

Minnesota Orchestra: Preserving a 110-Year Legacy of Great Art



Historic image: the Orchestra in 1903

Eight Days Left. But We CAN Get This Done!

To our Community,

The Minnesota Orchestra and its Musicians' Union have until September 15 to reach a contract agreement that ensures your concert season begins on time and our Music Director remains with the Orchestra. The Orchestra Board's recent Compromise Proposal would have reduced—but not eliminated—the annual deficit of \$6 million by offering:

- A return to work at expired-contract rates for a two-month period of "play and talk" negotiations involving a mediator;
- An average annual salary of \$102,000 for the two-year life of the contract, if no other agreement was reached in two months of mediation;
- An annual benefit package worth an additional \$33,000, including a defined benefit pension plan;
- A minimum of ten weeks paid vacation; and
- Revenue sharing with musicians if the Orchestra met its earned income budget

On Thursday, the Musicians' Union rejected this proposal. We ask them now, as time runs down, to issue a counterproposal of their own that recognizes the financial reality of our situation—something they have not yet done in the 17 months since negotiations began.

We cannot realistically raise an additional \$6 million in our community each year.

Our community is extraordinarily generous. It donates \$12 million to the Orchestra annually, more than to any other performing arts organization in the region. But multiple fundraising studies conclude that we cannot realistically expect to raise an additional \$6 million for the Orchestra—each year—to cover annual expenses at previous rates. The recently issued independent review of the Orchestra's finances, undertaken at the musicians' request and paid for by the Minnesota Orchestral Association, confirms this.

excerpt from the Independent Financial Review

- "It is unrealistic to think that the Orchestra can fundraise its way out of its current financial difficulties."
- "If not corrected, its growing operating budget deficits could ultimately result in the Orchestra completely spending down its endowment."

Read the complete report by AKA Strategy at minnesotaorchestra.com/review.

We ask the musicians to acknowledge that these financial issues are real and to work with us to find a solution—as musicians at other orchestras have done.

We know that our musicians, all extraordinarily talented, care as much as we do about the future of this great Orchestra. We ask them to set aside the burdens we all carry from the past year and join us immediately at the negotiating table. At stake is our partnership with our Music Director, as well as Carnegie Hall performances and a concert season. The outcome is in their hands.

We have only eight days to get this done. And we can do it—IF we meet immediately and negotiate in good faith. The Board Negotiating Committee is ready to meet tomorrow without preconditions. Please urge the Minnesota Orchestra musicians to do the same.

Sincerely,

The Minnesota Orchestra Board of Directors

**The Board Negotiating Committee will meet anytime,
anywhere, without preconditions, to negotiate.**

Musicians, please join us at the bargaining table.

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