



## Chronology

- 2008-present Minnesota Orchestra Association (MOA) raises more than \$50 million for the Orchestra Hall renovation, clearly implying that there will be no change to the quality of the orchestra in the near future.
- Sep 2009 Minutes of the MOA Executive and Finance Committees reflect VP of Finance Bryan Ebensteiner informing the Board regarding strategic use of the endowment fund: "Balances in 2009 and 2010 would support our state bonding aspirations, while the deficits in 2011 and 2012 would demonstrate the need to reset the business model."  
<http://www.startribune.com/entertainment/music/180782151.html>
- Jan 2010 In testimony to the State Legislature, the MOA claims robust financial health.
- Nov 2, 2011 MOA publishes strategic plan, "Vision for a Sound Future."
- [http://www.minnesotaorchestra.org/pdf/strategic\\_plan/#/1/](http://www.minnesotaorchestra.org/pdf/strategic_plan/#/1/)
  - This document contains the new Mission Statement, making no mention of the Minnesota Orchestra:  
*The Minnesota Orchestral Association inspires, educates and serves our community through internationally recognized performances of exceptional music delivered within a sustainable financial structure.*
- Early 2012 During contract negotiations the MOA retains the services of the law firm that represented American Crystal Sugar (at the time involved in its own vicious lockout of sugar-processing workers in the NW part of Minnesota).
- Apr 2012 MOA comes to musicians demanding 30-50% cuts in compensation, claiming they are necessary to financial sustainability – as well as over 250 work rule changes for the musicians and transfer of artistic control from conductor Osmo Vänskä to the MOA's President/CEO Michael Henson.
- May 24-25, 2012 Before anyone knows what is afoot, the MOA buys at least thirteen variations of domain names with the words "save our orchestra," clearly anticipating a backlash when their plans became apparent.

- Sep 5, 2012 Minnesota Orchestra management goes public with their proposed contract that seeks 30-50% cuts in musicians' salaries. They make the contract public without telling musicians.
- Sep 25, 2012 MOA makes its "final contract proposal" to the musicians calling for cuts in average salary from \$135,000 to \$89,000.  
<http://www.startribune.com/entertainment/stageandarts/171271871.html>  
The musicians, in a secret ballot, unanimously reject the proposal.
- Oct 1, 2012 No agreement is reached; lockout begins. Concerts are cancelled through the end of November.
- Oct 6, 2012 Musicians stage a sold-out concert at the Minneapolis Convention Center. Former music director Stanislaw Skrowaczewski conducts.
- Nov 26, 2012 "MN Orchestra's Board Walked a Thin Line on Finances" Star Tribune article citing minutes of board meetings positioning funding request to Legislature. It also reveals that "In 2011, after choosing to balance its budget the previous two years, the board retained the public-relations firm Padilla Speer Beardsley to determine 'what size of deficit to report publicly, between \$2.9 million and \$4.3 million.'" Musicians charge management with misleading the community.  
<http://www.startribune.com/entertainment/music/180782151.html?refer=y>
- Nov 27, 2012 Musicians, in a unanimous secret ballot, vote "no confidence" in MOA President and CEO, Michael Henson.  
<http://www.minnesotaorchestramusicians.org/press-release-musicians-vote-no-confidence-in-minnesota-orchestra-ceo/>
- Dec 6, 2012 Minnesota Orchestra reports a record deficit of \$6 million.  
<http://www.minnesotaorchestra.org/about/press-room/621-2012-year-end-results>
- Dec 15-16, 2012 Musicians stage two sold-out holiday "Ode to Joy" concerts conducted by former music director Edo de Waart.
- Dec 21, 2012 Legislators call for a hearing on MN Orchestra finances.  
<http://minnesota.cbslocal.com/2012/12/20/lawmakers-call-for-hearing-into-minn-orchestra-finances/>
- Jan 3, 2013 MOA and musicians restart stalled contract talks; management agrees to independent financial analysis musicians have been seeking.
- Jan 23, 2013 Minnesota House Commerce Committee holds hearings on lockouts.
- Jan 30, 2013 Minnesota Orchestra contract talks stall.

