



Musicians' Association of Hawai'i
LOCAL No. 677, American Federation of Musicians

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SYMPHONY MUSICIANS VOTE TO ACCEPT PAY CUTS
Action Assures Symphony Survival, For Now

HONOLULU: OCTOBER 16, 2003 - The Musicians of the Honolulu Symphony Orchestra (HSO) have voted to accept the significant cuts to their salaries and benefits as proposed by HSO Management. Michael Largenticha, President of the Hawai'i Musician's Union Local 677 said, **"Once again, the musicians that I proudly represent have stepped up to the plate to help this organization survive.** While these cuts will make the lives of our members and their families dramatically more difficult during the next two years, we expect that this sacrifice now, will help assure the long-term survival of this relevant 103-year old institution, the Honolulu Symphony Orchestra. **We encourage the current Board and Management to indeed begin to mount the long-needed effort to grow the symphony endowment and to develop the requisite community, government, and corporate support to the point that we will never again be forced into such dire circumstances."**

More specifically, the musicians have agreed to roughly a 20% pay-cut in the third and fourth years of the current five year contract, along with a reduction in weeks (from 34 to 30) and pension benefits being reduced by 25%. The fifth year (2006-2007) will be revisited at the end of the 2005-2006 season with a commitment from management that no reduction in wages, weeks and pension will be sought. The musicians have accepted these cuts in part to protect the orchestra size at its current level of 63 full-time and 20 part-time musicians. **"A symphony orchestra can not become smaller than ours and still be able to present the quality product we give to our community day in and day out," said musician representative Scott Janusch.**

"The musicians of the Honolulu Symphony are united in their expectation that their continued sacrifices will not go unnoticed. It is time for board and management to help stabilize and grow this important community asset once and for all by increasing the endowment, improving fundraising, and increasing the audience. By ratifying this agreement, *we have done our share* to see that this becomes a reality."

The musicians have agreed in years past to help support this organization. A wage freeze was instituted in 2001-2002 season to help management get its financial house in order when current Symphony President Steve Bloom was hired. That sacrifice by the musicians evolved into the current contract which set modest increases in wage, weeks and pension levels for the 2002-2003 and 2003-2004 seasons. Additionally, management agreed not to seek reductions in wages, weeks, or pension for the 2004-05 through 2006-07 seasons. **END**