

October 23, 2003

New Jersey Ratifies 2-Year Agreement

On September 9, 2003, the musicians of the New Jersey Symphony ratified a two-year agreement that begins September 9, 2003 and continues through August 31, 2005.

	[2002-03]	2003-04	2004-05
LENGTH OF SEASON:	[36 wks*]	35 wks*	36 wks*
<i>*all weeks include 1 week of outreach/education programs called REACH</i>			

WAGES:

Annual Salary –	[\$43,540]	\$41,123.14	\$44,975
Weekly Salary –	[\$1,200]	\$1,164.21	\$1,240

VACATION: 2 weeks + 1 relief week remains the same with the new exception that the 2 weeks paid vacation will be delayed until July during each season.

INSURANCE:

Health – Changes were made to the out-of-plan deductible rates by increasing the \$500/\$1,000 deductible to \$1,000/\$2,000 and 20% of the first \$2,000 coinsurance to 70% of the first \$5,000 coinsurance. The reasonable-and-customary-percentile of 90% was lowered to 70%.

- These changes do not affect the in-plan coverage.

AUDITIONS:

- Each audition committee shall consist of 5 tenured musicians. In the event that the principal of the affected sections is not yet tenured, he/she shall be allowed to participate as one of the 5 participants.
- No auditions will take place during the term of this agreement.

WORKING CONDITIONS:

- Health-and-safety language added to limit orchestration to stage size.
- Rehearsals following performances will be limited to 90 minutes in length.

NEW JERSEY SYMPHONY ORCHESTRA

MISCELLANEOUS:

- No demotions or non-renewals during the first and last years of Music Director's tenure.
- Size of orchestra is 76 players; however, a waiver allows for 70 players in the first year and 73 players in the second year.
- Binding mediation added to grievance process.
- Title chair overscale memorialized at no less than 20% for principals and 10% for assistant principals.
- Suspended meal allowances and bus overtime during first year of contract.
- Direct deposit added during second year of contact.

Thanks to the negotiating team: Fran Rowell, Chair; David Blinn, Bart Feller, Kelly Hall-Tompkins, Jason Lippman, Mary Kay Robinson and Bob Wagner. Thanks also to Local 16 President Les Blasi, and Local 16 representatives Mary Landolfi and Lucinda-Lewis.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the New Jersey Symphony ICSOM Delegate, Jason Lippman.

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