- Feb 2, 2013 Mayor Rybak and Judy Dayton host neutral Grammy nomination celebration concert conducted by Osmo Vänskä in hopes of bringing two sides together. Only a few MOA Board members attend and no one from upper management.  
<http://www.startribune.com/entertainment/blogs/186210591.html>
- Feb 8, 2013 Concerts are cancelled through April 7.
- Feb 12, 2013 Minnesota House Legacy Committee holds hearing on Legacy funding.
- Feb 25, 2013 WCCO cites community's monetary losses as lockout enters fifth month.  
<http://minnesota.cbslocal.com/2013/02/25/losses-mounting-as-orchestra-lockout-enters-fifth-month/>
- Mar 7, 2013 100 legislators sign letter requesting a state audit of Minnesota Orchestra finances.  
<http://www.startribune.com/entertainment/music/196178641.html>
- Mar 25, 2013 Legislative auditor agrees to a limited financial audit.
- Apr 1, 2013 Lockout reaches six month mark; remainder of this season, as well as next season now in jeopardy.
- Apr 5, 2013 Orchestra reported to have lost almost a quarter of its musicians and nearly a third of the string section.
- Apr 25, 2013 Locked out musicians give concert of Bruckner and Mozart at O'Shaughnessy Auditorium with former music director Stanislaw Skrowaczewski conducting.
- Apr 26, 2013 Long-anticipated talks between musicians' negotiating team and a full MOA board last longer than planned but end in hostility.
- May 2, 2013 Principal clarinetist Burt Hara wins audition in LA, is reported to be leaving the Orchestra. <http://www.minnesotaorchestramusicians.org/burt-hara/>  
  
Press reports Osmo Vänskä's 4/30/13 letter to the MOA Board stating that if the Nov 2013 Carnegie Hall concerts are cancelled as a result of the lockout, he will be forced to resign.  
<http://www.startribune.com/entertainment/music/205850451.html>
- May 4, 2013 Star Tribune editorial calls for the Governor to step up and help end the lockout. <http://www.startribune.com/opinion/editorials/206029921.html>
- May 5, 2013 Musicians run "Open Letter to the People of Minnesota" in a full-page Star Tribune ad and call for the resignation of MOA Board Chair Jon Campbell and Negotiating Committee Chair Richard Davis.

<http://www.minnesotaorchestramusicians.org/an-open-letter-to-the-people-of-minnesota-2/>

- May 8, 2013 Minnesota Orchestra concerts are cancelled for the rest of the season. Summer lineup announced.
- Jun 13, 2013 MN State Auditor Jim Nobles reports that his audit finds no legal problems, but raises question of unused funds.  
<http://minnesota.publicradio.org/display/web/2013/06/13/arts/minnesota-orchestra-legislative-auditor>
- Jul 11, 2013 Summer lineup cancelled.
- Jul 24, 2013 Press announces former Sen. George Mitchell has been brought in as mediator. Management reportedly makes offer through Mitchell for end of lockout with 25% pay cut after two months if no agreement reached.  
<http://www.startribune.com/entertainment/music/216671301.html>  
Musicians call management proposal “absurd and unacceptable.”  
<http://www.minnpost.com/glean/2013/07/orchestra-musicians-poised-reject-arbitration-offer>
- Aug 15, 2013 Mitchell’s own proposal for an end of the lockout and beginning of negotiations and rehearsals is unanimously accepted by musicians and rejected by MOA Board. <http://kstp.com/article/stories/s3130892.shtml>
- Aug 19, 2013 BIS postpones recording of Sibelius Symphonies because of concerns the Minnesota Orchestra is not in “good enough shape.”  
<http://minnesota.publicradio.org/display/web/2013/08/19/arts/minnesota-orchestra-recording-postponed>
- Aug 20, 2013 More than 600 people gather at Westminster Church, across from Orchestra Hall, for a Community Forum organized by Orchestrate Excellence, to hear a talk by Dr. Alan Fletcher, CEO of Aspen Music Festival & School. He says, "The Lockout must end now, unconditionally." Breakout groups show enthusiasm for more focused efforts to save the Orchestra, in view of the MOA's determination to downgrade it.
- Aug 20, 2013 The new audience organization, "Save Our Symphony MN", announces its formation with the intention to apply pressure on several fronts, on behalf of the audience and for the continuation of the orchestra at its present level of excellence. The lockout must end. Osmo Vänskä must not be forced to resign. The group’s Facebook page garners over 6000 likes in a week.
- <http://www.saveoursymphonymn.org/>

