



ICSOM

Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

July 2, 2006

Buffalo Ratifies 3-Year Agreement

On June 10, 2006, the musicians of the Buffalo Philharmonic ratified a three-year agreement that runs from September 1, 2006 to August 31, 2009.

LENGTH OF SEASON: 39 weeks (37/2 vacation)

WAGES:	[2005-06]	2006-07	2007-08	2008-09
Annual Salary –	[\$39,245]	\$40,209	\$41,223	\$42,226
Weekly Salary –	[\$1,006.28]	\$1,031	\$1,057	\$1,084
EMG (annual/weekly):	[\$1,755/\$45]	\$1,755/\$45	\$1,950/\$50	\$2,145/\$55

SENIORITY: Seniority pay increases \$2.50 per five-year increment beginning in years 26-30 to a maximum per week payment of \$35.

Years -	6-10	11-15	16-20	21-25	26-30	31-35	36-40	41-45	46-50
Per week [was]-	[\$5]	[\$10]	[\$15]	[\$20]	[\$22.50]	[\$25]	[\$27.50]	[\$30]	[\$35]
becomes -	\$5	\$10	\$15	\$20	\$25	\$27.50	\$30	\$32.50	\$35

HEALTH INSURANCE: Management will pay 100% of premium for individuals, couples and families for the Community Blue Plan 205 (\$500 hospital deductible, \$7/25/40 prescriptions). Equivalent plans from Independent Health and/or Univera will be offered with the musicians covering any additional cost. Musicians also have the option of paying the difference to upgrade to Blue Cross Traditional.

TRAVEL: The radius was increased for local area services (runouts where no bus is provided) from 15 to 20 miles. Musicians agree to waive bus transportation, mileage and per diem for summer services at the Artpark facility, which is outside the 20-mile radius.

AUDITIONS: Language was changed to allow the inclusion of Associate Principals on non-principal string opening audition committees and changes in personnel required on audition committees for specific sections; to allow local musicians to enter national auditions during the second round; and to allow Associate/Resident Conductors to replace the Music Director at Sub/Extra auditions with the Music Director's approval.

MISCELLANEOUS: Non-principal to Principal move up pay was increased from \$17.50 to \$20 per service. Section move up pay to Associate or Assistant Principal was increased from \$7.50 to \$10 per service.

Thanks to the negotiating team: Alan Ross, Chair; Sal Andolina, Janz Castelo, Ronald Daniels, Amy Glidden, Jay Matthews and Robert Prokes. Thanks also to Local 92 President Dan McCue, to labor advisor/consultant Mark Jones and to attorney Melvin Schwarzwald.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Buffalo Philharmonic ICSOM Delegate, Robert Prokes.

BUFFALO PHILHARMONIC