

June 5, 2005

National Ratifies 4-Year Agreement

On November 18, 2004, the musicians of the National Symphony ratified a four-year agreement that is retroactive from September 7, 2004, and runs through September 2, 2008.

LENGTH OF SEASON: 52 weeks

WAGES:	[2003-04]	2004-05	2005-06	2006-07	2007-08
Annual Salary -	[\$95,888]	\$96,356	\$99,788	\$103,792	\$107,198
Weekly Salary -	[\$1,844]	\$1,844/1,862	\$1,900/1,938	\$1,976/2,016	\$2,046/2,077
Percentage Increase -		0% / 1%	2% / 2%	2% / 2%	1.5% / 1.5%
		9-7-04/3-8-05	9-6-05/3-7-06	9-5-06/3-6-07	9-4-07/3-4-08
AFM-EPF:	[6%]	6%	6%	6% / 7%	7% / 8%
				9-5-06/3-6-07	9-4-07/3-4-08

SENIORITY: [was per week - 2 yr = \$30; 5 yr. = \$75; 10 yr. = \$150; 15 yr. = \$225; 20 yr. = \$300]
Increases same percent as listed above. As of March 4, 2008, seniority, per week will be -
2 yr = \$34; 5 yr. = \$84; 10 yr. = \$169; 15 yr. = \$253; 20 yr. = \$338.

INSURANCE:

- Health** – [was: \$5 doctor visit co-pay; Rx drugs - \$5 generic/\$10 brand; no premium co-pay]
Beginning January 1, 2005, doctor visit co-pay will increase to \$15; Rx drugs - \$10 generic/\$20 formulary/\$40 other brands. Beginning September 5, 2006, a 5% premium co-pay [capped at \$30 per month.]
- Dental** – [was: \$50 lifetime deductible, not applicable to preventive care] Becomes a \$50 annual deductible, not applicable to preventive care.
- Disability** – [was: 66 2/3% salary capped at \$5,000 per month] Cap increases to \$7,500 per month.

TRAVEL: Travel time while on tour on a day with an acoustic rehearsal and a concert increases from 2 to 3 hours.

PER DIEM: [Domestic meal & miscellaneous per diem was - \$70 per day plus \$13.50 additional in the 10 largest cities] Increases to \$90 per day plus \$15 additional in the 10 largest cities except LA and NYC, for which the bonus will be \$20. American residency tour per diem will be compensated at 90% (\$81).

Thanks to the negotiating team: Glenn Garlick, Chair; Bill Foster, Mark Evans, Adel Sanchez and Jennifer Mondie. Thanks also to Local 161-71 President Joe Shiffrin, Secretary-Treasurer Teresa Gafford, and Attorneys George Cohen and Anne Mayerson.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the National Symphony ICSOM Delegate, Jennifer Mondie.

NATIONAL SYMPHONY ORCHESTRA