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From: **Minnesota Orchestra**  
Date: Thursday, August 29, 2013  
Subject: Revised Contract Proposal  
To: [REDACTED]

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Sep 2,  
2013

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Minnesota Orchestra

Dear [REDACTED]

Today we made public a revised contract proposal to our musicians that would lift the lockout and significantly modify the proposed salary reduction of our original offer.

Our goal with this compromise is to find a means of launching mediation that will be acceptable to the musicians and also *guarantee our concertgoers a full concert season*. Over the course of the summer, our work has been largely outside of the public spotlight, as we've tried to develop a framework for talks to proceed. The Union has made clear its position that musicians will not negotiate until the lockout is lifted and musicians are returned to work at their previous levels of compensation, and our revised offer respects that condition. For the Board, it is essential that any proposal make it possible to guarantee our concertgoers a complete season of concerts even as negotiations proceed, and our compromise offers this too.

Here is a summary of what we've proposed:

- Musicians return to work on September 30 at previous contract rates for a two-month period of "play and talk" negotiations involving the mediator.
- If no agreement is reached within the two-month period, musician salaries will be guaranteed at an annual average of \$102,000 per musician for the 24 months of the contract. With benefits, average total compensation will be \$135,000.
- The proposal includes a revenue split if the Orchestra meets its budget. Under this concept, 33% of excess net earned revenue would be paid to musicians on a pro-rata basis.
- The number of work rule changes requested is significantly reduced.

[Click here to read more about our proposal.](#)

#### What the proposal means

Under the terms of this revised proposal, the Orchestra would accrue a deficit of \$2.2 million over the course of the two-year contract. Our original aim was to eliminate the annual budget deficit entirely, but the Board put forward this compromise in the hope of getting musicians back on stage and audiences back in Orchestra Hall in time to launch a new season.

At this point, we are asking the musicians to accept this proposal or to issue one of their own—something they have not done in 16 months of negotiations. The Board is flexible in regarding how we might structure a contract, and we are open to suggestions from the musicians about the length of the season, the number of players or other issues, all of which could be altered to change compensation levels. None of this can be achieved without discussion around the bargaining table.

#### 2013-2014 concert season

We want you back in Orchestra Hall! Our upcoming season is fully planned—with a great lineup of guest artists, repertoire and educational outreach. We have subscription packages prepared and seats on hold for subscribers in the renovated Orchestra Hall. However, out of respect for our patrons who have stood by throughout the challenges of the past year, we do not intend to ask for any commitments to buy tickets until we can guarantee that concerts will be performed. As soon as we can offer this assurance via the proposal we just announced or a new one negotiated with the musicians, we will immediately announce all season plans.

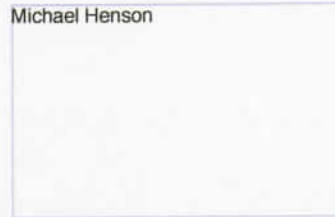
It is the Board's privilege and duty to serve as responsible fiduciaries for the Minnesota Orchestra. In many ways, we serve as advocates for Orchestra patrons and our goal is to ensure that these patrons—you—have a sustainable orchestra for many years to come. We hope to be able to update you with further news in the weeks ahead.

Sincerely,  
Jon R. Campbell



Jon R. Campbell  
Minnesota Orchestra Board Chair

Michael Henson



Michael Henson  
Minnesota Orchestra President and CEO

[minnesotaorchestra.org](http://minnesotaorchestra.org) | 612.371.5600