

January 2, 2005

### The Cleveland Orchestra Ratifies 2-Year Agreement

On November 5, 2004, the musicians of The Cleveland Orchestra ratified a two-year agreement that is retroactive to August 30, 2004 and runs through September 3, 2006.

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

<b>WAGES:</b>	<b>[2003-04]</b>	<b>2004-05</b>	<b>2005-06</b>
<b>Annual Salary –</b>	[\$100,620]	\$100,620	\$103,610
<b>Weekly Salary –</b>	[\$1,935]	\$1,935	\$1,975/2,010
			<i>8-29-05 / 2-27-06</i>

**SENIORITY:** Remains at \$55/week after 5 years; \$110/week after 10 years; \$165/week after 15 years, and \$220/week after 20 years.

**PENSION:** Private defined benefit plan remains at \$55,000.

**HEALTH INSURANCE:**

- Effective January 3, 2005, musicians will begin contributing \$10 per week toward the premium payment. Effective January 2, 2006 the contribution will be raised to \$12 per week.
- Coverage of preventative care services added.
- New maximum lifetime benefit of \$5 Million per individual covered.
- HMO (no change). PPO changes include:
  - > Deductibles raised from \$250 to \$350 for individual policies and from \$500 to \$700 for family policies.
  - > Prescription co-pay of 20% was reduced to 10%
  - > Office visits will now have a \$10 co-pay (which is not included in the maximum out-of-pocket deductible.)
  - > The yearly maximum out-of-pocket (including prescriptions) becomes \$750 individual and \$1,500 family.

**TRAVEL:** Florida tour working conditions will be similar to East Coast tour provisions.

## THE CLEVELAND ORCHESTRA

**MISCELLANEOUS:**

- Effective December 1, 2004, each musician will receive payment of 3% of minimum weekly scale (plus 10% AFM-EPF) per program for unrestricted broadcast and simultaneous streaming of 24 programs in the 2004-05 season and 36 programs in the 2005-06 season.

Thanks to the negotiating team: Don Miller, Chair; Thomas Mansbacher, Jonathan Sherwin, Richard Waugh and Richard Weiner. Thanks also to Local #4 President Donald Santa-Emma and Attorney, Melvin Scharzwald.

This past season's negotiations saw a heretofore, unprecedented unified attack on the wages, benefits and working conditions of the members of our nation's leading orchestras by their respective managements. In Cleveland, this attack was successfully held at bay due to the remarkable unity among the musicians of The Cleveland Orchestra, complete support from the Cleveland Federation of Musicians - Local #4 and our outstanding attorney, Melvin Scharzwald. Thanks also go to the AFM Symphonic Services Department and ICSOM for facilitating communication among the negotiating committees of the negotiating orchestras.

*This bulletin was prepared by ICSOM Secretary, Laura Ross with the assistance of The Cleveland Orchestra ICSOM Delegate, Henry Peyrebrune.*

**THE CLEVELAND ORCHESTRA**