



settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: MINNESOTA ORCHESTRA SETTLEMENT
DATE: September 23, 1998

The musicians of The Minnesota Orchestra ratified a four-year contract on September 8, 1998.

WAGES: [1997-98 - 6 months @ \$1395 / 6 months @ \$1455]
1998-99 - 6 mos. @ **\$1480** / 6 mos. @ **\$1500**
1999-00 - **\$1525 / \$1550**
2000-01 - **\$1580 / \$1615**
2001-02 - **\$1655 / \$1700**

EMG: Unchanged

VACATION: [Was 8½ weeks] becomes **9½** weeks.

SENIORITY BONUS: **1998-99:** 10-14/yrs/\$15/wk; 15-19/yrs/\$20/wk; 20-24/yrs /\$25/wk;
25+/yrs/\$30/wk
2nd year: 10-14/\$20; 15-19/\$25; 20-24/\$30; 25+/\$35.
3rd year: 10-14/\$35; 15-19/\$40; 20-24/\$45; 25+/\$50.

HEALTH INSURANCE: Unchanged

PENSION: [Was: \$36,000 for 30 years of service at age 60. Frozen in 1997 and converted to AFM-EP (7% of scale wages)] No change except musicians becoming 62 before 8/31/99 and who elect to retire between 8/1/98 and 8/31/98 will receive an **extra \$500/wk**, increasing pension to **\$42,000**.

INSTRUMENT INSURANCE: Increased to **\$100,000** for strings and **\$50,000** for all others.

TRAVEL/PER DIEM: New orchestra **tour** committee appointed by members' committee. Also, new language that an orchestra representative will accompany each major tour advance visit.

WORKING CONDITIONS: Memorial Day added to list of holidays off.

The members of the Minnesota Orchestra negotiating committee were, David Kamminga [Chair], Nobert Nielabowski, Kathy Kienzle, Tony Ross, and Richard Marshall. The members of the orchestra wish to thank their negotiating attorney, Ron Rollins. Thanks also to President Brad Eggen and Secretary Clyde Anderson of Local 30-73, AFM.

This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Minnesota Orchestra ICSOM Delegate Jim Clute.

Minnesota Orchestra

