

## MN Opera Union Negotiations Meeting Request Timeline Updated 1.31.23

MN Opera feels the most constructive path to a new mutually beneficial labor agreement with the Union is at the negotiating table, and that the wisest course of action is to allow our assigned federal mediator an opportunity to help us find a fresh and productive way forward. In a letter to MN Opera's Board of Directors and MN Opera's negotiating committee ("MN Opera") dated January 21, 2023, the Union characterized negotiations as being in a "stalemate." In doing so, they failed to acknowledge repeated attempts by MN Opera to arrange for a meeting to continue the conversation following the most recent face-to-face session in October. Following is an up-to-date timeline. MN Opera remains committed and will continue to work toward an agreement that positions the Opera, its artists, and the community for long-term success.

- May 24, 2022 – Federal mediator introduced and assigned to negotiation at the request of the Union.
- Meetings begin and continue through the summer with the most recent in-person discussion on October 12, 2022.
- October 12, 2022 – By mutual agreement, the committees decided not to convene on October 13 as originally scheduled. The parties agree to follow up by email to set future dates for negotiation.
- October 18, 2022 – MN Opera emails the Union and proposes 11 potential meeting dates in October and November.
- October 21, 2022 – MN Opera inquires again about proposed dates. The Union indicates at that time that November 2 looked like the most likely window to meet.
- October 22, 2022 – Union subsequently indicates its desire to meet on its own without coming together with Opera's negotiating team on November 2.
- October 25, 2022 – MN Opera writes the Union again, offering three additional potential dates in November (first offering four until realizing an internal conflict, which narrowed the window to three dates).
- October 27, 2022 – The Union responds to say that they are unable to meet on any of the offered dates.

- November 1, 2022 – MN Opera again inquires about how the orchestra musicians would like to proceed. Union responds that MN Opera should offer more dates.
- November 2, 2022 – MN Opera emails Union to suggest using the federal mediator that had been initially proposed by the musicians.
- November 7, 2022 – Union confirms that MN Opera should engage the mediator assigned to our negotiation.
- November 8, 2022 – Federal mediator suggests dates from November 28-December 11.
- November 11, 2022 – MN Opera proposes six dates, including one in November, three in December, and two in early January.
- November 19, 2022 – Union responds to confirm January 5 and January 6. Mediator and MN Opera confirm those dates.
- January 3, 2023 – Mediator notifies both parties of Covid diagnosis and offers an alternate mediator or alternate dates. MN Opera responds that it is willing to work with either option, including an alternate mediator on the same dates or future dates. Union responds that it would like to wait to reschedule when assigned mediator is available. Mediator offers 10 dates in February. MN Opera confirms that it can be available for six of those ten dates.
- January 11, 2023 – Union responds to mediator and MN Opera to confirm meeting availability on February 9 and 10. Mediator, MN Opera and Union confirm meeting times on February 9 and 10.
- January 27, 2023 – Orchestra members vote to authorize a strike and announce to media.