

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: ATLANTA SYMPHONY SETTLEMENT
DATE: November 23, 1999

The members of the Atlanta Symphony ratified a new four-year agreement on November 23, 1999.

LENGTH OF SEASON: Remains 52 weeks

WAGES: [were \$1147/wk \$59,644/ annual]
2000-01 **\$1180/ \$62,540**
2001-02 **\$1220/\$63,440**
2002-03 **\$1300/\$67,600**
2003-04 **\$1350 for 26 weeks/\$1400 for 26 weeks/\$71,500**

EMG: [was \$55]
2000-01: **\$70** 2001-02: **\$80** 2002-03: **\$90** 2003-04: **\$100**
It should be noted that all electronic media services are included in the regular service count. (Annual guaranteed income is \$62,540, \$66,600, \$72,280, \$76,700)

SENIORITY PAY: [was \$6.25 per 5 years] Increase to **\$7** per 5 years

PENSION: [was 4%] Increase to **4.50%, 4.50%, 4.75%, and 5%**
Any unused EMG will earn pension at the above rates.

LONG TERM DISABILITY: [was maximum of \$3500] I
Increased in 2002-03 to **\$5000** maximum

RELIEF: [was 2 services, tied to Outreach] Four services for every member of the orchestra (untied from Outreach.) Six services string/2nd wind/2nd brass additional relief remains unchanged. Members of wind/brass sections of under 4 players receive the 2nd wind/brass relief

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OUTREACH: Pool of services can increase to 8. Four outreach services earn five outreach relief services (not part of guaranteed relief). Fewer than four earns no extra relief; more than four earns one outreach relief service for each outreach performed (i.e. Maximum of 9 outreach relief services for 8 outreach services performed).
Outreach remains optional

AUDITIONS: [NEW] Music Director now has weighted vote in finals. It is now possible for an audition committee to override the Music Director. Invitees to optional finals (principal openings only) no longer have to be principals in other orchestras.
Tenure Review Tenure committee meets with Music Director prior to all evaluation meetings (was only one meeting).

MISCELLANEOUS: Include clarification of rotation for titled players, weekend rehearsal restrictions, Thanksgiving week substitute days off.
Paternity Leave (was 3 days): increase to 4 days, to be used within 3 months of birth/adoption. [NEW] **Sabbatical Leave** Guaranteed (with certain restrictions) after 10 years.

The members of the negotiating committee were Bruce Kenney, Stephen Wilson, Gloria Jones, Michael Moore, Carl Nitchie, Ted Gurch, Susan Welty and Tom Witte. Able counsel was provided by Robert Giolitto. The Orchestra wishes to thank Local 148-462 and Secretary-Treasurer Andrew Cox for all of their assistance.

This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Atlanta Symphony ICSOM Delegate Michael Moore.

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