

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: CHARLOTTE SYMPHONY SETTLEMENT
DATE: November 6, 1999

The members of the Charlotte Symphony ratified a new four-year agreement on October 12, 1999.

LENGTH OF SEASON: [Was 36 weeks] 38 39 40 40

WAGES: [Were \$618]
1999-00 2000-01 2001-02 2002-03
\$675/wk \$706 \$750 \$780

EMG: None

VACATION: [Was 2 weeks] Becomes 3 weeks

SENIORITY: [Was \$1/wk/per yr of tenured service]
2001-02 \$2/wk 2002-03 \$3/wk

PENSION: [Was 5% to 403b plan] Becomes AFM-EP 5%, 5%, 6%, 7%
All proceeds from pension concert will be contributed above percentage amounts.

HEALTH INSURANCE: Management's contribution to dependent coverage was doubled to \$14,415.

Charlotte Symphony Orchestra

AUDITIONS: Local audition have been eliminated and local players who perform with the