



ICCSOM

Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

January 3, 2006

Metropolitan Opera Ratifies 5-Year Agreement

On September 30, 2005, the musicians of the Metropolitan Opera Orchestra ratified an early agreement of five years that begins on August 1, 2006 and will continue through July 31, 2011. Salaries were frozen the first two seasons, with increases of 4%, 2% and 2% in the third through fifth seasons. The orchestra was happy, in these troubled times, to enter into and negotiate a new contract that improves pension, protected medical insurance conditions, and increased salaries, rehearsal rates and the annual symphonic adjustment that is considered a big step forward.

LENGTH OF SEASON: 52 weeks

WAGES:	[2005-06]	2006-07	2007-08	2008-09	2009-10	2010-11
Annual Salary for Performances only* –						
	[\$99,637]	\$99,637	\$99,637	\$104,622.67	\$107,715.30	\$110,869.32
Weekly Salary for Performances only –						
	[\$1,847.91]	\$1,847.91	\$1,847.91	\$1,921.83	\$1,960.27	\$1,999.48
All rehearsals are paid additionally with the following Hourly Rehearsal Rate (Average of 10 hours per week) –						
	[\$70]	\$70	\$70	\$77	\$78.54	\$80.11

* The Annual Performance Salary also includes an annual symphonic adjustment

PENSION: In the third year of the agreement, the annual benefit calculation that is based on the better of seasons 2002-03 or 2003-04 will be adjusted. This will amount to an approximate increase of 26%, and an average annual pension payment of approximately \$75,000.

WORKING CONDITIONS:

- Pre-season rehearsals have been reduced in length by 15 minutes when there are 2 scheduled in one day.
- Annual symphonic adjustment payment will increase in the third through fifth seasons.
- Librarians are now included as members of the bargaining unit.
- Up to four new “Audience Development” performances, to stimulate future audience development, may be scheduled Monday through Friday between the hours of 11 AM and 3:30 PM.
- Musicians now have a voice in the future selection of both the music director and orchestra manager.
- A transit check program will be set up to allow drivers to pay expenses with pre-tax dollars.

METROPOLITAN OPERA ORCHESTRA

MISCELLANEOUS: Additional electronic media work to be negotiated separately.

Thanks to the negotiating team: David Langlitz, Chair; Duncan Patton, Vice-chair; Sandy Balint, Kingsley Wood, Tim Cobb, Craig Mumm, Michael Parloff, Jim Ross, Javier Gandara and Kathy Caswell. Thanks also to Local 802 President David Lennon for his able assistance and attorney Mel Schwarzwald for his wise and innovative counsel.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Metropolitan Opera ICSOM Delegate, Marvin Topolsky, and negotiating team members Kingsley Wood and Sandy Balint.

METROPOLITAN OPERA ORCHESTRA