

TO: ALL ICSOM ORCHESTRAS  
FROM: DAVID ANGUS, PRESIDENT  
RE: NEW JERSEY SYMPHONY SETTLEMENT  
DATE: January 3, 2000

The members of the New Jersey Symphony Orchestra ratified a new 3-year contract (effective September 1, 2000 - through August 31, 2003) on December 12, 1999 - eight and a half months before the expiration of the current collective bargaining agreement.

**LENGTH OF SEASON:** [Was 33 weeks] 2000/01 **35**, 2001/02 **36**, 2002/03 **36**

**WAGES:** [Were \$965/\$31,845/yr] 2000/01 **\$1025/\$35,875**, 2001/02 **\$1077/\$38,772**,  
2002/03 **\$1160/\$41,760**  
(Salary figures do no include EMG)

**EMG:** [Was \$35/wk] 2000/01 **\$35**, 2001/02 **\$35**, 2002/03 **\$40**

**VACATION:** [Was 2 weeks] 2000/01 **2 weeks**, 2001/02 **3 (relief)**, 2002/03 **3**.

**SENIORITY:** [Was 10-14 yrs-2% of minimum scale/wk 15-19 yrs- 2.5% 20+yrs-3%]  
[NEW] **5-9 years-1% and 25+-3.5%**

YEAR	5-9 yrs.	10-14	15-19	20-24	25+
2000/01	\$10.25/wk	20.50	25.63	30.75	35.88
2001/02	\$10.77	21.54	26.93	32.31	37.66
2002/03	\$11.60	23.20	29.00	34.80	40.60

**PENSION:** [Was Contracted players, 10% based on minimum scale (AFM-EP).  
Substitutes/extras 9%]. Remains at 10% for contracted musicians and 9% for substitutes  
and extras. In 2002/03 substitutes/extras **9.25%**. [NEW] Pension paid on all gross  
earnings.

**HEALTH INSURANCE:** Unchanged. [Beginning 1/1/2000) Office visit co-pay raised to  
**\$10**. Generic prescription co-pay raised to **\$5**. Name brand  
prescription co-pay raised to **\$10**. Domestic Partners  
compensated the difference between single and husband/wife  
coverage.

# New Jersey Symphony

**FLEXIBLE SPENDING ACCOUNT:** [NEW] Effective 1/1/2000.

**LIFE INSURANCE:** [Was \$15,000 per player] **\$30,000** per player.

**TRAVEL:** Extensive foreign and domestic tour language added.

**AUDITIONS:** Provision for final candidates to perform for up to three weeks with the orchestra.

**WORKING CONDITIONS:** Temperature clause. Including extra payment for each degree of divergence from agreement

**MISCELLANEOUS:** Audition Committee will consult with Music Director before granting or withholding of tenure. Attendance requirement during winter season remains at 70% of 27 winter season weeks. Personal Privilege days (5 per season) added for unpaid absence from any service for momentous life events. Move-up rates for temporarily assuming a Principal and Assistant Principal position. Concertmaster move-up now 200% of minimum scale. Doubling rates set to percentage of minimum scale. Substitute and Extra compensation: [WAS 95%] 100% of minimum scale. Commitment to increase number of musicians in the orchestra by one per year for each of the next ten years. Voluntary community outreach program (REACH) now 1 week guaranteed per season. Increase in Bus overtime and bus captain fees. Sound Check language added. Institutional relationship language added including participation in Artistic leadership, Executive Director and administrative staff, and Board search committees Non-performing concert attendance - Musicians paid to attend a NJSO concert as a member of the audience.

The members of the Negotiating Committee were Robert Wagner [Chair], Lucy Corwin, Karl Herman, David Rosi, Jonathan Spitz, Jonathan Storck, and Christine Terhune. The members of the orchestra would like to thank their attorney, Susan Martin, and Local16 and President Les Blasi, for their innumerable valuable contributions.

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This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of New Jersey Symphony ICSOM Delegate Robert Wagner.

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