

TO: ALL ICSOM ORCHESTRAS  
FROM: DAVID ANGUS, PRESIDENT  
RE: CLEVELAND ORCHESTRA SETTLEMENT  
DATE: December 20, 1999

The members of the Cleveland Orchestra ratified a new five-year agreement on December 15, 1999.

**WAGES:** [Were 1998-99 split \$1540/\$1560 per week]

9/6/99	\$1640/w k	\$85,280/yr
9/4/00	\$1710	\$88,920
9/3/01	\$1785	\$92,820
9/2/02	\$1855	\$96,460
9/1/03	\$1935	\$100,620

Additionally, each member of the string section shall be paid at least \$20/wk above the minimum weekly salary in addition to any applicable seniority pay.

**EMG:** None

**VACATION:** Remains 10 weeks (9 weeks + 1 relief week)

**SENIORITY:** [Was 5/10/15/20 yrs of service \$50/\$100/\$150/\$200 per week]  
As of 9/1/03: \$55/\$110/\$165/\$220 (\$103,480/\$106,340/\$109,200/\$112,060/yr)  
[The annual salary figure listed in the seniority for the last year of the contract includes the new seniority scale plus the base salary figure. (the string overscale and any other component such as radio would be additional to that figure.)]

**PENSION:** [Was \$40,000/yr] As of 11/1/01 \$47,000 11/1/02 \$53,000 11/01/03 \$55,000.

**HEALTH INSURANCE:** The Association will continue to provide health insurance at no cost.

**DENTAL INSURANCE:** Increase in dental insurance from \$1000 to \$2000 yearly maximum.  
Increase in orthodontia insurance from \$1000 to \$2000 maximum lifetime benefit. Adult orthodontia is new with same lifetime benefits.

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**DISABILITY INSURANCE:** [Was a maximum weekly benefit of \$1385/wk] becomes \$1500.

**SICK LEAVE:** [Was 13 wks @ 100% individual weekly salary and 13 wks @ 50%] becomes:  
13 wks @ 100% individual weekly salary and 13 wks paid as follows:  
Less than 5 yrs of service 50%. At completion of 5 yrs, 62.5%  
At completion of 10 yrs 75%. At completion of 15 yrs, 87.5%  
At completion of 20 yrs, 100%.

**TRAVEL:** There will be a 25% increase in all travel overtime payments over the life of the contract. For charter flights, musicians who are 6' 4" tall or taller who don't receive an upgrade to first class shall be seated in bulkhead or emergency exit rows if those musicians so request.

<b>PER DIEM:</b> [Was \$80/day]	Breakfast	Lunch	Dinner
	\$16/\$17/\$18/\$19/\$20--\$25/\$26/\$27/\$28/\$29--\$42/\$44/\$45/\$46/\$48		
	Totals \$83/\$87/\$90/\$93/\$97/day		

**AUDITIONS:** New wording to read: Written communications to candidates will inform them of the Association's procedures with respect to auditions (i.e., audition termination and tape option).

**MISCELLANEOUS:** Pilot sabbatical program made permanent. Formation of a Medical Insurance Advisory Committee consisting of 3 musician representatives and 3 representatives of the Association to review current medical insurance plans' features and their impact on costs; discuss possible cost-containment measures; solicit input from the musicians with regard to the plans; and inform and educate the users of the medical plans in coordination with the Associations ongoing efforts.

The members of the Negotiating Committee were Richard Weiner [Chair], Charles Couch, Thomas Mansbacher, Donald Miller, and Ronald Phillips. The members of the Cleveland Orchestra would like to thank Local 4 and its President, Donald Santa-Emma. A very special thanks goes to their attorney, Mel Schwarzwald. The Negotiating Committee wants to thank the members of the orchestra who voted 96-0 to authorize the committee to give strike notice whenever it deemed necessary.

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

# **CLEVELAND ORCHESTRA**