

Grand Rapids Symphony

Settlement Bulletin
Paul Austin , Delegate

Ratified:	Term:	Begins:	Expires:	Pay Type
2/29/08	1 year	9/1/2008	8/31/2009	Salary/Per-service

First Tier Section Pay	Current Year (2007-08)	1st Year (2008-09)
Base Wage:	\$863.45 (per week)	\$889.35 (per week)
% Increase		3%
Weeks	42	42
B/C/D Per Service	\$107.93	\$111.17
% Increase		3%

- Addition to existing health care language:
"The parties are committed to maintaining Symphony health care costs at current levels. In accordance with the provisions and procedures specified in Article VI. M. of the Agreement, the parties agree to meet during the term of the Agreement to explore various options for achieving this objective."

Special Thanks to:

Negotiation Committee: Paul Austin and Daniel Mattson, Co-Chairs; John Clapp, Barbara Corbato, Kevin Flannery, Christopher Martin, Diane McElfish, and Josh Schlachter. Additionally, thanks to SSD Negotiator Nathan Kahn for his advice and leadership which resulted in our early settlement, allowing our organization to focus upon finding a new Executive Director.