

# BULLETIN

October 27, 2007



## South Bend Symphony Orchestra

Settlement Bulletin  
Tom Bergeron, Delegate

<b>Ratified:</b>	<b>Term:</b>	<b>Begins:</b>	<b>Expires:</b>	<b>Pay Type</b>
10/27/07	3 years	9/1/07	6/30/2010	Per-service

First Tier Section Pay	Previous Year	1st Year	2nd Year	3rd Year
<b>Base Wage:</b>	\$93.50	\$95	\$96.50	\$98.50
<b>% increase:</b>		1.6%	1.6%	2%
<b>Services:</b>	70	64	64	67
<b>Mileage:</b>	17¢ per mile	20¢ per mile	22¢ per mile	23¢ per mile
<b>Per Diem:</b>	\$10.00	\$12.50	\$14.00	\$15.50

- Members of the string quintet and woodwind quintet are guaranteed an additional 25 services and members of the brass trio are guaranteed 13 additional services.
- There was a service cut of approximately 10% from the previous contract. The third year of the current contract reinstates some of those services.
- Attendance: No minimum for the term of this contract, however, musicians will receive an annual attendance bonus of \$10 per cycle offered if a certain number of cycles offered are played. For example, if 17 cycles are offered and 12 are played, that equals a bonus of \$170.
- The length of time a tenured musician has to demonstrate improvement when under probation for failure to maintain musical standards has been increased from "30 days or two concerts whichever is longer" to now where it is "4 Masterworks concerts performed under the direction of the Music Director."
- Review Committee now has final decision over the Music Director concerning player dismissal for musical reasons.
- A roster of the minimum regular positions in the orchestra is now in the contract.

### *Special Thanks to:*

Committee members: Bill Olsen, Victor Dome, Tom Bergeron, Kent Barnhart, Kay Schilling, William Engeman (AFM Local 278 President), and Nathan Kahn (SSD Negotiator).