

**Counterproposal of the
Atlanta Symphony Orchestra Players' Association (ASOPA) and
AFM Local 148-462
Sixth Proposal for a New Agreement
with the Atlanta Symphony Orchestra, Inc./Woodruff Arts Center, Inc.**

October 23, 2014

1. Duration and Minimum Compensation

4 YEAR PROPOSAL

(Compensation and percentage increases remain factored into winter season weeks only.)

2013-14 Compensation was \$75,936.06

Year 1: September 21, 2014 – September 19, 2015 (52 weeks / 42 winter + 10 summer)

1% / 1% (21 weeks / 21 weeks) increase over \$1729.43 = \$1746.72 / \$1764.18

\$1746.72 per 21 weeks times &

\$1764.18 per 21 weeks times = \$74,095.56 + \$3,300 (summer) = **\$77,395.56**

Year 2: September 20, 2015 – September 17, 2016 (52 weeks / 42 winter + 10 summer)

1.75% / 1.75% (21 weeks / 21 weeks) increase over \$1764.18 = \$1795.05 / \$1826.46

\$1795.05 per 21 weeks times &

\$1826.46 per 21 weeks times = \$76,711.32+ \$3,300 (summer) = **\$80,011.32**

Year 3: September 18, 2016 – September 23, 2017 (53 weeks / **43 winter** + 10 summer)

1.5% / 1.75% (21 weeks / 22 weeks) increase over \$1826.46 = \$1853.85 / \$1886.29

\$1853.85 per 21 weeks times &

\$1886.29 per 22 weeks times = \$79,224.18+ \$3,300 (summer) = **\$84,410.47**

Year 4: September 24, 2017 – September 22, 2018 (52 weeks / **43 winter** + **9 summer**)

2% / 2% (21 weeks / 22 weeks) increase over \$1886.29 = \$1924.01 / \$1962.49

\$1924.01 per 21 weeks times &

\$1962.49 per 22 weeks times = \$84,387.07+ \$ 2,970 (summer) = **\$ 87,357.07**

2. Health Insurance

ASOPA tentatively agrees to the BCBS High-deductible plan (HDHP/no. of plan??). includes the \$1,500 / \$3,000 deductibles for Individuals and Family with the following provisions:

- 1) EE shall receive from the employer for each contract year \$1,000 into their individual HSA account.
- 2) EE + Child shall receive from the employer for each contract year \$2,000 into their individual HSA account.
- 3) EE + Spouse / Domestic Partner shall receive from the employer for each contract year \$2,000 into their individual HSA account.
- 4) Family shall receive from the employer for each contract year \$2,000 into their individual HSA account.

ASOPA also agrees that each contracted Musician covered by this agreement shall contribute for each contract year \$20 weekly towards the premium of the referenced BCBS POS High-deductible plan.

To fully agree with this major change in our healthcare provisions in our CBA, ASOPA will need to receive verification of the Summary of Benefits for the BCBSPOS High-deductible plan with the specific benefits outlined, as represented to ASOPA orally across the table by the WAC / ASO, and they shall be fully reflected in the Agreement.

3. Orchestra Complement

Year 1: A Minimum of 77 Musicians

Year 1 – 2: Best efforts to increase complement of Musicians to 81 Musicians by the end of Year 2.

Year 3: A minimum of 85 Musicians by the end of the contract year.

Year 4: A minimum of 89 Musicians by the end of the contract year.

In all other respects, except for making date adjustments to conform to the term of the new Agreement, the current (2014-2018). Agreement continue in effect as written.

The ASOPA committee and the union reserve the right to add to, subtract from or in any way modify the foregoing proposals at any time prior to settlement and ratification. The Agreement is subject to ratification by the musicians (ASOPA), the Union and the ASO.