

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: **BUFFALO PHILHARMONIC SETTLEMENT**
DATE: September 20, 1999

The members of the Buffalo Philharmonic ratified a new three-year agreement on September 17, 1999.

LENGTH OF SEASON: [Was 35 weeks] 37 weeks, 37 weeks, 39 weeks.

WAGES: [Were 775.71 + EMG 44.29]
1999-00 27 wks @ 805.71 + 10 wks @ 825.71 + EMG \$44.29
2000-01 27wks @ 840.71 + 10wks @ 870.71 + EMG 44.29
2001-02 31 wks @ 923.71 + 8 wks at 955.71 + EMG 44.29
(1999-00 \$31,650 2000-01 \$33,045 2001-02 \$ 38,008)

EMG: Annual rate 1999-00 \$1,638.73; 2000-01 \$1,638.73; 2001-02 \$ 1,727.31

VACATION: 99-00 1 wk 00-01 1 wk 01-02 2 wks

SENIORITY: No change

PENSION: AFM-EP 6% of weekly base + weekly EMG for all three years.

HEALTH INSURANCE: No change but a committee formed to study possible changes
by mutual consent

The members of the Negotiating Committee were Melanie Haas, Chair, Colin Smith, Clem Fleshler, Robbie Hausmann, Lois Carson, Richard Kay, and Jay Matthews. The musicians would like to thank their attorney Leonard Leibowitz and Mark Jones, President of Local 92.

This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Buffalo Philharmonic ICSOM Delegate Melanie Haas.

Buffalo Philharmonic Orchestra