

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: SAN ANTONIO SYMPHONY SETTLEMENT
DATE: December 7, 1998

The members of the San Antonio Symphony renegotiated and ratified a new three-year agreement on September 30, 1998.

LENGTH OF SEASON: [Was 39 weeks] Becomes **35** (due to 3-wk lockout + 1 unpaid vacation wk), **39** wks and **39** wks respectively.

WAGES: [WAS \$732/wk] 1998/99 **\$732**/\$25,620, 1999/2000 **\$732**/\$28,548,
2000/01 **\$800**/\$31,200

VACATION: [WAS 4 weeks] In 1998-99, **3** weeks paid. During the remaining two years, **4** weeks paid.

PENSION: [WAS 6% (AFM-EP)] **6%**, **6%**, **7%**.

HEALTH INSURANCE: Current indemnity plan will be replaced by a **PPO** by the end of 1998. Management pays 100% of premium for covered employees only.

MISCELLANEOUS: Principal overscale remains at **16%** through this contract. Assistant/Associate Principal overscale remains at **11%**.
Orchestra Compliment: The full compliment of **77 musicians** shall be hired as soon as practical but in no event later than the beginning of the 1999-00 season.

The members of the Negotiating Committee were Jean Robinson [Chair], Eric Brahinsky, Peter Flamm, Beth Stoppels, Brian Petkovich, Dan Zollars, and Craig Sorgi. The members of the orchestra would like to thank their attorney, Lenny Leibowitz, Local 23 and its President, Ron Noble, and Secretary, Pete Ojeda.

This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of San Antonio Symphony Committee Chair Jean Robinson.

San Antonio Symphony

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