



settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: **KENNEDY CENTER ORCHESTRA SETTLEMENT**
DATE: December 7, 1998

While there are still 2 years remaining on the Kennedy Center contract, the members of the Kennedy Center Orchestra have ratified a new **four-year** agreement with the **Washington Opera** on October 15, 1998.

LENGTH OF SEASON: [was 18 weeks/297 hours] Up to **24 wks/400** hours guarantee per season

WAGES: [WERE \$50/hr]

1998-99	\$56/hr	\$23,744/yr
1999-00	\$62.50/hr	\$26,500/yr
2000-01	\$70/hr	\$29,960/yr
2001-02	\$72/hr	\$31,104/yr

VACATION: [was 5%] **6%, 6%, 7%, 8%** respectively

PENSION: [WAS 7.5% AFM-EP] **9%, 9%, 10%, 10%**

SENIORITY: [Was \$25/5 yrs] 15-year cap eliminated. Becomes 5 yrs/**\$25** per week
10 yrs/**\$50** 15 yrs/**\$75** 20 yrs /**\$100**

HEALTH INSURANCE: Health Trust Pays: 80% of HMO premiums on singles and dependents and 66% of PPO. Musicians contribute 20% of HMO premium and 34% of PPO premium.

SICK LEAVE: [Was 5 days] Carryover of up to 5 sick days from contract to contract. During the current contract, 20 sick day cap (within term of contract) on cumulative sick days.

AUDITIONS: The Music Director may, within three years, appoint the runner up from a previous audition with the unanimous approval of a nine-member audition committee.

WORKING CONDITIONS: Management to make best efforts to **equalize work load** withing sections. **Rotation and Relief Committee** in Kennedy Center contract to be incorporated. At first pit rehearsal of each opera production, management will make a best effort to ensure that the orchestra be seated so that each musician is provided with a **safe and productive work environment** (in those instances when adequate space is not possible, a sufficient number of musicians will be excused from the pit with pay).

Kennedy Center Orchestra/Washington Opera

MISCELLANEOUS: A **Flexible Spending Account** with the maximum allowable benefit to be established. **Unpaid maternity leave** of up to 6 months from date of birth or adoption. Any such player missing a rehearsal may not play in the production. **Family Medical Leave Act** to be incorporated into the contract. **Minimum orchestra complement** to be amended to reflect 5 horns and 2 percussion. Side letter on **revolving strings** to be incorporated. **Premium pay** for concertmaster 100% [was 75%]. Premium pay for Assistant principals 10% [was 5%] (may be required to play production as principal).

The members of the Kennedy Center Orchestra Negotiating Committee were Gregory Drone [Chair], Margaret Thomas, Frank Carnovale, Tim Macek, and Adria Sternstein. The members of the orchestra would like to thank their attorney, Leonard Leibowitz, Local 161-710, Local President Joe Shifrin, and Secretary-Treasurer Tom Lee.

This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Kennedy Center Orchestra ICSOM Delegate Nancy Stutsman.

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