



# ICSOM

## Settlement Bulletin

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

March 28, 2007

### Cleveland Ratifies 3-Year Agreement

On August 28, 2006, the musicians of The Cleveland Orchestra ratified a three-year agreement that runs from September 4, 2006 and continues through August 30, 2009.

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

<b>WAGES:</b>	<b>[2005-06]</b>	<b>2006-07</b>	<b>2007-08</b>	<b>2008-09</b>
<b>Annual Salary –</b>	[\$103,610]	\$107,640	\$110,760	\$115,440
<b>Weekly Salary –</b>	[\$2,010]	\$2,070	\$2,130	\$2,220

**PENSION:** Private plan increased during the 2006-07 season from \$55,000 to \$62,000. Beginning August 1, 2009 the private plan will be frozen and contributions of 7.5% will be made to the AFM-EPF.

During this contract any retiring musicians who wish, and have reached the rule of 90, may elect to receive a pension payment of \$65,000 with no AFM-EPF payments.

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

**VACATION:** Remains at 10 weeks

**HEALTH INSURANCE:** Musician premium contributions remain at \$12/mo. during the 2006-07 season. It increases to \$13/mo. in year two and \$14/mo. in year three. Domestic partner coverage was added.

**SICK LEAVE:** Remains at 13-26 weeks per illness or injury

**AUDITIONS:** A joint committee will review the process and suggestion modifications to audition procedures by September 2007.

**MISCELLANEOUS:** Following ratification, management and musicians had agreed to continue negotiations regarding phono recording. These discussions led to Cleveland agreeing to become signatory to the AFM Live Recording Agreement.

Thanks to the negotiating team: Tom Mansbacher, Chair; Mark Jackobs, Jonathan Sherwin, Richard Waugh and Richard Weiner. Thanks also to Local #4 President and Leonard DiCosimo and Attorney Melvin Schwarzwald.

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

## THE CLEVELAND ORCHESTRA