

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: **SAN FRANCISCO SYMPHONY SETTLEMENT**
DATE: January 31, 1999

The members of the San Francisco Symphony ratified a new six-year agreement on January 13, 1999. (This contract takes effect on November 28, 1999.)

LENGTH OF SEASON: Remains 52 weeks

WAGES: [Were \$1600/wk]
1999-00 **\$1670/wk**
2000-01 **\$1735**
2001-02 **\$1805**
2002-03 **\$1875**
2003-04 **\$1945**
2004-05 **\$2000**

EMG: No change. Radio broadcast fee-\$30 weekly.

Vacation: **VACATION:** [Was 7 collective weeks, 3 float weeks, 10 weeks total] Becomes
8 collective weeks, **2** float weeks, 10 weeks total.

SENIORITY: [Was per week \$35/\$50/\$65/\$80/\$100 (five-year increments)]
1999-00 **\$40/\$55/\$70/\$85/\$105/wk**
2000-01 **\$45/\$60/\$75/\$90/\$110**
2001-02 **\$50/\$65/\$80/\$95/\$115**
2002-03 **\$55/\$70/\$85/\$100/\$120**
2003-04 **\$60/\$75/\$90/\$105/\$125**
2004-05 **\$65/\$80/\$95/\$110/\$130**

PENSION: [Was \$42,000] Continues to be a defined benefit plan. Becomes
\$42,000/\$44,000/\$44,000/\$47,000/\$47,000/\$53,000
respectively.

SAN FRANCISCO

SYMPHONY

HEALTH INSURANCE: Remains the same; however, premium payments are capped at a maximum increase of 13% in the 4th, 5th, and 6th years.

AUDITIONS : To progress to finals: Majority vote, or a tie vote with music director approval. Music director may not veto a majority vote. To advance a candidate from semi-finals to finals. Repertoire selection at auditions will be made with the goal of finals starting around 2 p.m.

TOURING: No more than 3 tours over 22 days during this agreement. No tour longer than 25 days (contractual maximum number of tour days remains at 28). Per diem for days in New York City increased to \$15.

WORKING CONDITIONS: **String Relief** - Guarantee that string players will work less than in the past three seasons; a total of 45 sub-relief weeks in year one, 43 in subsequent years will be used to attempt to equalize workload between sections; sub-relief weeks will be used to give individual players whole weeks off; subs will be hired for all predictable absences in all six years. **Scheduling** - The number of available Sundays will be reduced by one per season, possibly two. Twice per season, an allowable Sunday may become a Saturday Matinee (family concert). The following Sunday and Monday must be free, either the week before or the week after will have three free days, and the total number of sequences for both weeks will not exceed 16 (9-7, 8-8, 7-9).

MISCELLANEOUS: **Past Retirees** - A pool of \$125,000 per year from open rehearsals will be distributed to living past retirees. This pool will be used to establish a minimum pension floor (\$16,350). **Clarification of name statement** - "It is recognized and acknowledged that the 'San Francisco Symphony' is composed of the musicians of the SFS and the SFS Administration (the Board of Governors and the Administrative Staff).

The members of the San Francisco Symphony Negotiating Committee were Chris Gilbert [Chair], Steve, Braunstein, Jeremy Constant, Linda Lukas Wayne Roden, and John Schoening. The members of the orchestra would like to thank their attorney, Liza Hirsch Medina, Local 6 and its president, Melinda Wagner. A special thanks goes to facilitators Professor Bob Mnookin and Gary Friedman.

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bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of San Francisco Symphony ICSOM Delegate Cathy Payne.

SAN FRANCISCO SYMPHONY-2

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