



March 5, 2009

### New Jersey Ratifies 1-Year Agreement

On January 29, 2009, the musicians of the New Jersey Symphony ratified a one-year agreement that is retroactive to September 1, 2008 and runs through August 31, 2009. With a few changes to working conditions, audition procedures and deductible and co-pay requirements for health insurance, the agreement is essentially a freeze. The Negotiating Committee’s biggest disappointment regarding these negotiations was the failure to achieve a multi-year agreement. Seven months of negotiation, friction with the Local, and the Negotiation Committee’s perception of unwillingness by the membership to continue the process during the present economic climate, led the committee to recommend the present agreement. The settlement was approved by a small majority.

<b>LENGTH OF SEASON:</b>	Remains at 32 weeks	
<b>WAGES:</b>	<b>[2007-08]</b>	<b>2008-09</b>
Annual Salary –	[\$41,855]	\$41,855
Annual Salary w/o EMG –	[\$39,712]	\$39,712
Weekly Salary –	[\$1,292]	\$1,292
Weekly Salary w/o EMG –	[\$1,241]	\$1,241
EMG:	[\$51/wk]	\$51/wk
<b>AFM-EPF:</b>	Remains at 10%	

**HEALTH INSURANCE:** Oxford PPO modifications include an increase from \$10 to \$15 per physician visit; prescription co-pays have been increased from \$5/\$10 to \$10/\$20/\$35; emergency room co-pay has been increased from \$35 to \$50; outpatient co-pay becomes \$250 and hospital admission co-pay becomes \$500 (both were previously no charge.)

**AUDITIONS:**

- Screen requirement during semi-final rounds reinstated.
- Number of hours required for the committee per day is limited to 10 hours, and auditions may not be heard after 10:30PM.

**WORKING CONDITIONS:**

- Non-principals may now use four of the present 8 personal services during Music Director conducted weeks; these absences were previously restricted.
- Work rule changes will now allow limited collaboration with Opera New Jersey.
- “Grossing up” income for a musician with a domestic partner; federal tax code taxes health benefits for domestic partners; this provision provides extra pay to cover the tax.

Thanks to the negotiating team: Martin Andersen, Chair; Ed Engel, Garth Greenup, David Rosi, Susan Standley and Robert Wagner. Thanks also to Local #16 President Les Blasi and Attorney Barbara Jaccoma, esq.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the New Jersey Symphony Orchestra Committee Chair, Martin Andersen.*