



ICCSOM

Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

November 10, 2005

New Jersey Ratifies One-Year Agreement

On September 26, 2005, the musicians of the New Jersey Symphony ratified a one-year agreement that runs from September 1, 2005 through August 30, 2006.

LENGTH OF SEASON: [was: 35 weeks + 7 REACH services (community engagement)]
BECOMES: 30 and 4/7 weeks + 10 REACH services

| | | |
|------------------------|------------------|----------------|
| WAGES: | [2004-05] | 2005-06 |
| Annual Salary – | [\$44,975] | \$38,730 |
| Weekly Salary – | [\$1,240] | \$1,140 |

EMG: [was: -0-] BECOMES: \$100 per week for 30 and 4/7 weeks = \$3,057
EMG of \$40 per week was removed from the CBA at the end of the 2002-03 season

INSURANCE:

Health – To remain unchanged at 100% employer PPO/Indemnity for single, family and domestic partner coverage unless an increase in annual healthcare premiums exceeds 15% of the prior year’s premiums, in which case the increase greater than 15% but less than 20% will be borne by each musician in an amount not to exceed a total of \$500. Should the premium increase 20% or more, the incremental premium increase over 19.99% will be borne by the Employer.

TRAVEL: Payment of meal per diem and bus overtime suspended for the 2005-06 season.

AUDITIONS: Auditions have been suspended for the 2005-06 season.

MISCELLANEOUS:

- Musicians will elect 6 voting Musician/Board of Trustee members, 7 musicians to the Guiding Group for strategic planning and implementation, 3 musicians to the Education Task Force, and 2 musicians to the Finance/Audit Committee.
- The NJSO may make up to four audio recordings (CD and/or DVD) each contract year through live (location) recordings at a rate of \$200 per recording released. The \$200 rate also includes a one-hour patch session to be completed within two hours of the last note played.) Fifty percent (50%) of any net profits received from the sale of any of these specific recordings shall be distributed equally to all contracted musicians active in the NJSO at the time the recording was made.

NEW JERSEY SYMPHONY ORCHESTRA

Committee Statement:

This was a tough negotiation during a very difficult financial time for the NJSO; however, the committee is proud of the outcome of this negotiation. The committee was able to get musicians on the Board of Trustees with voting privileges and also maintained the most important parts of the financial package. Regarding the new media agreement – there was a long process looking at the AFM’s current media agreement and researching several other major orchestras’ agreements. The committee negotiated a media agree considered best suited to the orchestra’s own current situation while waiting for the AFM’s new and improved media agreement to be finalized. Overall, this negotiation process was done in a responsible and professional manner from all parties. The committee hopes this continues in the future.

Thanks to the negotiating team: Ming Yang, Chair; David Blinn, Lucy Corwin, Karl Herman, Ann Kossakowski, Carolyn Pollak, and David Rosi. Thanks also to Local #16 President Les Blasi and Attorney Ray Heineman.

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

NEW JERSEY SYMPHONY ORCHESTRA