

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

Charlotte Symphony will automatically be advanced to the 2<sup>nd</sup> round of auditions.

**WORKING CONDITIONS:**

[NEW] 17 services of relief guaranteed. Uncompensated 9 services weeks will be reduced to 6, 5, 4, 3 over the life of the agreement. Opera performance weeks limited to 7 services. New Year's Eve performances become voluntary services.

**MISCELLANEOUS:**

Meal allowance was increased from \$31 to \$35. Community Partnership Program becomes voluntary and compensated at the rate of \$40/hr [previously, the program was mandatory and uncompensated]. Significant improvements were made in the non-renewal and reseating clauses of the contract.

The members of the Negotiating Committee were Elizabeth Pistolessi [Chair], John Bartlett, Michael Miller, Carol Stumpf, and Ivan Zugelj. The musicians would like to thank their attorney Leonard Leibowitz, Local 342, its President, Jeo Little, and Secretary, Bennie Jones.

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This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Charlotte Symphony negotiating committee chair Elizabeth Pistolessi.

**Charlotte Symphony Orchestra**