

## Colorado Springs Philharmonic Orchestra

Settlement Bulletin  
Linda Shea, Delegate

<b>Ratified:</b>	<b>Term:</b>	<b>Begins:</b>	<b>Expires:</b>	<b>Pay Type:</b>
2/21/10	4 years	9/1/09	8/31/2013	Per-service

First Tier Section Pay	Prev Year (2008-09)	1st Year (2009-10)	2nd Year (2010-11)	3rd Year (2011-12)	4th Year (2012-13)
<b>Base Wage:</b>	\$93.39	\$93.39	\$93.39	\$94.32	\$95.26
<b>% Increase</b>		0%	0%	1%	1%
<b>Pension</b>	4%	4%	4%	4%	4%
<b>Services</b>					
<b>Long</b>	103	103	100	100	100
<b>Short</b>	80	80	80	80	80

- Services scheduled around Independence Day events will be over and above the guarantee
- Musicians (rather than an arbitrator) will make the final decision in the non-renewal/demotion process
- Cartage is now paid according to local union price list (previously applied only to harp)
- Use of paid leave is now at musician's discretion
- Music will be made available 2 weeks in advance of first rehearsal (was one week)

***Special Thanks to:***

Negotiating Committee: Bob Jurkscheit, Mary Anne Lemoine, Matthew Scheffelman and Bron Wright. Also assisting with the negotiation preparation and/or participating throughout the process were Janice Galassi of the AFM Organizing and Education Dept., Local #154 board member Nathan Kahn, also of the AFM Symphonic Services Division, Local #154 Vice President Clark Wilson, Local #154 member Alan Isaacson and President, Diane Merrill