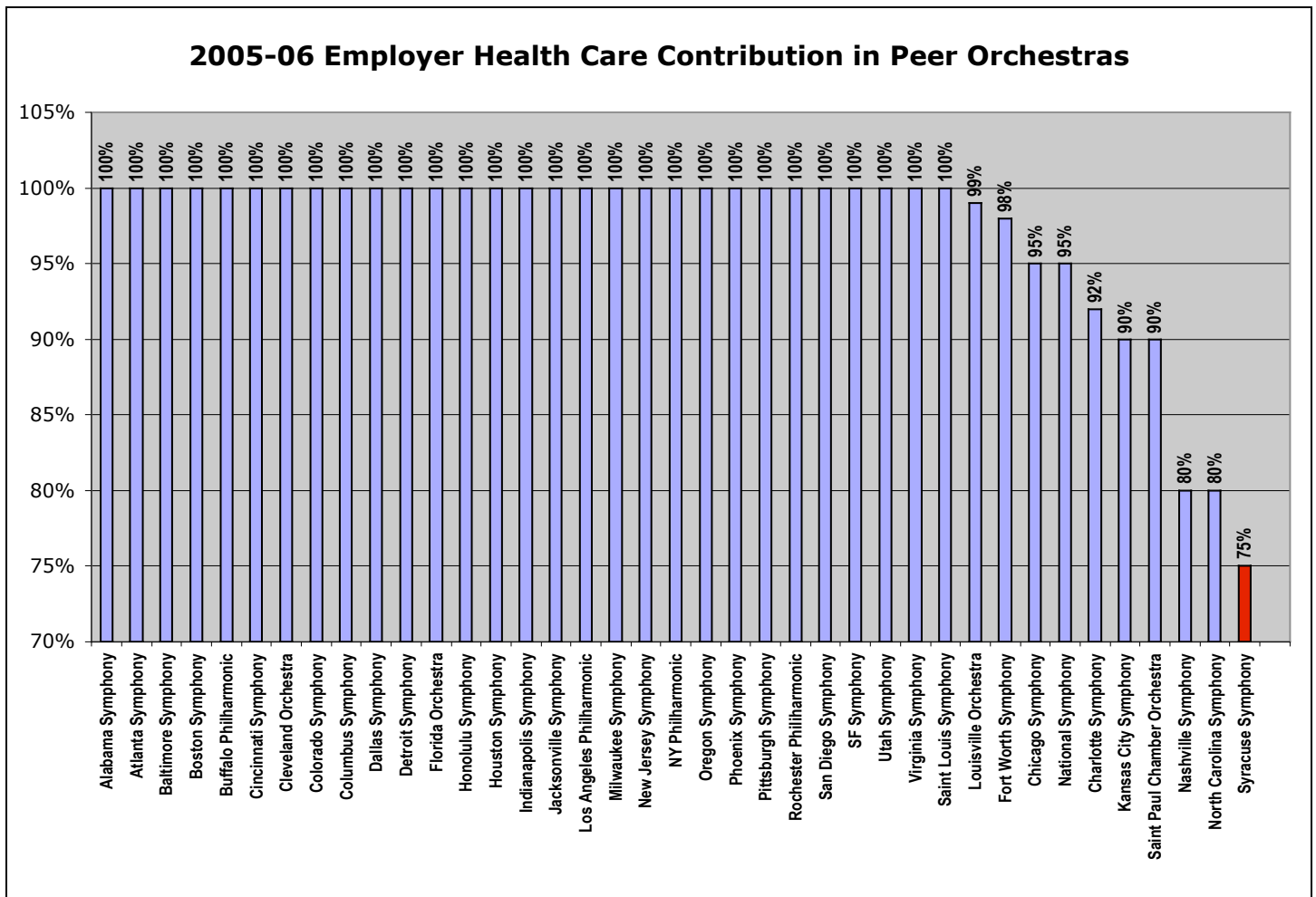


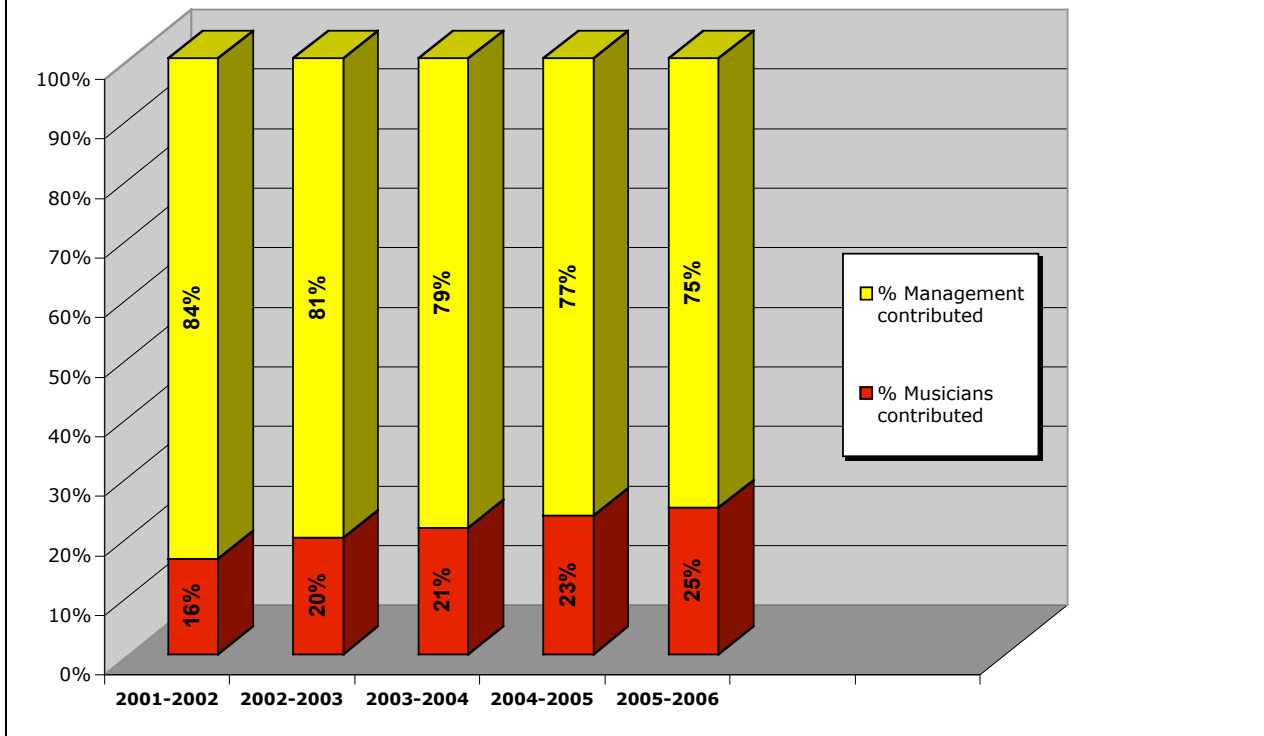
HEALTH CARE

Early in 2001, the musicians of the Syracuse Symphony Orchestra agreed to an early, unprecedented long-term contract. At that time, the musicians were told that the orchestra management would pay down an accumulated debt, and the board would begin a major endowment drive during the term of the contract. The contract allowed for only minimal wage increases, and a significantly increased burden on the musicians for paying health care costs. Musicians were led to believe that if they agreed to the contract, the orchestra would begin to grow at a rate more comparable to its artistic peers in the next contract cycle. Now, five years later, the orchestra management has given a final offer to the musicians. Management's final offer again provides only minimal wage increases that will not keep pace with inflation, a health care burden larger than that of any other major orchestra, and no improvement in the musicians' pension.



The musicians of the Syracuse Symphony Orchestra pay a larger portion of their health care coverage than the musicians of any other major orchestra. Most other orchestras fund the entire cost of health care for their musicians. The Syracuse Symphony Orchestra health insurance plan is an indemnity plan from Blue Cross/Blue Shield. The cost to a musician receiving insurance through the orchestra is over \$2000.00 per year for family coverage. Thirty-four other major orchestras offer either a preferred provider style plan (PPO) or an indemnity plan as a health care option for their musicians.

% Health Care Coverage Paid by Musicians & Management (2001-2006)



During the last five years, the Syracuse Symphony Orchestra management has decreased its commitment to funding the musicians health care by approximately 9% per year. That decreased commitment represents thousands of dollars that musicians are now responsible for paying through payroll deduction. Because the Syracuse Symphony Orchestra is already paying salaries lower than any artistically comparable orchestra, the musicians are unable to continue to subsidize the budget of the orchestra through higher health care costs.