



settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: ALABAMA SYMPHONY SETTLEMENT
DATE: May 25, 1999

The members of the Alabama Symphony ratified a new three-year agreement on May 14, 1999.

LENGTH OF SEASON: [was 34 weeks] Becomes 37 41 42 weeks respectively.

WAGES:	[were \$618/wk \$21,630/yr]	1999-00	\$637/\$23,575
		2000-01	\$669/\$27,430
		2001-02	\$692/\$29,082

VACATION: [was none] Becomes 3 weeks

PENSION: Remains 5% AFM-EP

HEALTH INSURANCE: [was 100% coverage with a 5% contribution on increased premiums.] Becomes 100%

DISABILITY INSURANCE: 60% of salary after 90 days with a cap of \$50,000.

INSTRUMENT INSURANCE: [was \$110,000 maximum coverage] Becomes \$125,000

AUDITIONS: Music director may choose not to attend preliminary audition. Audition committee may discuss applicant's performance before voting.

MISCELLANEOUS: Addition of TIAA-CREF to 403(b) options. Increased the number of full-time players [was 48]. Becomes 49 51 and 54 respectively.

The member of the Negotiating Committee were David Pandolfi [Chair], Michael Bradt, Carey Donaldson, Kevin Kozak, and Bill Williams. The members of the orchestra would like to express their thanks to Local #256-733.

---This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Alabama Symphony ICSOM Delegate David Pandolfi.

ALABAMA SYMPHONY

