



settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: ALABAMA SYMPHONY SETTLEMENT
DATE: June 26, 2002

The members of the Alabama Symphony ratified a new one-year agreement on June 13, 2002.

LENGTH OF SEASON: [was 42 weeks] Becomes **40 weeks**.

WAGES: [were \$692/wk \$29,064/yr]
2002-2003 **734/wk \$29,360**, (2 fewer work weeks, but salary increases by 1% - i.e. per service rate increases to **97.86** from former 92.26)

SENIORITY: [NEW] \$5 per week for each 5 years of service, payable in years 6, 11, 16, etc. Includes service in the former Alabama Symphony. NO CAP.

LEAVE: **Leave of absence** added. 45 days accumulation becomes 90 days. (Musicians may, at their request, be granted a one year unpaid leave of absence at the sole discretion of mgt. No more than two leaves of absence will be granted in any one year. In the event a non-tenured musician is granted a leave of absence, the tenure process will be suspended for the duration of the leave and will resume upon the musician's return.) [NEW] **Gradual Return to Work Clause** added: (work hardening) Musicians having suffered injuries or serious illness, including, but not limited to carpal tunnel syndrome, and TMJ disorder, may return to work on a reduced schedule of services. Such schedule shall be determined through mutual agreement among the musician, Employer, and the Music Director.

VACATION: Remains 3 weeks

PENSION: Remains 5% AFM-EP

AUDITIONS: Change in make-up of string audition committee personnel (fewer members on committees; vote weighting changed to remain the same balance between musicians and music director).

Alabama Symphony

TRAVEL: Meal allowance goes from \$7/\$9/\$19 to **\$7/\$10/\$22**

WORKING CONDITIONS: [NEW] Maximum of 7 nine service weeks (no limit previously) during one season. No more than 2 consecutive nine service weeks.

MISCELLANEOUS: **Weather Clause** - no musician shall be required to travel in, or through any areas experiencing severe or dangerous weather (tornado, etc.) determined by the National Weather Service. **String Rotation** - no fixed chairs (previously there was an option to not rotate). **Solo pay** increases from minimum of \$500 to **\$1000**

The member of the Negotiating Committee were David Pandolfi, Kevin Kozak, Michael Bradt, John McElroy, Jim Sullivan, Mark Libby, The members of the orchestra would like to express their thanks to Local #256-733.

This bulletin was prepared by Alabama Symphony ICSOM Delegate Lisa Wienhold.

Alabama Symphony