

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: **OREGON SYMPHONY SETTLEMENT**
DATE: December 5, 2000

The Oregon Symphony musicians ratified a new three-year agreement on October 31, 2000.

LENGTH OF SEASON: Remains 43 weeks for all years.

WAGES: [Were \$842.09/wk \$36,210.06/yr]
8/1/00-01 **\$872.51/\$37,518**, 2001-02 **\$903.85/\$38,866**,
2002-03 **\$940.31/\$40,434** principals +25% / assistant principals +15%
Each player receives additional 2½ weeks premium pay during last two weeks of
season. Premium pay *plus* EMG: **\$40,220 \$41,663, \$43,338**

EMG: [Was \$506.25/yr] **\$521, \$537, \$553**

VACATION: Remains 2.5 weeks

SENIORITY LEAVE: [NEW] (Calculated in services)

Years of Service	2000-01	2001-02	2002-03
0-4	4	6	6
5-9	6	8	8
10-14	8	9	9
15-19	9	10	10
20-24	10	11	11
25+	11	12	12

PENSION: Remains 8½% of each musician's wage.

HEALTH INSURANCE: No change. To be reviewed in 2001-02 and 2002-03.

OREGON SYMPHONY

WORKING CONDITIONS:

2001-02 split orchestra services increase 5-10 per season.

MISCELLANEOUS:

There is a new section which sets guidelines and rates for musicians invited to perform solo works in addition to their regular duties. The contract goes a long way toward organizing this difficult area of our industry in helping management to budget for such occasions, helping conductors to program for such , and musicians to participate and receive just compensation. It is felt this will increase the opportunities.

The members of the Negotiating Committee were Don Hermanns [Chair] , Ken Baldwin, Cheri Ann Egbers, Ginger Iles, Charles Noble, Fred Sautter. The musicians would like to thank local officers Denise Westby, President and Ken Shirk, Secretary-Treasurer. A special thanks goes to their attorney Leonard Leibowitz.

Management:

Tony Woodcock, President
Mary Crist, General Manager
Claudia Burnett, Finance Director
Scott Freck, Artistic Administrator (Was that his title?)

Board of Directors:

Lynn Loacker, Chair
Bill Findlay
Jerry Hulsman, Foundation Board Chair

Federal Mediators:

Paul Stuckenschneider
Jim Bailey
Connie Weimer

This bulletin was prepared by Oregon Symphony ICSOM Delegate Robert Naglee