



ICSOM

Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

September 21, 2007

North Carolina Ratifies 4-Year Agreement

On September 1, 2007, the musicians of the North Carolina Symphony ratified a four-year agreement that runs from August 15, 2007 and continues through August 31, 2011.

	[2006-07]	2007-08	2008-09	2009-10	2010-11
SEASON LENGTH:	[41 wks]	41 wks	42 wks	43 wks	44 wks
WAGES:					
Annual Salary –	[\$47,236.51]	\$48,749	\$51,954	\$55,298	\$59,400
Weekly Salary –	[\$1,152.11]	\$1,189	\$1,237	\$1,286	\$1,350
PENSION: Private fund remains at 9%.					
SENIORITY: <i>(per week by completed years of service)</i>					
5 to 9 years –	[\$12]	\$13	\$14	\$15	\$16
10 to 14 years –	[\$18]	\$19	\$20	\$21	\$22
15 to 19 years –	[\$24]	\$25	\$26	\$27	\$28
20 to 24 years –	[\$27]	\$28	\$29	\$30	\$31
25 years plus –	[\$30]	\$31	\$32	\$33	\$34

VACATION: Increases from 25 to 26 days in 2010-11.

INSURANCE:

- Health –**
 - Musicians choosing to retire between the ages of 55 and 65 may opt to remain in the health plan until age 65, provided they pay the full monthly premium.
 - The plan will remain with Blue Cross with no changes to the coverage provisions. During the 2007-08 season, a joint musician/management health insurance committee will investigate cost-saving measures. No changes to the plan may be made without recommendation by the health insurance committee and review and consent by the parties.
 - Musician contribution remains at 8% for a single employee and employee and children; 11.3% for employee and spouse and 9.3% for employee and family in 2007-08. Beginning in 2008-09 all contribution levels increase to 12%.
- Life –** Coverage increases from \$50,000 to \$60,000.
- Disability –** Monthly maximum payment changes from \$2,910 to the base weekly rate of pay at the time of the disability multiplied by the number of weeks in the season at the time of the disability multiplied by .066667.

SICK LEAVE: Remains at 20 days per season, cumulative to 60 days with the additional provision that any musicians with 30 years or more of service will receive an additional day of sick leave for each year over 29 years. For each year of service over 29 years, two days will be added to the cumulative total.

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TRAVEL:

- [NEW] Travel insurance for bus travel will be provided at \$150,000 per individual and \$750,000 aggregate coverage.
- There are new provisions for international travel.
- Total weekly travel maximums were reduced by 2 hours and the daily travel maximum for two-service days was reduced from 4 hours to 3 hours.
- Single rooms will be provided free of charge [previously \$11].

PER DIEM: Increased from \$37/day to \$40 in 2007-08, \$42 in 2008-09, \$44 in 2009-10 and \$46 in 2010-11.

AUDITIONS:

- Audition committee compensation, which was previously in the form of additional paid leave, will now be one additional service paid at base service scale for a total of 8 hours or less, 1 ½ services for 8-12 hours and 2 services for a total of 12 hours or more.
- New provision to cover conversion of titled positions from “acting” to permanent.
- New provision advancing finalists from previous auditions to finals in a subsequent audition that occurs within two years.

WORKING CONDITIONS:

- Personal leave increases from 5 to 6 services in 2009-10.
- Once per season, the Society may schedule a 60-minute photo session.
- Service-scheduling allowance of five Mondays was reduced to four Mondays.
- The Society is now required to provide security for the parking lot during evening runouts and overnights.
- Early start time for a service has been changed from 9:00AM to 9:30AM.
- Break length for a two-and-a-half our service was increased from 15 to 20 minutes.
- Minimum and maximum temperatures have been changed. Both indoor and outdoor minimums have been raised from 65 degrees to 68 degrees. The indoor maximum remains at 85 degrees but the outdoor maximum was reduced from 95 to 90 degrees.

MISCELLANEOUS:

- Wages for subs and extras increases by \$20 per service in 2007-08 and then becomes 85% of base minimum per service beginning in 2008-09, representing a nearly 20% increase.
- The uniform and instrument allowance increases from \$365.75 to \$425 in 2007-08, \$440 in 2008-09, \$450 in 2009-10 and \$475 in 2010-11.
- The 5% of weekly scale per broadcast for syndicated radio is now included in the agreement.

Thanks to the negotiating team: Elizabeth Lunsford and David Marschall, Co-chairs; Bruce Ridge, Oskar Ozolinch and Chris Caudill. Thanks also to Local #500 President Jimmy Gilmore and Attorney Michael Okun.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the North Carolina Symphony ICSOM Delegate, Elizabeth Lunsford.

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