



## settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

TO: ALL ICSOM ORCHESTRAS  
FROM: DAVID ANGUS, PRESIDENT  
RE: **DETROIT SYMPHONY SETTLEMENT**  
DATE: February 15, 2002

The members of the Detroit Symphony ratified a new four-year agreement on December 3, 2001.

**LENGTH OF SEASON:** [Was 53, 52, 52, 52] Becomes 52, 52, **53**, 52

**WAGES:** [Were \$1650 wk/\$83,100yr]  
2001-02 (52 wks) **\$1650/\$85,800**  
2002-03 (52 wks) **\$1675/\$87,100**  
2003-04 (**53 wks**) **\$1725/\$91,425**  
2004-05 (**26wks**) @ **\$1775/wk** and (**26 wks**) @ **\$1800 = \$92,950/yr**

**EMG:** Remains at 26 weeks of broadcasts at NPR rate plus 9% AFM-EP.

**VACATION:** Remains at 9 weeks

**PENSION:** Remains the same: DSO defined benefit of \$30,000 plus 6% of scale to the AFM-EP

**SENIORITY:** [Was \$3.50 per year of service in 5-10-15-20-year increments]  
Remains the same but, **effective 9/6/2004, a new 30-year increment at \$87.50/wk will be added.**

**HEALTH INSURANCE:** Beginning **1/1/2002**, prescription co-pay increases from \$10 for any prescription to **\$15/generic and \$30/brand name**. Beginning **1/1/2004**, the deductible increases from **\$100/\$200 to \$250/\$500**.

**DISABILITY INSURANCE:** Musicians had been paying premiums of \$.53/\$100 [was up to \$.63/\$100] coverage (so that the benefits are tax free). The musicians now pay **\$.68/\$100**.

# Detroit Symphony 2001-2005

**PER DIEM:** [Was \$64/day] ~~\$64/\$66/\$69/\$72~~

**WORKING CONDITIONS:** The DSO has agreed to perform **six pairs** of Saturday morning young people's concerts in a back-to-back format [in one 2 ½ -hour service] in place of the six single YPC concerts performed in the past.

The members of the Detroit Symphony Negotiating Committee were Paul Ganson [Chair], Doug Cornelsen, Wesley Jacobs, Ron Fischer, Marian Tanau, and Hai-Xin Wu. The orchestra would like to thank their attorney, George H. Cohen, Local 5, and its president, Gordon Stump.

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This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Detroit Symphony ICSOM Delegate David Everson.

Detroit Symphony 2001-2005