

October 19, 2004

### New York Philharmonic Ratifies 3-Year Agreement

On October 9, 2004, the musicians of the New York Philharmonic ratified a three-year agreement that is retroactive to September 21, 2004 and continues through September 20, 2007.

**LENGTH OF SEASON:** Remains at 52 weeks.

<b>WAGES:</b>	<b>[2003-04]</b>	<b>2004-05</b>	<b>2005-06</b>	<b>2006-07</b>
<b>Annual Salary –</b>	[\$102,960]	\$103,480	\$107,120	\$112,060
<b>Weekly Salary –</b>	[\$1,980]	\$1,980/\$2,000 9-21/3-21	\$2,040/\$2,080 9-21/3-21	\$2,130/\$2,180 9-21/3-21

\* All string players receive an extra \$20 per week as a rotation fee.

**PENSION:** Remains at \$53,000 through 2004-05 at which time the contract will be reopened to negotiate an increase to the pension benefit level. If the benefit level does not reach \$60,000 by Sept. 21, 2006, the orchestra will receive the following salary increases:

<b>9/21/06-3/20/07:</b>	\$2,280
<b>3/21/07-9/20/07:</b>	\$2,330

Any increase negotiated during the term of this agreement will be applied to all who retire in the first 2 years of the agreement in a lump sum. Additionally, any new increase negotiated in the next CBA will be applicable to those same musicians in a lump sum up to \$63,000. Once retirees receive the lump sum increase when pension is renegotiated, they will continue to earn the higher pension going forward.

**VACATION:** Remains at 9 weeks.

<b>SENIORITY:</b>	<b>5-9 yrs.</b>	<b>10-14 yrs.</b>	<b>15-19 yrs.</b>	<b>20-24 yrs.</b>	<b>25+ yrs.</b>
<b>Weekly:</b>	\$70.29	\$93.72	\$117.13	\$140.56	\$164

*To be increased at same percentage as wage increases*

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**INSURANCE** - Effective September 21, 2004, the Society will contribute the following amounts for each contract year for health and dental insurance:

<b>2004-05</b>	\$1,811,320
<b>2005-06</b>	\$1,980,366
<b>2006-07</b>	\$2,079,382

In the event the cost of health benefits paid by the Society in any year are less than the amounts above, the difference will be “banked” and applied to subsequent years’ cost increases. If benefit costs exceed the amount stated above for the first year, the Society will pay the difference. In the event benefit costs for the second and third years of the agreement exceed the above stated amounts (included any “banked” amount), the Orchestra and Society will equally share the difference between the cost of benefits and the amount allocated to a cap of \$20 per week per musician for any such year.

*Effective January 1, 2005, the following plan changes will be instituted:*

- PPO deductible increases from \$250/\$500 to \$300/\$750
- Office visit co-pay increases from \$10 to \$20
- Prescriptions increase from \$5/\$15/\$25 to \$10/\$20/\$30
- Life Insurance increases from \$75,000 to \$150,000
- Disability Insurance coverage will increase from coverage of 66% of pay (\$3,500) to a maximum of \$7,000 per month. The “elimination period” is reduced to 180 days. The Society will pay the difference between salary and long-term disability benefit for 181-360 days.
- Instrument Insurance coverage increases from \$125,000 to \$500,000.

<b>PER DIEM:</b>	<b>2004-05</b>	<b>2005-06</b>	<b>2006-07</b>
<b>Domestic {b/l/d/misc.}-</b>	\$16/\$19/\$26/\$33	\$18/\$20/\$28/\$35	\$20/\$21/\$30/\$37

*An additional bonus of \$22 will be paid for each day on tour in San Francisco and Los Angeles and \$18 for each day on tour in the ten largest cities by population other than SF, LA and NYC.*

**WORKING CONDITIONS:** Once during the term of the agreement, there will be an additional “pension fund”-type concert (one performance and one rehearsal) for fund-raising purposes.

**MISCELLANEOUS:** There were miscellaneous improvements in touring, runouts and the probation procedure.

Thanks to the negotiating team: Dawn Hannay, Chair; Newton Mansfield, Jim Markey, Kenneth Mirkin and Fiona Simon. Thanks also to Local #802 President David Lennon, past Local #802 President Bill Moriarity, and Attorney Bruce Simon.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the New York Philharmonic ICSOM Delegate, Ken Mirkin.*

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