



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/
 - 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. 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.
- 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>

**for additional information, updates and opportunities to help, visit
www.saveoursymphonymn.org**