



# ICCSOM

## Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

October 7, 2007

### New York Philharmonic Ratifies 4-Year Agreement

On September 25, 2007, the musicians of the New York Philharmonic ratified a four-year agreement that runs from September 21, 2007 through September 20, 2011. Negotiations were relatively congenial, but not without frustrations. The orchestra was happy to preserve their health benefits, with the possibility of making no contributions to the premium. They were also satisfied to make up some lost ground in salary and pension, relative to other major orchestras.

**LENGTH OF SEASON:** Remains at 52 weeks.

<b>WAGES:</b>	<b>[2006-07]</b>	<b>2007-08</b>	<b>2008-09</b>	<b>2009-10</b>	<b>2010-11</b>
<b>Annual Salary –</b>	[\$113,360]	\$118,560	\$123,760	\$129,740	\$134,940
<b>*Weekly Salary –</b>	[\$2,180]	\$2,280	\$2,380	\$2,495	\$2,595

*\* All musicians receive at least \$20 per week over scale.*

<b>PENSION (private) –</b>	[\$60,000]	\$63,000	\$65,000	\$67,000	\$70,000
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*\* Any musician retiring at any point during the life of this contract will receive the pension increases that occur during the contract, up to the maximum pension benefit at the end of this agreement.*

#### **SENIORITY – per week, per year of service**

<b>5-9 yrs:</b>	[\$77.39]	\$80.94	\$84.49	\$88.59	\$92.13
<b>10-14 yrs:</b>	[\$103.19]	\$107.93	\$112.67	\$118.12	\$122.84
<b>15-19 yrs:</b>	[\$128.96]	\$134.88	\$140.80	\$147.62	\$153.52
<b>20-24 yrs:</b>	[\$154.76]	\$161.86	\$168.97	\$177.15	\$184.23
<b>25+ yrs:</b>	[\$180.56]	\$188.85	\$197.14	\$206.68	\$214.95

#### **HEALTH INSURANCE:**

- There were no changes to Empire Blue Cross/Blue Shield PPO health benefits other than an improved benefit for out of network physical therapy.
- Management will contribute up to \$2,079,382 during the first year of the contract with an annual 5% increase each season (up to \$2,407,145 during the 4<sup>th</sup> season of the contract). Should actual costs exceed those amounts, musicians agree to split the excess cost with management up to \$20 per week.
- Retirees 62 and over will be given an annual \$2,000 payment toward the purchase of a Medicare supplement policy.

## **NEW YORK PHILHARMONIC**

**TRAVEL:** Management is now allowed more flexibility regarding consecutive days of travel and length of tours, with the approval of the Tour Committee.

**PER DIEM:** Domestic per diem increases from \$108 per day to \$112 during the first three years of the agreement, and \$116 in the final year of the contract.

**WORKING CONDITIONS:**

- Twice each season there may be 5 concerts and 3 rehearsals (instead of 4 concerts and 4 rehearsals) in a subscription season without extra concert pay.
- Up to 2 fund raising concerts, in addition to Pension Fund concerts, may be scheduled during the term of the contract with no extra pay.

**MISCELLANEOUS:** The negotiating committee and management will undertake an actuarial study of alternatives to the current Philharmonic pension plan, with a view to increasing the pension benefit level to \$75,000 at no significant additional cost to management, in a potential fifth year of the contract. If this agreement can be reached, weekly salary will increase to \$2,700 per week in addition to the \$20 weekly overscale in the fifth year.

Thanks to the negotiating team: Fiona Simon, Chair; James Markey, Kenneth Mirkin, Erik Ralske and Allen Spanjer. Thanks also to Local 802 President Mary Landolfi and Attorney Bruce Simon.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the New York Philharmonic ICSOM Delegate, Kenneth Mirkin.*