



ICCSOM

Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

October 20, 2005

Los Angeles Ratifies 4-Year Agreement

On September 15, 2005, the musicians of the Los Angeles Philharmonic ratified a 4-year agreement that runs from September 19, 2005 and continues through September 20, 2009. Wages increased by 7.2% in year 1, 4.1% in year 2, and 4% in years 3 and 4.

LENGTH OF SEASON:	[2004-05]	2005-06	2006-07	2007-08	2008-09
	[52 wks]	52 wks	52 wks	52 wks	53 wks
WAGES:					
Annual Salary –	[\$105,300]	\$112,840	\$117,520	\$122,200	\$129,585
Weekly Salary –	[\$2,025]	\$2,170	\$2,260	\$2,350	\$2,445

EMG: [WAS - \$2,000 annually] BECOMES - \$0. The LAP will continue to do broadcasts and media projects but they are no longer guaranteed.

AFM-EPF: Remains 7%

SENIORITY: Changes from stipulated dollar amount to percentage of weekly minimum.

	WAS	BECOMES
6 to 10 years -	\$72	3.25%
11 to 15 years -	\$96	4.5%
16 to 20 years -	\$121	5.75%
21 to 25 years -	\$145	6.75%
after 25 years -	\$169	8%

VACATION: Remains at 10 weeks plus an 11th week for strings and 2nd winds. Additionally, a 12th week is added for 1st or 2nd violins who are asked to play in the other section on an as needed basis.

INSURANCE:

Health – PPO – Healthnet HMO – Kaiser

PPO [WAS: Deductible - \$200 single/\$400 family in or out of network; Maximum Out-of-Pocket -- \$700 in/\$1,500 out, single or family

BECOMES: Deductible -- Single \$250 in/\$500 out & Family \$500 in/\$1,000 out; Maximum Out-Of-Pocket -- \$1,000 in/\$2,000 out, single or family

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Health Insurance continued:

There is a premium cost escalation trigger point of \$1,467,561 for the combined HMO and PPO annual premium costs and \$14,676 annual average cost per musician, which is approximately 28% above the new annual combined costs. Should both trigger points be met during the 3rd or 4th year of the agreement, the newly created 'Joint Medical Plan Task Force' consisting of 5 musicians plus management, may recommend modifications to bring costs below the trigger point (i.e., extra donated services, plan modifications, re-bidding the plan with a different provider). Both the orchestra and management must approve the recommendations. If agreement cannot be reached, premium sharing will be paid by each PPO enrolled musician up to a maximum of \$10 per week.

Dental – [WAS: Aetna - \$2,000 dental and \$2,000 lifetime orthodontic] BECOMES: Delta - \$2,500 dental and \$2,500 lifetime orthodontic

PER DIEM: [WAS: Foreign – 100% GSA plus \$20 daily miscellaneous expenses; Domestic - \$89 adjusted to CPI prior to each tour with no daily misc. expenses.] BECOMES: Foreign – 107% GSA with no daily misc. expenses; Domestic - \$99 adjusted to CPI prior to each tour with no daily misc. expenses.

AUDITIONS: [WAS – 2/3 vote of the committee during finals for Music Director to hire] BECOMES – 50% vote of the committee during finals for MD to hire.

MISCELLANEOUS:

- Orchestra size reduced from 107 to 105 musicians in the string section through attrition.
- Sub and extra scale frozen at 2004-05 rate until it becomes 82.5% of scale.

Thanks to the negotiating team: Peter Rofé, Chair; Jim Babor, Brian Drake, Mark Kashper and David Moore. Thanks also to Local #47 President Hal Espinosa, to Don Muggeridge and to attorney Steven Kaplan.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Los Angeles Philharmonic ICSOM Delegate, Meredith Snow.

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