



**SICK LEAVE:** Each musician shall receive 5 sick days per season, which are cumulative, but will now be capped at 20 days (previously there was no cap), and the number of unused days that may be carried over from one agreement to the next is increased from 5 days to 10 days.

[NEW] A Sick Leave Bank will be created for the purpose of aiding members who suffer extended illness. The bank will be funded with unused sick leave days forfeited at the expiration of the previous agreement.

**AUDITIONS:** The total amount paid to audition committee members and proctors per audition remains at \$3,400 for the 2008-09 season and will increase to \$3,800 in 2009-10 and \$4,000 in 2010-11.

**WORKING CONDITIONS:**

- For all services, overtime will be paid at time-and-one-quarter for all work over 4 hours.
- Personal leave requests for rehearsals other than dress rehearsals now require one week's notice (previously there was no notice required.) Limitations to the number of musicians allowed personal leave for the same service were established.

**MISCELLANEOUS:**

- Tenured tutti string players filling a titled chair for an entire engagement shall receive the required overscale. Players filling Principal positions for distinct string sections created for a production (i.e, Elektra) will receive Assistant Principal overscale.
- The additional amount paid for performances of two hours or more with no intermission was established at 15% of the hourly base rate (previously was \$3.50 for no-intermission performances of 1.75 hours or more).
- Under certain conditions during reading rehearsals, musicians may be required to sit for 55 minutes before a break in rehearsal (increased from 50 minutes.)

Thanks to the negotiating team: Greg Drone, Chair; Chris Jewell, Elizabeth Pulju-Owen, Frank Carnovale and Peter de Boor. Thanks also to Local #161-710 President John Cusick and Secretary-Treasurer Teresa Gafford and to Attorney Leonard Leibowitz.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Kennedy Center ICSOM Delegate, Peter de Boor.*

**WASHINGTON NATIONAL OPERA ORCHESTRA/  
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