

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: COLUMBUS SYMPHONY SETTLEMENT
DATE: October 20, 1999

The members of the Columbus Symphony ratified a new three-year agreement on September 1, 1999.

LENGTH OF SEASON: Remains 46 weeks for all years.

WAGES: [Were \$951.50 wk/ \$43,769 yr]
\$971/\$44,666
\$1000/\$46,000
\$1040/\$47,840
Principal rate [was regular scale + 10%] 12% 14% 17%
Assistant Principal rate [was regular scale + 5%] 6% 7% 8%

EMG: None

VACATION: Remains 4 Weeks

SENIORITY: [Was \$1.50 per year of service paid in 5-year increments] \$1.75 \$1.75 \$2.00

PENSION: [Was defined contribution-maximum 8½% of annual salary] Shift to AFM-EP and paid on all W-2 earnings. Effective 2/2000 6% (AFM-EP) ; 2000-01 6%; Effective 7/01 7.5% [The balance of the current maximum rate of 8½%, 2½%, will be contributed to the old plan.].

HEALTH INSURANCE: No change

INSTRUMENT INSURANCE: No cap. Instrument insurance covers all instruments at full value.

Columbus Symphony Orchestra

- TRAVEL:** Travel surcharges increased 10%.
- AUDITIONS:** Preliminary auditions permit the use of split committees.
- WORKING CONDITIONS:** No Sunday services before noon beginning in second year.
No small ensemble or split orchestra on New Year's Eve.
New snow language. Automatic audition leave policy.
- MISCELLANEOUS:** Sub/extra musicians title changed to "Associate Musicians."
Associate Musicians' pay increase: 6% 11% 5%. Voluntary and paid as follows: \$90 for up to one hour and fifteen minutes of performance, without intermission. \$150 per performance for longer than one hour and fifteen minutes to two and one half hours, including all rehearsals. \$250 per musician for chamber music performances.

The members of the Negotiating Committee were David Tanner [Chair], Joyce Fishman, Phil Shipley, David Urschel, and Trevor Handy. The musicians would like to thank their attorney Leonard Leibowitz, Local 103, and its president Doug Fisher.

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

Columbus Symphony Orchestra