

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: **INDIANAPOLIS SYMPHONY SETTLEMENT**
DATE: September 20, 1999

The members of the Indianapolis Symphony ratified a new four-year agreement effective September 6, 1999.

LENGTH OF SEASON: Remains 52 weeks for all years.

WAGES: Minimum weekly scale (1998-99 ending scale was \$1100)
1st year \$1115/1130 weekly for 26 weeks each; \$58,370 annual.
2nd year \$1145/1185 weekly for 26 weeks each; \$60,580 annual.
3rd year \$1200/1300 weekly for 26 weeks each; \$65,000 annual.
4th year \$1350 for 52 weeks \$70,200 annual
Substitute and extra per service pay will be 88% of minimum scale.

EMG: National Radio Syndication rate will be paid at 6% of minimum weekly scale for first three years, increased to 6.5% in final year.

PENSION: Multiplier increases significantly in fourth year of contract; those retiring within the term of the contract receive "pick up" in fourth year. A new Voluntary Early Retirement Opportunity program will be established and administered by a joint management-musician committee. Musicians retiring at age 55 or older may purchase, at their expense, the medical plan offered to full-time musicians; coverage extends to age 65, except for COBRA provisions. The Society and members of the orchestra agree to form a joint committee to identify and explore joint projects intended to benefit past retirees.

HEALTH INSURANCE: Medical Maximum Lifetime Benefit increased to \$2 million.

LIFE INSURANCE: Group Life insurance increased to \$100,000.

DOMESTIC PARTNERS: Domestic Partners provision added to provide all the benefits currently extended to spouses, without exception. Also, amended Non-Discrimination clause to include "sexual orientation."

INDIANAPOLIS SYMPHONY

- INSTRUMENT INSURANCE:** Instrument insurance covers all instruments at full value.
- AUDITIONS:** Added an audition process for extras and substitute musicians.
- MISCELLANEOUS:** Revised Probationary Musician provisions to provide additional notice periods. Added provision regarding work distribution. This provision will allow assistant principals to play the principal part on overtures and concerti, for example. Clause also applies to strings when sections are reduced in non-subscription concerts. A committee including the Personnel Manager will oversee work distribution under criteria it will develop. Added provision to jointly establish an "Orchestra/Community Partnership Program" upon mutual agreement.

The members of the Indianapolis Symphony Orchestra Committee were Rick Graef (chair), Nancy Agres, Mike Borschel, Jerry Montgomery and Achille Rossi; alternates were David Gruender and Peter Hansen. Local 3 Secretary-Treasurer Steve Hayward also participated directly in the negotiations. The union's Chief Negotiator was attorney Leonard Leibowitz. The members of the orchestra thank Local 3 for its exemplary support in this process.

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

