

Knoxville Symphony

Settlement Bulletin
Bill Pierce, Delegate

Ratified:	Term:	Begins:	Expires:	Pay Type
12/15/2005	3 years	9/1/2005	8/31/2008	Per-service and Salary

First Tier Section Pay	Previous Year	1st Year	2nd Year	3rd Year
Base Salary/Wage:	\$23,477.82/\$68.93	\$23,477.82/\$68.93	REOPENS*	REOPENS*
Weeks/Gtd. Svcs.:	35/??	35/??	35/??	35/??

The Union and Management have agreed to a 3-year Master Agreement (the agreement includes this current contract year) with a wage scale freeze (core base: \$23,477.82, per-service base: \$68.93) for the current year and wage scale re-opens for years 2 and 3. There is also a provision which grants core players unpaid leave on 15 days notice to the Personnel Manager until wage scales are increased across the board to at least 3% above current levels.

- Improvement to the "Monday Day Off" clause
- New conditional provision for shortened rehearsals
- Indoor temperature clause improvement
- Improvements to core Personal Leave Days
- Travel per diem rate change to GSA (General Services Administration) rates for the Knoxville/Knox Co. area
- New travel time limit for runouts
- Travel compensation increases
- New conditional runout "downtime" compensation
- Health insurance employer contribution increases
- Pension contribution increases

The "Negotiation Committee" was the Knoxville Symphony Orchestra Committee: Jennifer Bloch, Sean Claire, Cynthia D'Andrea (Local 546 VP), Lisa Muci, and Bill Pierce (ROPA Delegate).