



INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

September 23, 2008

National Ratifies 4-Year Agreement

On September 1, 2008, the musicians of the National Symphony ratified a four-year agreement that runs from September 2, 2008 and continues through September 3, 2012.

LENGTH OF SEASON: Remains at 52 weeks

WAGES:	[2007-08]	2008-09	2009-10	2010-11	2011-12
Annual Salary –	[\$107,198]	\$111,676	\$116,930	\$122,401	\$128,568
Weekly Salary –	[\$2,046/\$2,077]	\$2,124/\$2,172	\$2,223/\$2,275	\$2,327/\$2,381	\$2,440/\$2,501
Percent Increase –		2.25%/2.25%	2.35%/2.35%	2.3%/2.3%	2.55%/2.55%
	[9.4.07/3.4.08]	9.2.08/3.10.09	9.8.09/3.9.10	9.7.10/3.8.11	9.6.11/3.6.12

AFM-EPF: Increases from 8% to 8.75% on 6/5/2012.

SENIORITY: Increases by same percentage as scale.

INSURANCE:

Health –

Providers changed from CIGNA to CareFirst Blue Cross/Blue Shield. The monthly musician contribution remains at 5% of the individual premium (and 25% of the difference between the individual and 2-party or family coverage with no cap) with the individual cap increasing from \$30 to \$45.

Each calendar year has a defined increase (10% in 2010, 9% in 2011 and 8% in 2012), however a new clause provides that if both employer and employee portions of the premium increase more than stated above, the committee and Association will meet to identify modifications to reduce the health insurance premiums for the musicians to match those pre-determined percent increases. If no agreement can be reached within 60 days, musicians will pay the increased cost that will not exceed the following caps:

Effective: January 1, 2010 - \$50
January 1, 2011 - \$55
January 1, 2012 - \$60

Disability –

The agreement now specifies when a musician's employment may be terminated when they are on Long Term Disability so the open position may be filled by audition. After a 21-month period of disability (which is in addition to the 90 day waiting period making a total of 24-months of continuous absence) the Association may terminate the musician's employment. The musician may elect to receive health coverage following termination on the same terms as regularly employed musicians paid by the Association for 12-months after which the musician must reimburse the Association the entire premium calculated at COBRA rates applicable to non-disabled individuals.

Effective September 6, 2011, the maximum monthly LTD benefit will increase from \$7,500 to \$9,000.

TRAVEL:

- Tour Leave provision was clarified.
- Maximum travel time limitations on no-service travel days was increase from six to eight hours for a non-stop flight, and from eight to nine hours for a non-stop flight over three time zones. (Travel times are computed from door-to-door, including airport check-in time and bus travel between the hotel and airport.)

PER DIEM:	[was: \$90] Increased to \$95 and to \$98 on Sept. 5, 2011.
Residencies -	[was: \$81] Increased to \$85.50 and to \$88.20 on Sept. 6, 2011.
Large city bonus -	Remains at \$15 and increases to \$16 on Sept. 6, 2011.
NY/LA bonus -	Remains at \$20 and increases to \$22 on Sept. 6, 2011.
Wolf Trap -	[was: \$7.50] Increased to \$10.

WORKING CONDITIONS:

- Intermission for a 2 ½ hour rehearsal was increased from 15 to 20 minutes.
- The NSO has the ability to schedule one 3-hour opera or major choral work each season without overtime. A new provision allows the NSO to “bank” unused choral works or operas for use in another year, but no more than two may be scheduled in the same contract year.
- Length of the Season Opening Ball Concert and Kennedy Center Gala were increased from 2 ¼ hours to two hours and 25 minutes; however, if the service requires overtime, it shall be calculated from 2 ¼ hours.
- Three times per season a Sunday matinee concert may be scheduled if the preceding Friday and Saturday are free of services. Previously, Sunday was the mandatory day off.

COMMENT:

Three union proposals were vigorously pursued, but were not agreed to in this settlement. One dealt with what NSO musicians perceive as eroding artistic standards during residencies. The second dealt with temperature and humidity conditions on the Kennedy Center stage, which has long been a source of aggravation. The subjects were dropped when management expressed a commitment to work to correct problems coupled with a reluctance to make specific contractual promises. The Committee made it clear that if improvements are not made in these two areas, they will not drop these subjects in future negotiations.

The third proposal, inclusion of librarians in the bargaining union, was ultimately postponed as it is considered a “permissive” not “mandatory” subject of bargaining and management was not willing to move on this subject. The orchestra will be pursuing recognition of the union as bargaining agent of librarians either on a voluntary basis or through National Labor Relations Board processes.

Thanks to the negotiating team: William Foster, Chair; Mark Evans, Glenn Garlick, Peter Haase and Jennifer Mondie. Thanks also to Local #161-710 for their incredible support, to new President John Cusick and to Secretary-Treasurer Teresa Gafford. Special thanks to attorneys Jeff Freund and Anne Mayerson of Bredhoff & Kaiser, for providing the highest level of professional legal representation.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the National Symphony ICSOM Delegate, Truman Harris.

NATIONAL SYMPHONY ORCHESTRA