

TO: ALL ICSOM ORCHESTRAS  
FROM: DAVID ANGUS, PRESIDENT  
RE: **PHOENIX SYMPHONY SETTLEMENT**  
DATE: January 15, 2000

The members of the Phoenix Symphony ratified a new three-year agreement on January 11, 2000.

**LENGTH OF SEASON:** [Was 36 weeks] 36 wks; **37** wks with a possible **38<sup>th</sup>** week;  
37 wks with and a possible **38<sup>th</sup>** week

**WAGES:** [Were \$660/wk] 1998-'99 **\$715/wk.**  
1999-'00 **\$835/wk.**  
2000-'01 **\$880/\$930** for the last 20 wks of the contract.  
If the 38th wk is in effect in 2000-'01 **\$860/\$910**

**VACATION:** [Was 14 days] **21** days if season is 38 weeks

**PENSION:** [Was 3% of minimum wage to a 403(b)] 3% **4% 4%**

The members of the Negotiating Committee were Bill Wanser [Chair], Chuck Berginc, John Ebinger, Dmitri Lazarescu. The members of the orchestra would like to thank their attorneys, Terry Goddard and Susan Martin, Local 586 and officers Vic Kottner and Madelyn Roberts. The Musicians would also like to thank Ms Athia Hardt of Hardt & Junck Associates for her ongoing support and excellent counsel in the implementation of our public relations campaign. The orchestra would also like to acknowledge the advice of Monica Goddard who, along with Ms Hardt, helped to galvanize public sentiment and support for the musicians in what proved to be a very difficult negotiation.

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This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Phoenix Symphony ICSOM Delegate John Lofton.

# Phoenix Symphony