

TO: ALL ICSOM ORCHESTRAS  
FROM: DAVID ANGUS, PRESIDENT  
RE: **COLORADO SYMPHONY SETTLEMENT**  
DATE: September 29, 1998

The members of the Colorado Symphony ratified a new one-year agreement on September 19, 1998.

**LENGTH OF SEASON:** [Was 41 weeks] becomes **42** weeks

**WAGES:** [Were \$725/wk \$29,725/yr] **\$723/\$30,366** (not including EMG)

**EMG:** [Was \$100/wk ] Becomes **\$60/wk**

**SENIORITY:** [\$5/wk/5-yr increments no cap] No change

**VACATION:** [4 weeks] No change

**PENSION:** [7%] No change

**HEALTH INSURANCE:** No change

**INSTRUMENT INSURANCE:** No change

**SICK LEAVE:** No change

**AUDITIONS:** Music director now has **2 votes** in finals. 9 individual musician votes with 7 votes required to hire.

**WORKING CONDITIONS:** Scheduling premiums shall not apply when 2 services are directly adjacent to each other (no more than 1½ hour break in between them). Size of orchestra increased to **79**.

The members of the Negotiating Committee were Brady Graham, Gary Goble, John Arnesen, John Kinzie, Pam Endsley.

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

# COLORADO SYMPHONY