



settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

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

The members of the North Carolina Symphony ratified a new three-year contract on August 28, 2001.

LENGTH OF SEASON: [Was 42 weeks] **42, 43, 43**
(optional summer season remains 2.5 weeks in '01-02, **becomes 1.5 weeks in '02-'03 and '03'-04.**)

WAGES: [Were \$912] **\$950, \$1000, \$1045**

VACATION: [Was 24 days] **24 days, 25 days, 25 days. A rotating relief week added starting in '02-03.**

SENIORITY: [Was 6-10 years of service/\$12 per wk., 11-14 yrs/\$18, 15-19 yrs/\$24, and 20+yrs/\$27] Rates remain the same, but the **yearly brackets change to 5-9 years.....and 10-14 years. Also in '02-'03, a new 25 years plus bracket starts at \$30.**

PENSION: [Was 8.5%] Remains 8.5% for '01-'02 and '02-'03. **In '03-'04, it becomes 9%.**
(Not AFM-EP)

HEALTH INSURANCE: Some cost sharing if increases exceed 10%. Domestic partner benefits added.

DISABILITY: [Monthly cap was \$2,500] Becomes **\$2910** for the duration of the contract.

TRAVEL: [Double occupancy hotel rooms have always been provided free of charge....but single rooms had a charge of \$14] **Single room charge becomes \$13 in '01-'02, \$12 in '02-'03, and \$11 in '03-'04.**

PER DIEM: [Was \$34] **\$34** in '01-'02. Becomes **\$37** in '02-'03 and '03-'04.

North Carolina Symphony

AUDITIONS: Audition days **now have a 12 hour maximum.** Should the audition exceed the 12 hour maximum, **an additional unspecified personal leave (UPL)** will be given to all committee members, good for one service leave. (Audition committee members already receive per diem and a UPL for serving.)

WORKING CONDITIONS: Continued restrictions on the number of Mondays that can be used. **7 Mondays** may be scheduled in '01-'02, **6** in '02-'03, and **5** in '03-'04. Indoor concert temperature maximum was 90N. **It becomes 85N. Eliminate 3 hour performances.**

MISCELLANEOUS: Selection of the music director is now **mutually agreed upon** by the Orchestra.. **Sexual orientation** add to list of non-discrimination items.

The members of the Negotiating Committee were Bob Anderson[Chair], Jimmy Gilmore, Erik Dyke, Paul Goldsberry, and Andrew McAfee. The members of the North Carolina Symphony wish to thank their attorney Michael Okun.

This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of North Carolina Symphony ICSOM Delegate Bruce Ridge.

North Carolina Symphony