



# ICSOM

## Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

September 6, 2008

### Philadelphia Ratifies 3-Year Agreement

On September 17, 2007, the musicians of the Philadelphia Orchestra ratified a three-year agreement that runs from September 17, 2007 through September 19, 2010.

**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>Annual Salary –</b>	[\$114,000]	\$119,600	\$124,800	\$130,780
<b>Weekly Salary –</b>	[\$2,200]	\$2,300	\$2,400	\$2,510/\$2,520 <i>(9.21.09/3.21.10)</i>

<b>EMG:</b>	[\$40/wk]	\$25/wk	\$30/wk	\$35/wk
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**PENSION:** AFM-EPF contribution remains at 7.5%. The AFM-EPF contribution (*which does not include contributions for recording work*) combined with the private plan (frozen in 2004 at \$55,000 and increased to equal a total maximum of \$65,000) will increase to a combined maximum total of \$70,000 in 2008-09 and \$75,000 in 2009-10 (for 30 years of service over the age of 60).

Subs and extras will receive 7.5% AFM-EPF.

**SENIORITY** (*per week/per year*):

<b>6-10 yrs –</b>	\$55	3%	3.25%	3.25%
<b>11-15 yrs –</b>	\$80	4%	4.25%	4.25%
<b>16-20 yrs –</b>	\$100	5%	5.25%	5.25%
<b>21-25 yrs –</b>	\$115	5.75%	6%	6%
<b>26+ yrs –</b>	\$130	6.75%	7%	7%

**INSURANCE:**

**Health –** [was: an HMO is offered and the PPO is Personal Choice with \$15/\$30 deductibles (doctor co-pay/specialist co-pay), with both a MERP and flex reimbursement plan available. A cost sharing plan goes into place if the policy increase in year one is above 10% with musician payments capped at \$10/wk for individuals and \$15/wk for families. Should any season increase be below 10%, the difference will be “banked” for future years.] BECOMES: There will be no cost sharing in the 2007-08 season. If costs increase above 10% in 2008-09, cost-sharing provisions will apply as previous.

## PHILADELPHIA ORCHESTRA

**Dental** – [was; Cigna with cost-sharing provisions similar to the health insurance plan.] BECOMES: Aetna with future changes to be mutually agreed upon. There will be no cost sharing in the first season.

**Disability** – [was: 60% of earnings with a maximum of \$7,500 per month.] Maximums increase to \$7,900 in 2007-08, \$8,200 in 2008-09 and \$8,500 in 2009-10.

**Instrument** – [was: \$100,000 for instruments used in the orchestra or \$650,000 for 2 string instruments and 2 bows.] BECOMES: \$650,000 now covers 2 string instruments and up to 4 bows.

**TRAVEL:**

- Runouts other than to Carnegie Hall, the Kennedy Center or Lincoln Center are limited to 4 per season.
- [NEW] On two occasions during the term of the agreement a 9-hour travel day (from point of departure to the hotel) may be scheduled with stipulations including a specified hotel arrival time, service/travel scheduling the following day and limitation on the use of the travel day.
- VAIL: a number of travel conditions were established specific to Vail that include limits on departure time, the type of airline and flight, bus arrival time, first day of service rehearsal time limitations, service scheduling for consecutive days of services and before and after travel days, and allowing the option to travel a day early at the member's expense for lodging at the POA group rate.

**PER DIEM:** Added Saratoga at 100% of GSA and Vail at 55% of GSA (plus the difference from July 2007 was retroactively paid.)

**AUDITIONS:** Audition pay was changed from \$30 per hour to become 1.5% of scale per hour (2007-08 equals \$34.50.) Other revisions to audition language are under discussion.

**WORKING CONDITIONS:**

- Sunday scheduling changes include: 1. The elimination of the \$15 Sunday bonus and 48-hour rule (two free days) after a Sunday concert; 2. In the 2008-09 and 2009-10 seasons 8 subscriptions, 1 *Messiah* and 1 "special" concert may be scheduled; 3. Monday after a Sunday concert will always be free of any service, only 1 Saturday service may precede a Sunday concert (except *Messiah*), and there will be one paid extra rehearsal on Saturday preceding a Sunday "special" with the following Monday and Tuesday free.
- The length of various types of concerts beginning in 2008-09 was established. Additional conditions were established to allow for 5-minute delays and the allowance of 5 or 10 minutes of additional performance time for certain concerts and presentations.

**MISCELLANEOUS:**

- Orchestra size will increase from 106 to 107 members comprised of 105 musicians and 2 librarians. Additionally, normal string playing complements were defined and allowances were made for using larger full time string complements for larger works as established in the score like Mahler, Debussy, etc.
- Substitute hiring to provide relief services for members and the policy for hiring of alternates were clarified.
- The Philadelphia Orchestra Media Institute will be replaced by a standing board committee – the Orchestra Media Committee (similar to Artistic Advisory or Education) and assume all functions of the LOC/LIOC.
- New media contract language was added: “POA will honor the terms of the existing national agreements currently in place, or their successors, for the term of the contract regardless of their possible expiration.”
- Local radio broadcast payments were increased from \$10 to \$15 per broadcast with one repeat broadcast, and a \$10 per broadcast will be paid for local Saratoga and Vail broadcasts.
- Move up pay increased from \$5 to \$10 per concert. This also applies if the musicians rotated off a smaller work.
- Sabbatical leave must be for consecutive months and only 1 string relief week (instead of 2) will be granted following 6-month sabbatical leaves.
- Additional changes include establishing the start of Christmas vacation, the number of parking spaces at the Mann Music Center, restricting Saturday concert scheduling at the Mann Center and for summer runouts, and increasing fines for lateness (monies are paid into a hospitality fund).

Thanks to the negotiating team: Eric Carlson, Chair; Jonathan Beiler, Gloria De Pasquale, David Fay and John Koen. Thanks also to Local #77 President Joe Parente and Attorney Susan Martin.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Philadelphia Orchestra ICSOM Delegate, John Koen.*