- <https://www.facebook.com/pages/Save-Our-Symphony-Minnesota/434360043343225>

- Aug 21, 2013      Entry on Emily Hogstad’s “Song of the Lark” blog reveals that the MOA had purchased groups of "save the orchestra" domain names in May 2012, months before the lockout began.  
<http://songofthelark.wordpress.com/2013/08/21/how-saveoursymphonymn-org-was-named/>
- This revelation leads to critical international media attention being focused on the MOA.
- Aug 27, 2013      MOA reverts back to the previous mission statement that includes the concept of an orchestra, along with an additional line about fiscal sustainability. <http://www.minnesotaorchestra.org/about/history>
- Aug 28, 2013      MOA Board meets and issues a press release, recapping critical dates and deadlines. It does not comment on George Mitchell’s proposal for a structured end to the lockout nor on the hundreds of email messages sent by concerned citizens in the previous 24 hours.  
<http://www.startribune.com/entertainment/music/221566001.html?page=all&prepage=1&c=y#continue>
- Aug 30, 2013      The MOA submits a new proposal to the musicians and publishes it on their website, circumventing the process established by mediator George Mitchell. The proposal is nearly identical to one the musicians rejected in early August within the Mitchell mediation process.  
<http://www.minnesotaorchestra.org/about/press-room/676-aug-29-revised-contract-proposal>
- The musicians post their response to MOA’s proposal.  
<http://www.minnesotaorchestramusicians.org/management-abandons-their-own-mediator-2/>
- Aug 30, 2013      Orchestrate Excellence publishes a report from its Aug 20 Community Forum, providing a summary, key findings and a call to action as well as a 25-page transcript of comments from the 30 breakout groups.  
<http://www.orchestrateexcellence.org/>
- Aug 30, 2013      In response to MOA's "new" offer, musicians state: “The board and management of the Minnesota Orchestra has [sic] abandoned the mediation process and the mediator they themselves selected. They have presented an offer to the Musicians which appears to be virtually identical to an offer that the Musicians unanimously rejected earlier in August, an offer that was made outside of the mediation process put in place by Governor Mark Dayton. As

stated in management's letter to the Musicians: 'This offer is submitted outside the provisions of the Mediation Agreement between the parties and Senator Mitchell.'

<http://www.minnesotaorchestramusicians.org/musicians-vote-unanimously-in-support-of-governors-mediation-process/>

- Sep 1, 2013 The MOA Board of directors posts a full page ad in the Star Tribune. Although they say they will meet "anytime, anywhere, without preconditions" they do not mention mediation or their mutually-chosen mediator at all in their ad. Blogger Scott Chamberlain counters each of their statements.  
<http://maskoftheflowerprince.wordpress.com/2013/09/01/does-this-qualify-as-false-advertising/>
- Sep 2, 2013 Fifteen respected arts bloggers with thousands of followers mount a special Labor Day cross-blog event wherein they each posted their unique perspectives and prescriptions on the lockout. Each blogger cross-linked to all the other blogs. Audience members embedded these posts in tens of thousands of Facebook and Twitter messages.  
<http://www.adaptistration.com/blog/2013/09/02/arrogance-is-a-weed-that-grows-mostly-on-a-dunghill/>
- Sep 3, 2013 Star Tribune reports MOA stating that Osmo Vänskä might have to leave and also announcing results of "independent" financial review that had been completed in June 2013. "'Osmo may have to leave,' Davis said in a meeting Tuesday with the Star Tribune editorial board. 'The board is resolved to know that that is a risk. Carnegie, the opening of the hall. All three may have to fall.'" <http://www.startribune.com/entertainment/music/222221521.html>
- Sep 4, 2013 Musicians ask for updated financial information.  
<http://www.startribune.com/entertainment/music/222422831.html>
- Sep 5, 2013 Polyphonic's Robert Levine dissects the problems with the MOA's purported "independent financial review."  
<http://www.polyphonic.org/2013/09/05/bought-and-paid-for/>
- Sep 5, 2013 Locked-out MN Orchestra musicians vote unanimously to reject latest MOA "new" proposal (similar to previous one) that was proposed outside the terms of the MOA's chosen mediator, Former Senator George Mitchell, and reaffirm their support for the mediator's return-to-work proposal.  
<http://tcbmag.com/News/Recent-News/2013/September/MN-Orchestra-Players-Reject-Managements-Latest-Of>  
<http://www.minnesotaorchestramusicians.org/musicians-vote-unanimously-in-support-of-governors-mediation-process/>

