



INTERNATIONAL CONFERENCE OF  
SYMPHONY AND OPERA MUSICIANS

## SETTLEMENT BULLETIN

September 30, 2011

### Metropolitan Opera Ratifies 3-Year Agreement

On September 16, 2011, the musicians of the Metropolitan Opera Orchestra ratified a three-year agreement that runs from August 1, 2011 and continues through July 31, 2014.

After many years of successful early contract negotiations the Met Opera Orchestra, this year, faced a negotiation at the deadline of the expiration of the old agreement. Management had begun putting forward concessionary proposals, and the committee realized a favorable resolution would not be possible without the threat of a work stoppage. Each orchestra member had set aside considerable savings for this eventuality, and as the date approached, the orchestra was mobilized for the possibility of a lock-out - picket lines were organized, signs and leaflets were printed, permits were secured, and the support of the other unions at opera house was obtained. In the end, at 2:30AM, they were able to achieve a fair contract in the context of current economic conditions.

A federal mediator attended the final two days of negotiations, but on the final day, management requested the presence of the current director of the Federal Mediation and Conciliation Service, and former AFM General Counsel, George Cohen. Thanks to Director Cohen's skillful work with both parties, they achieved a satisfactory agreement.

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

<b>WAGES:</b>	<b>[2010-11]</b>	<b>2011-12</b>	<b>2012-13</b>	<b>2013-14</b>
<b>Annual Salary*</b> –	[\$134,902.96]	\$138,562.32	\$141,672.40	\$144,837.12
<b>Weekly Salary</b> –	[\$1,999.48]	\$2,039.47	\$2,080.26	\$2,121.87

*\*Includes an estimated 300 hours of rehearsal (which varies individually) and is paid in addition to weekly salary.*

**YEARLY MEDIA SALARY (includes guaranteed revenue sharing):**

	[\$12,000]	\$13,000	\$13,160	\$13,323.20
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**PENSION (Private):** Remains at 2% per year of service to a maximum of 30 years of base year (2003-04) salary.

**ORCHESTRA SIZE:** Remains at 90 musicians

**VACATION:** Remains at 10 weeks

**INSURANCE:** Out of pocket reimbursement percentage was reduced from 80% to 70%. In-network co-pays increase to \$15 or \$25 per visit [WAS: \$10].

**WORKING CONDITIONS:** There were minor improvements in rehearsal break times.

**MISCELLANEOUS:**

- The Librarians' extra service rate increased.
- The Librarians' vacation time was increased to 10 weeks to match the players' vacation time.

Thanks to the negotiating team: Kingsley Wood, Chair; Duncan Patton, Joe Anderer, Katherine Fong, Daniel Shelly, David Langlitz, Javier Gandara, Jim Ross and Paul Beck. Special thanks to Local #802 President Tino Gagliardi and Attorney Mel Schwarzwald for their tireless and brilliant leadership.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Metropolitan Opera Orchestra ICSOM Delegate, Jennifer Johnson.*

## METROPOLITAN OPERA ORCHESTRA