



INTERNATIONAL CONFERENCE OF
SYMPHONY AND OPERA MUSICIANS

SETTLEMENT BULLETIN

October 7, 2011

Buffalo Ratifies 5-Year Agreement

On September 27, 2011, the musicians of the Buffalo Philharmonic Orchestra ratified a five-year agreement that begins September 1, 2011 and continues through August 31, 2016.

	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
SEASON LENGTH:	[37 wks]	38 wks	38 wks	39 wks	39 wks	40 wks*
WAGES:						
Annual Salary –	[\$40,108]	\$41,192	\$41,420	\$42,510	\$43,134	\$45,120
Weekly Salary –	[\$1,084]	\$1,084	\$1,090	\$1,090	\$1,106	\$1,128
* <i>Split week</i>						
EMG:	[\$2,145]	\$2,145.10	\$2,470	\$2,535	\$2,925	\$3,000

AFM-EPF: Remains at 8.4%

SENIORITY: Weekly rate for 31+ years increased from \$2.50 to \$5; seniority pay is \$5 per week per five years of service, beginning in the musician’s 6th season (6-10 = \$5; 11-15 = \$10; etc.)

ORCHESTRA SIZE: Remains at 73 musicians

	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16
VACATION:	0	1 wk.	1 wk.	2 wks	2 wks	2 wks

HEALTH INSURANCE: Employer provides both an HMO and PPO and cover employees at the following amounts for 2011-12 – Individual - \$5,965; Employee + 1 – \$12,228; Family - \$18,424.

Beginning in the 2012-13 season, the Society will cover 60% of the increase; the employee will cover 40%. Beginning in the 2013-14 season, the Society will cover the first 5% of any increase; the musicians will cover the rest up to 5%. Should any increase exceed 10%, the Society and musicians will alternate coverage payment every 2%.

WORKING CONDITIONS:

- Schedule change notification increased from 30 days to 42 days notice.
- Studio recording sessions will now be counted in the maximum weekly service total.

Thanks to the negotiating team: Janz Castelo, Chair; Richard Kay, Jeffrey Dee, Mark Hodges, Salvatore Andolina, Frances Kaye, and Daniel Pendley. Thanks also to Local #92 President Ronald Daniels and AFM-SSD Negotiator Nathan Kahn.

This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Buffalo Philharmonic Orchestra ICSOM Delegate, Daniel Sweeley.

BUFFALO PHILHARMONIC ORCHESTRA