

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: COLORADO SYMPHONY SETTLEMENT
DATE: February 17, 2000

The members of the Colorado Symphony Orchestra ratified a five-year agreement on January 23, 2000.

LENGTH OF SEASON: [Was 42 weeks, 38 winter weeks, 4 summer] becomes:

1999-2002	42-44 weeks
2002-2003	43-44 weeks
2003-2004	44 weeks

38 winter weeks throughout with the additional weeks will be scheduled in the summer season.

WAGES: [Were \$723/\$30,366 (not including EMG)] become:

\$758/\$31,836	1999-2000	4.5%
\$803/\$33,726	2000-2001	5.5%
\$863/\$36,246	2001-2002	7%
\$937/\$40,291	2002-2003	8% per week (10.6% per year)
\$1017/\$44,748	2003-2004	8% per week (10.5% per year)

Music Education Enhancement services are also increased by these percentages.

EMG: \$60/wk - no change

EMPLOYEE BONUS AND FISCAL RESPONSIBILITY: With the founding of the Colorado Symphony Orchestra came the clause in our contract stating that the Association was required to pay the musicians (and staff) only to the extent that they would not go into debt. Musicians and staff have also participated in a bonus pool, dividing 75% of any annual surplus.

The Fiscal responsibility and Bonus Pool will be changed according to the following schedule:

	Fiscal Responsibility	Bonus Pool
1999-2000	Retain current 100%	Retain current 75% of surplus bonus pool
2000-2001	Reduced to 80%	Reduced to 60% of surplus
2001-2002	Reduced to 70%	Reduced to 54% of surplus
2002-2003	Reduced to 60%	Reduced to 48.6% of surplus
2003-2004	Reduced to 50%	Reduced to 43.74% of surplus

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SENIORITY: [Was \$5/wk/5-yr increments no cap]
1999-2000 \$5/week/5 years of service
2000-2001 \$5/week/5 years of service
2001-2002 \$6/week/5 years of service
2002-2003 \$6.75/week/5 years of service
2003-2004 \$7.50/week/5 years of service

VACATION: [4 weeks] No change

PENSION: [7%] No change

HEALTH INSURANCE: [Was Full Individual coverage with reimbursement of coverage for those not participating in the Association's plan. Requirement of a majority of musicians to agree to any changes.] In the event of health care increases of more than 12% per year a committee, comprised of 4 musicians, 3 trustees, and 2 staff, will be impaneled to make recommendations for any changes. A majority of only those musicians and staff participating in the plan must agree to any changes, with vote to be conducted by the orchestra committee.

SICK LEAVE: [Was 16 services per year non-cumulative with an adjustment of sick leave clause providing for extension in special circumstances.]
Sick leave now cumulative up to 90 days with following schedule:

Years of service	Sick leave allowance
1st season	12 days
2nd season	18 days
3rd season	24 days
4th season	30 days
5th season and thereafter	36 days

The adjustment of sick leave clause was eliminated.

MATERNITY LEAVE: [Was 45 calendar days.] Applies against paid sick leave.

PATERNITY LEAVE: [Was 2 days paid scheduled by mutual consent.] Still scheduled by mutual consent, but now applies against paid sick leave.

SPECIAL LEAVE: May be granted to Contract Musicians who have at least 3 years of service in the orchestra.

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SIZE OF ORCHESTRA: [Was 79 musicians]
1999-2001 79 musicians
2001-2002 80 musicians
2002-2003 81 musicians
2003-2004 82 musicians
There is also a "best efforts" clause calling for a goal of 85 musicians by year five of the agreement.

TRAVEL: Meal Allowances are now tied to GSA rates in effect for the specific city/area with twenty percent of the daily meal rate for breakfast, thirty percent for lunch and fifty percent for dinner. Travel insurance has been eliminated.

AUDITIONS: Each member of the audition committee and those assisting with an audition will be paid \$50 per day (\$25 per half day).

WORKING CONDITIONS: The term "Residency" is defined and scheduling premiums shall not apply during residencies. 2½-hour rehearsals are permitted during residencies. [NEW] RELIEF SERVICES: Each musician guaranteed seven relief services assigned by the CSA at least fourteen days in advance. Musicians shall not be on-call for relief services. Relief services shall not be opera services. However, no move-up pay shall be paid as a result of relief services. In lieu of move-up pay, members of the string section shall receive point credits. OVERTIME: Overtime for concerts calculated in five-minute segments. Overtime for rehearsals is still calculated in fifteen-minute segments. AUDITION LEAVE: [Was no limit] Limit of 16 services per year with no more than 8 services being taken at one time.

The members of the Contract Review Committee were John Arnesen(Chair), Ken Harper, Helen McDermott and Paul Naslund. The members of the Committee wish to thank SSD Negotiator Nathan Kahn, Local 20-623 President Pete Vriesenga, Debbie Newmark of SSD Electronic Media, Matt Faust, Brady Graham and other members of the orchestra for their invaluable assistance and support during this long process.

This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Colorado Symphony ICSOM Delegate Ken Harper.

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