

Ann Arbor Symphony

Settlement Bulletin
Kathleen Grimes, Delegate

Ratified:	Term:	Begins:	Expires:	Pay Type
11/2005	3 years	9/1/2005	8/31/2008	Per-service

First Tier Section Pay	Previous Year	1st Year	2nd Year	3rd Year
Base Wage:	\$65	\$68	\$72	\$75
Gtd. Services:	0	0	0	0

- Grant application tape language cleared up, giving more leeway to management.
- Chamber Ensembles to receive union scale for school concerts and rehearsals
- Right of first refusal given to contract players for chamber ensemble concerts. Existing players, who are not Ann Arbor Symphony members grandfathered in to chamber ensembles.
- Force Majeur language added.
- Added language to fine musicians who fail to return music on time.
- Changed audition committee make-up.
- Added language that all written communications must be copied to the Orchestra Committee Chair and the Union.
- Removed the choice of making probationary members re-audition as one of the options for receiving tenure.
- Added language that allows musicians to protect their hearing by ear plugs, sound shields or covering their ears.
- Defined the end of the service as being when the Concertmaster is free to leave the stage.
- Made language more lenient for musicians having to join the Local.

Negotiating Committee:

Jon Luebke, Robert Rohwer, John Dorsey, David Ammer, David Kuehn, Kathleen Grimes

Local Representative:

Barbara Zmich, Local 625 Secretary-Treasurer

SSD Negotiator:

Nathan Kahn

Many thanks to the most dynamic negotiating committee I have ever been a part of. Great work. Our last negotiation took 2 years. This negotiation took 2 days.