITIONS: Procedures clarified. More defined requirements for content and timing of *International Musician* ads. Increased audition committee remuneration.

Louisville Orchestra

WORKING CONDITIONS:

Two **overtime** compensation categories: scheduled and unscheduled. **Temperature** limits tightened, and a new penalty added for exceeding limits by 3° or less. Strict limitations on **sectionals**. **String relief** provisions. **Split orchestra:** maximum of 2 groups with 30 musicians minimum in one group and 20 in the other, each group with its own conductor.

MISCELLANEOUS:

Elimination of “Cancellation Clause” which allowed Society to unilaterally cancel a CBA in case of a perceived financial crisis. Contractual provision for a new joint Musician/Society Committee called the “Destination Success 2001 Advisory Committee” which will continue several of the recommended institutional analyses proposed by the Henry Fogel Report. A more detailed, clarified scheduling procedure. New contractual procedures for the distribution of extra, non-contract work which becomes available through the orchestra from an outside source: “outside employment.” New language which permits a musician to refuse to cross a picket line “under circumstances involving either lawful or unlawful picket lines which present a reasonable apprehension for the safety of the person or property of the musician.”

The members of the Louisville Orchestra Negotiating Committee were Clara Markham [Chair], Bob Docs [OSP Steward], Trevor Johnson, Ernie Gross, Brooke Hicks, Melinda Odle, and Heidi Tracy. The members of the Louisville Orchestra thank attorneys Chris Sanders and Liza Medina and PR consultant, William Thompson, for his invaluable advice. The musicians would also like to recognize the commitments of time and energy given by the Society’s negotiating team of Orson Oliver and Tim King, in reaching the resolution of this contract. The orchestra would like to thank ICSOM for its unflagging support of the Louisville Orchestra musicians throughout the years..

-----This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Trevor Johnson, Louisville Orchestra ICSOM Delegate.