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To the Board:

In the interest of transparency and to ensure that each member of the entire board is kept apprised of important developments in the negotiations for a new agreement, here is an update on the current status of the mediation process.

As the media has reported, both sides have agreed to a new approach to these negotiations by including the involvement of a world-renowned mediator. The mediator's name was first put forth by your committee and accepted by the musicians over 10 weeks ago.

As we are sure you are aware, this week management and board leadership chose to reject the independent mediator's proposal that would have ended the lockout and allowed music into Orchestra Hall once again.

The Musicians voted overwhelmingly to approve the mediator's proposal, following the unanimous recommendation of the Negotiating Committee.

As a reminder, here are the details of the mediator's proposal, which, by his design, included risks for both sides:

- A four-month interim agreement starting September 1, 2013, which stipulated that Musicians would return to work under the conditions of the previous contract. If no agreement was reached during the initial two-month period, a six-percent cut would be in place for the subsequent two months, with the interim agreement expiring on December 31, 2013.
- If both sides had agreed to the proposal, the Musicians would have been required to present a detailed, financial counter-proposal by this Thursday. The Musicians were prepared to do so.

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- If no agreement was ratified by December 31st, both sides would return to their respective positions.

Joint acceptance of the mediator's proposal would have meant:

- The newly-renovated Orchestra Hall could have been opened as planned with music and excitement for a re-energized, highly engaged community.
- The tenure of Osmo Vänskä would no longer be in jeopardy.
- The Carnegie Hall residency would no longer be in jeopardy.
- More musicians would have chosen to forgo one-year offers or permanent positions with other Orchestras.

It is critical for the entire board to understand that in an attempt bring this destructive lockout to a conclusion, the Musicians chose to move forward with Management's choice for an independent mediator, despite his law firm's representation of the Chicago Symphony Orchestra's management, Wells Fargo, U.S. Bank, and other potential conflicts.

The Musicians believe this mediator to be beyond reproach, which is why we are so discouraged by the board's decision to reject his best and studied attempt to get our two sides back to the table and back to the stage.

As always, the Musicians remain committed to continue a good faith effort to resolve the nearly 1-year management-imposed lockout and to maintain a world-class symphony orchestra for the state of Minnesota. However, this decision by the board, under the leadership of Mr. Campbell, Mr. Davis, and Mr. Henson, causes us to wonder if the board is indeed committed to that same effort.

If you have further questions or concerns, we urge you to address them to the board leadership.

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