



settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: NATIONAL SYMPHONY SETTLEMENT
DATE: August 13, 1998

The members of the National Symphony Orchestra ratified a new 6-year contract on July 30, 1998.

Length of Season: remains 52 weeks (years 1 and 6 in this contract are 53 weeks)

Wages: Were \$1430/wk - \$74,360/yr; Become as follows:

1998/1999	\$1460 [first 27 wks]/\$1485 [last 26 wks] - \$78,030/yr (incl. 53rd wk.)
1999/2000	\$1515 [first 26 wks]/\$1550 [last 26 wks] - \$79,690
2000/2001	\$1575 [first 26 wks]/\$1610 [last 26 wks] - \$82,810
2001/2002	\$1640 [first 26 wks]/\$1670 [last 26 wks] - \$86,060
2002/2003	\$1710 [first 26 wks]/\$1740 [last 26 wks] - \$89,700
2003/2004	\$1790 [first 27 wks]/\$1844 [last 26 wks] - \$96,274 (incl. 53rd wk.)

EMG: none

Vacation: remains 8 weeks plus two relief weeks for each string player and one relief week for all other players.

Seniority: Was \$11.25 per week per year of service, paid at 2 (or when musician achieves tenure) ,5 ,10 ,15 ,and 20 year increments - \$225 maximum

Becomes:

1998/1999	\$11.50 per week per year of service, \$230 max
1999/2000	\$12.00, \$240 max
2000/2001	\$12.50, \$250 max
2001/2002	\$13.00, \$260 max
2002/2003	\$13.50, \$270 max
2003/2004	\$14.25, \$285 max [first 27 wks]/ \$15.00, \$300 max [last 26 wks]

Pension: Was \$35,000 max

Becomes as follows:

Effective 9/1/98, NSOA will freeze benefit service under the NSO pension plan and begin making monthly contributions to the American Federation of Musicians and Employers' Pension Fund ("AFM-EPF") on behalf of each musician at the following percentages of scale plus seniority: first four years of contract 4%, fifth year 5%, sixth year 6%.

All musicians who retire during the first year of this contract will receive a maximum benefit under the NSO pension plan of \$40,000, plus their benefit from one year of AFM-EPF contributions. Effective 9/1/01, the maximum pension for these persons under the combined NSO and AFM-EPF plans will increase to \$50,000.

All musicians who retire in years two and three of this contract will receive a maximum benefit under the NSO pension plan of \$35,000, plus their benefits from their AFM-EPF contributions. Effective 9/1/01, their pension and the pensions of all future retirees will increase to the greater of: (1) a total maximum benefit from the NSO plan and the AFM-EPF of \$45,000, or (2) a maximum benefit from the NSO plan of \$35,000 plus a benefit from the AFM-EPF based on actual contributions.

The benefits from the AFM-EPF are expected to exceed \$10,000 (resulting in a total benefit greater than \$45,000) beginning in the fifth year of the contract. Therefore, the total maximum pension (after 9/1/01) for musicians retiring in the second, third and fourth year of this contract is expected to be \$45,000. The total maximum pension for musicians retiring in years five and six of this contract is expected to be \$45,561 and \$48,997 respectively.

Effective 9/1/01, the maximum pension under the NSO plan of all musicians retiring under the previous contract or its extension (1993-98) will increase to \$45,000. The contract provision guaranteeing to musicians retiring under one contract the pension benefits negotiated in the next will be deleted in this contract.

Health Insurance: Remains NYLCare HMO with Major Medical option. New infertility rider provides 50% payment for in-network In Vitro Fertilization.

Dental Insurance: Unchanged

Disability Insurance: Unchanged

Instrument Insurance: Unchanged

Sick Leave: Unchanged, except to change unpaid maternity leave to parental leave and to clarify the application of the District of Columbia Family Medical Leave Act.

Per Diem: Unchanged

Auditions: Unchanged

Working Conditions:

a) Language changed to allow for back-to-back educational concerts on Residency tours when the concerts are held in the same venue as any full-length concert presented in the same city. b) Management may, with the approval of the Orchestra Committee, schedule acoustic rehearsals on tours which end more than 30 minutes before the concert. c) Management may schedule multiwork concerts of up to 85 minutes with no intermission. Only four such concerts per contract year may begin before 7:00 pm; management may schedule more than four with Orchestra Committee approval. d) Management will update the yearly datebook on a monthly basis to advise the Orchestra members as soon as possible of schedule changes. e) Management may schedule 9-service weeks outside of the subscription season under the same terms as subscription season 9-service weeks provided that all services in the week are scheduled indoors. f) Management may schedule Saturday dress rehearsals during the subscription season for a Kennedy Center Gala (if performed in the Concert Hall with the Music Director conducting) and for Saturday Festival concerts (up to 2 a year). g) Management may schedule up to two administrative services per contract year. h) New language added establishing procedures for consultation with the Orchestra Committee in addressing issues of temperature and extreme weather conditions at outdoor venues.

Miscellaneous: i) Radio broadcast language was altered to incorporate, with minor modifications, the terms of the AFM-NPR Agreement into the contract. Payment for radio broadcasts remains at 8% of scale. j) Several side letters were agreed upon, including a side letter stating that the management will pay the librarians for all media work under the applicable AFM agreements. (The librarians are not part of the bargaining unit.)

The members of the negotiating committee were Chairperson William Foster, Richard Barber, Glenn Garlick, Alice Weinreb, and Jeffrey Weisner. The Committee would like to thank its attorneys, George Cohen and Anne Mayerson, as well as AFM Local 161-170 President Joe Shifrin and Secretary-Treasurer Tom Lee. The Committee would also like to thank National Symphony Orchestra Association President Robert Jones and the entire NSOA negotiating committee for the spirit of cooperation and respect that prevailed throughout these negotiations.