



INTERNATIONAL CONFERENCE OF
SYMPHONY AND OPERA MUSICIANS

SETTLEMENT BULLETIN

November 6, 2009

Kennedy Center Ratifies 4-Year Agreement

On September 5, 2009, the musicians of the Kennedy Center Opera House Orchestra ratified a four-year agreement that runs from September 1, 2009 and continues through August 31, 2013. Entering these negotiations, there were no major issues between the parties. In an era rife with many contract re-openers, wage freezes and givebacks, the musicians were very satisfied to be involved in a negotiation of improvements. They were able to maintain parity with National Symphony weekly scale, a feature of their agreements they have maintained for many years now, and which was most likely their single most important priority. While unable to negotiate a significant increase in sick leave, something many had hoped for, the increases in benefits combined with the generous increases (for these times) in other scales were sufficient to warrant the lengthy term.

LENGTH OF SEASON: Remains at 7 weeks

WAGES:	[2008-09]	2009-10	2010-11	2011-12	2012-13
<u>Ballet:</u>					
Annual Salary –	[\$22,003]	\$22,940	\$23,912	\$24,976	based on National Symphony scale when negotiated
Weekly Salary –	[\$2,172]	\$2,223/2,275 <i>9.8.09/3.9.10</i>	\$2,327/2,381 <i>9.7.10/3.8.11</i>	\$2,440/\$2,501 <i>9.6.11/3.6.12</i>	parity with National Symphony wkly. scale
Rehearsal, hourly –	[\$61]	\$62.83	\$64.71	\$66.66	\$68.66
Combined Washington Opera/Kennedy Center					
Annual Salary –	[\$61,920]	\$62,937	\$64,040*		

* final year of current Washington National Opera agreement

Musical Theater:

Weekly Salary –	[\$1,487]	\$1,531.61	\$1,577.56	\$1,623.89	\$1,681.76
Rehearsal, hourly –	[\$44]	\$45.32	\$46.68	\$48.08	\$49.52
AFM-EPF:	[11.5%]	11.5%	11.5%	12%	12.5%

VACATION (% of gross wages):

	[8%]	8%	8%	8%	8.5%
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INSURANCE:

Health –	[10%]	10%	10.5%	11%	11%
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Disability/Instrument – Remains at .75%

SICK LEAVE: No change to 4 services per season; may now be used to care for spouse, domestic partner, parent or child.

KENNEDY CENTER OPERA HOUSE ORCHESTRA

AUDITIONS: Total pay for all committee members and proctors was \$3,400 per audition; increases to \$3,800 in 2009-10 and \$4,000 in 2010-11.

WORKING CONDITIONS:

- Five minute grace period for ballet performances deleted.
- Straight time payment provision for up to 3.5 hours for one ballet production per season deleted.
- [NEW] For all performances, if overtime is a single 15-minute increment, it will be paid at straight time.
- [NEW] Up to 15 minutes may be added to a service without additional payment if a delay is due to circumstances beyond the control of the employer.
- The use of unpaid personal for other paying employment or rehearsal is now permitted.

MISCELLANEOUS: Titled positions will now receive the same overscales for concerts as allowed for ballet – 100% for concertmaster, 25% for principals and 10% for assistant principals [WAS – 20% for principals and no overscale for assistant principals.]

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

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