



# settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

TO: ALL ICSOM ORCHESTRAS  
FROM: DAVID ANGUS, PRESIDENT  
RE: NASHVILLE SYMPHONY SETTLEMENT  
DATE: September 2, 2001

The members of the Nashville Symphony ratified a new six-year agreement (with a non-economic reopener in 2004-05) on August 1, 2001.

**LENGTH OF SEASON:** [Was 39 weeks] **40, 40, 41, 41, 42, 42.**

<b>WAGES:</b>	[Were core contract/long contract \$26,162.29/\$17522.28]		
	2001-02	2002-03	2003-04
	<b>\$30,769/\$20,385.92</b>	<b>\$32,280/\$21,386.56</b>	<b>\$34,768/\$23,320</b>
	2004-05	2005-06	2006-07
	<b>\$36,490/\$24,475</b>	<b>\$40,000/\$27,143.40</b>	<b>\$41,202/\$27,959.64</b>

**EMG:** [NEW] \$1040/yr

**VACATION:** [Was 3 weeks] **3, 3,3, 3, 4, 4**

**PENSION:** [Was 5%] Pension increases to **6%** in 4<sup>th</sup> year.

**TRAVEL:** Tours negotiated on a case by case basis. Travel penalties/violations increased.

**PER DIEM:** Per Diem increased. One fee for all cities.  
Breakfast **\$10**, Lunch **\$11**, Dinner **\$23**

**AUDITIONS:** [NEW] Audition committee gets paid at their individual per-service rate.

**WORKING CONDITIONS:** Christmas and New Years vacations may be shortened from previous 2 consecutive weeks to no work from December 24 to January 1. **Orchestra size is fixed at 83** [was 73] members with core minimum increasing from 55 to **66** with a maximum of 73. Any attrition to decrease core numbers below 73 must have approval of local 257. Several schedule restrictions and notification requirements added. Outdoor temperature maximum reduced from 100N to 94N.

# Nashville Symphony

**MISCELLANEOUS:**

The contract was rewritten and reduced in size by 1/5. Upgraded special contracts (2 players) to long contracts (2-tiered orchestra) 2<sup>nd</sup> winds, 2<sup>nd</sup> trumpet, 2<sup>nd</sup> trombone, 3<sup>rd</sup> horn, percussion upgraded to assistant principal titles (15% overscale). 1/2 unpaid personal services may now transfer from year to year. Ensemble members will receive an additional 2 paid personal services.

Members of the Negotiating Committee were Laura Ross [chair], Deidre Bacco, Gary Armstrong, Carrie Bailey, Dan Lochrie, and Steve Brown [alternate]. The members of the orchestra would like to thank their AFM/SSD negotiator Chris Durham. The orchestra would also like to thank Local 257 and its President, Harold Bradley and Secretary/Treasurer, Randy Ford.

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This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Deidre Bacco, Nashville Symphony ICSOM Delegate.

Nashville Symphony