

**TO:** ALL ICSOM ORCHESTRAS  
**FROM:** DAVID ANGUS, PRESIDENT  
**RE:** COLUMBUS SYMPHONY SETTLEMENT  
**DATE:** October 20, 1999

The members of the Columbus Symphony ratified a new three-year agreement on September 1, 1999.

**LENGTH OF SEASON:** Remains 46 weeks for all years.

**WAGES:** [Were \$951.50 wk/ \$43,769 yr]  
\$971/\$44,666  
\$1000/\$46,000  
\$1040/\$47,840  
Principal rate [was regular scale + 10%] 12% 14% 17%  
Assistant Principal rate [was regular scale + 5%] 6% 7% 8%

**EMG:** None

**VACATION:** Remains 4 Weeks

**SENIORITY:** [Was \$1.50 per year of service paid in 5-year increments] \$1.75 \$1.75 \$2.00

**PENSION:** [Was defined contribution-maximum 8½% of annual salary] Shift to AFM-EP and paid on all W-2 earnings. Effective 2/2000 6% (AFM-EP) ; 2000-01 6%; Effective 7/01 7.5% [The balance of the current maximum rate of 8½%, 2½%, will be contributed to the old plan.].

**HEALTH INSURANCE:** No change

**INSTRUMENT INSURANCE:** No cap. Instrument insurance covers all instruments at full value.

# Columbus Symphony Orchestra