



INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

# SETTLEMENT BULLETIN

January 22, 2010

## LA Phil Ratifies 4-Year Agreement

On September 7, 2009, the musicians of the Los Angeles Philharmonic ratified a four-year agreement that runs from September 21, 2009 and continues through September 15, 2013.

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

<b>WAGES:</b>	<b>[2008-09]</b>	<b>2009-10</b>	<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>
<b>Annual Salary –</b>	[\$127,140]	\$132,340*	\$136,500	\$143,260	\$148,720
<b>Weekly Salary –</b>	[\$2,445]	\$2,445*	\$2,625	\$2,755	\$2,860

*\* Weekly salary in 2009-10 remains at \$2,445; however, on September 24, 2009, each orchestra member received a lump sum payment of \$5,200 (equivalent to an additional \$100 per week or \$2,545) plus 7% AFM-EPF contribution on the lump sum payment.*

**AFM-EPF:** Remains at 7%

**ORCHESTRA SIZE:** Remains at 105 musicians (103 instrumentalists plus personnel manager, 1 librarian, and a 2<sup>nd</sup> librarian has been added in a side letter bringing the total to 106)

### INSURANCE:

**Health –** A third option (Health Net HMO) is offered in addition to Health Net PPO and Kaiser. PPO deductibles, out-of-pocket payments, in and out of network costs and co-pays have been increased. In addition, the premium sharing payment for the PPO will remain at \$10 per week unless and until the total premium costs rise by 30% or more; in which case the premium sharing amount becomes \$20 per week.

Higher deductibles and co-pays are partially offset by a new management contribution to every staff musician’s Flexible Spending Account - \$250 for single coverage and \$500 for family coverage, regardless of the type of plan selected (PPO, HMO, Kaiser)

**Instrument –** Caps, per musician, were increased for string instruments from \$175,000 to \$200,000 and from \$45,000 to \$55,000 for winds/brass/percussion.

Thanks to the negotiating team: Peter Rofé, Chair; Jim Babor, Brian Drake, Barry Gold and John Lofton. Thanks also to Local #47 President Vincent Trombetta and Attorney Steven J. Kaplan. Additional thanks to David Gaudry and Francis Jeffries from the San Francisco Symphony for their help explaining their recent successful agreement.

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Additionally, and separate from the LA Phil collective bargaining agreement, the Integrated Media Agreement between the Los Angeles Philharmonic and the AFM was also ratified.

Special thanks to all the members of ICSOM’s Electronic Media Committee (Bill Foster, Chair), AFM-SSD Director of Symphonic Electronic Media Debbie Newmark, and AFM attorney Patricia Polach for their hard work negotiating the Integrated Media Agreement.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of the Los Angeles Philharmonic ICSOM Delegate, Meredith Snow.*

## LOS ANGELES PHILHARMONIC