



settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: **ROCHESTER PHILHARMONIC SETTLEMENT**
DATE: January 2, 1998

The members of the Rochester Philharmonic ratified a new three-year agreement on December 10, 1997.

LENGTH OF SEASON: [Was 40 weeks] Remains at 40 weeks for all three years.

WAGES: [Were \$760/wk \$30,400/yr] 1997-98 \$760/wk for 20 wks-\$770/wk for 20 wks
[\$30,600/yr]
1998-99 \$785/wk [\$31,400/yr]
1999-00 \$810/wk [\$32,400/yr]

VACATION: [Was 3 weeks] Remains 3 weeks for all years

PENSION: [Was 2% of minimum annual salary (this is a defined contribution pension)]
Effective 1/1/98 2.5%; Effective 1/1/99 3%; Effective 1/1/00 3.5%

HEALTH INSURANCE: No change

SENIORITY: No change

DENTAL INSURANCE: New provider but same benefits, except orthodontia increased from \$750 to \$800 per person.

PER DIEM: Slight increases in domestic per diem rates.

The members of the Rochester Philharmonic negotiating committee were David Angus [Chair], Cherry Beauregard, William Hunt, Jeff Patterson, and Lise Stoddard. The members of the orchestra would like to thank their legal counsel, Michael Harren and Local 66.

This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Rochester Philharmonic negotiating committee member, Jeff Patterson.

ROCHESTER PHILHARMONIC