- Sep 5, 2013 MOA announces that their Mission Statement has reverted to previous one, but includes a sentence on fiscal sustainability. Mission Statement which had been missing from the MOA website for months can now be found on their website. <http://www.minnesotaorchestra.org/about/history>
- Sep 6, 2013 Between 150 and 200 people attend Save Our Symphony Minnesota's first Rally "A Lockout is No Party" outside Orchestra Hall, preceding a Private Patrons Party.
- Sep 8, 2013 MOA places full page advertisement in the Star Tribune re: contract offered to locked out musicians outside the auspices of their chosen Mediator, Former Senator George Mitchell.
- Sep 9, 2013 Original date by which Osmo Vänskä indicated that he would resign if an agreement between the MOA and Musicians was not reached came and went without any announcement by Maestro Vänskä or contract agreement.
- Sep 9, 2013 Orchestrate Excellence (which sponsored the August 20 Community Forum with Dr. Alan Fletcher as speaker) writes editorial asking for State Leaders to intervene in MN orchestra impasse. <http://www.startribune.com/opinion/commentaries/223041921.html>
- Sep 10, 2013 Musicians issue "Reality Check" statement to correct erroneous statements made by MOA. <http://www.minnesotaorchestramusicians.org/reality-check-september-10/>
- Sep 10, 2013 Musicians make counter-offer to MOA. <http://www.startribune.com/entertainment/music/223222841.html>
- Sep 11, 2013 Rep. Keith Ellison (D-MN) sends a letter to the Minnesota Orchestral Association Management and Board asking them to end the current lockout and accept the interim agreement proposed by former Senator George Mitchell to allow the orchestra to play while negotiations continue. [http://ellison.house.gov/index.php?option=com\\_content&view=article&id=1056%3Arep-ellison-sends-letter-to-minnesota-orchestral-association-management-and-board&catid=1%3Alatest&Itemid=16](http://ellison.house.gov/index.php?option=com_content&view=article&id=1056%3Arep-ellison-sends-letter-to-minnesota-orchestral-association-management-and-board&catid=1%3Alatest&Itemid=16)
- Sep 11, 2013 MOA quietly announces that opening acts (Preservation Hall Jazz Band and Bill Cosby) for the renovated Hall are cancelled or postponed. <http://www.minnesotaorchestra.org/about/contract-talks/cancelled-concerts-information>
- Sep 12, 2013 \$52 million Orchestra Hall renovation unveiled to the press. <http://www.startribune.com/entertainment/music/223482771.html>  
General Manager Robert Neu "estimates that the new hall will generate

about \$300,000 in added annual revenue through rentals.”

- Sep 13, 2013 Various commentators warn about what a future without Vänskä looks like: <http://minnesota.publicradio.org/display/web/2013/09/13/arts/osmo-vanska-minnesota-orchestra>
- Sep 15, 2013 Second contract agreement deadline identified by MOA (allowing start-up time for rehearsals to begin on September 30 for November Carnegie Hall concerts) passes without agreement.
- Sep 15, 2013 MOA suddenly agrees to (and announces that they will) present proposals to the musicians confidentially via their mutually-chosen Mediator Former Senator George Mitchell, rather than through advertisements in the mainstream media. <http://www.startribune.com/entertainment/music/223853371.html>
- Sep 15, 2013 Over 7,000 people attend the LOMOMO’s free concert at Lake Harriet Bandshell, where a new fall season with or without the Minnesota Orchestral Association auspices is announced. First concert October 4<sup>th</sup> and 5<sup>th</sup> at Ted Mann Hall with Emmanuel Ax performing. <http://www.minnesotaorchestramusicians.org/fall-concert-series-announcement/>
- Sep 19, 2013 Minneapolis Mayor RT Rybak and Minnesota Governor Mark Dayton hold joint press conference announcing that both parties must come to the table face to face and resolve impasse. <http://www.startribune.com/entertainment/music/224406911.html>
- Sep 19, 2013 The New York Times quotes musicians' spokesperson saying there has been "soft interest" in musicians playing at Carnegie Hall without MOA involvement. <http://www.nytimes.com/2013/09/20/arts/music/minnesota-orchestra-plans-gala-dissonance-is-expected.html>
- Sep 20, 2013 SOSMN-sponsored Rally entitled “Ending the Lockout will be a Ball” outside Orchestra Hall coinciding the with MOA’s annual fundraisers Symphony Ball and Crash the Ball attracts several hundred people. Volunteer professional, amateur and student jazz, Dixieland, vocal and brass musicians entertain the crowd amid rain, chill and wind. <http://www.minnpost.com/arts-culture/2013/09/capturing-scene-orchestra-hall-rain-ralliers-and-symphony-ball-arrivals>
- Sep 23, 2013 Star Tribune reports that bridge funds by both private and public sources are being sought for Minnesota Orchestra in advance of new September 29 or 30<sup>th</sup> deadline for Musicians to start rehearsing with Maestro Vänskä for Carnegie Hall concerts in November.



<http://www.startribune.com/entertainment/music/225102192.html?page=1&c=y>

Sep 23, 2013

Classicalite mentions rumors of musicians "going it alone" at Carnegie Hall.  
<http://www.classicalite.com/articles/2903/20130923/dallas-symphony-win-new-terms-lexington-philharmonic-agree-temporarily-minnesota.htm>

Sep 24, 2013

MOA complains musicians "let offer expire."  
<http://www.kare11.com/news/article/1040227/396/Minn-Orchestra-says-musicians-let-offer-expire>

**For additional information, updates, and opportunities to help, visit  
[www.SaveOurSymphonyMN.org](http://www.SaveOurSymphonyMN.org)**