

TO: ALL ICSOM ORCHESTRAS
FROM: DAVID ANGUS, PRESIDENT
RE: CLEVELAND ORCHESTRA SETTLEMENT
DATE: December 15, 1996

The members of the Cleveland Orchestra ratified a new three-year agreement on December 7, 1996.

WAGES: [Were 1995-96 split \$1350/\$1410 per week] 1996-97 \$1440/w k \$75,918/yr
1997-98 \$1500/wk \$79,060/yr
8/31/98-3/1/99 \$1540/wk
3/2/99-9/5/99 \$1560/wk--
\$81,678/yr

EMG: None

VACATION: [Was 9 weeks] Becomes 10 weeks for all years

SENIORITY: [Was 5/10/15/20 yrs of service / \$40/\$80/\$120/\$160 per week]
As of 8/31/98: \$50/\$100/\$150/\$200 per week

PENSION: [Was \$36,000/yr] As of 11/1/98: \$40,000/yr. Musicians retiring during this contract will receive any increase in pension benefit in the next contract.

HEALTH INSURANCE: No change

DENTAL INSURANCE: No change

DISABILITY INSURANCE: Increase maximum benefit to 60% of individual weekly salary without offset (workmen's compensation), 70% of individual weekly salary with offset to a maximum of \$1385/wk

INSTRUMENT INSURANCE: [Was coverage up to \$23,000 paid by Association above which, musician was responsible for premium cost] Association will now pay 100% instrument insurance premium.

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PER DIEM: 1996-97 \$75/day 1997-98 \$75/day 1998-99 \$80/day

MISCELLANEOUS: Greatly expanded parameters for optional, compassionate and personal leaves. Program for sabbatical leave. Increase from \$75,000 to \$100,000 for life insurance with double and triple indemnity. Severance pay increased from \$100 per year of service to \$1000 per year of service. Local radio: \$20/wk for 26 weeks for 26 one-time local radio broadcasts made from concert programs. Radio syndication: 6% per week for any number of weeks contingent upon continued financing of the series.

The members of the Negotiating Committee were Richard Weiner [Chair], Ronald Whitaker, James Darling, Al Couch, and Ronald Phillips. The members of the Cleveland Orchestra would like to thank Local 4 and its President, David Brewer. A very special thanks goes to their attorney, Leonard Leibowitz.

This bulletin was prepared by ICSOM Secretary Lucinda-Lewis with the assistance of Cleveland Orchestra ICSOM Delegate Scott Weber.

CLEVELAND ORCHESTRA