



MUSICIANS' ASSOCIATION OF SEATTLE
LOCAL 76-493, AFM

Musicians' Association of Seattle

Oct. 30, 2011

URGENT- DO NOT ACCEPT WORK FROM THE LOUISVILLE ORCHESTRA, INC.

Below a copy of the national advertisement being used to hire non-union/replacement musicians (SCABS!).

Please read a very important message from Bruce Ridge, ICSOM Chair and support your [colleagues](#) in Louisville by forwarding this email to as many musicians, university professors, private teachers, students and former students as you can. Please post your support on Facebook, Twitter and any other social media sites that you frequent. It is important to get the word out as fast as possible.

THANK YOU!

The Musicians' Association of Seattle, Local 76-493, American Federation of Musicians.



NATIONAL CALL FOR APPLICATIONS

PERMANENT POSITIONS AVAILABLE FOR SYMPHONIC MUSICIANS

THE LOUISVILLE ORCHESTRA, INC
Louisville, Kentucky

Openings are available for qualified symphonic musicians looking for permanent employment to replace musicians who are on strike.

All orchestra positions presently available

Minimum Weekly Salary – \$925

Minimum Guaranteed Weeks of Employment –30

Benefits (Medical/Health Insurance; Life Insurance; and Instrument Insurance provided) – Complete package of benefits available for up to fifty musicians.

Twelve month probationary period for all selected musicians, subject to renewal/tenure at discretion of Music Director or CBA. The Louisville Orchestra endorses membership in the American Federation of Musicians.

Additional income opportunities may be available to teach instrumental lessons and/or to perform in chamber music settings. Please review our history, proposed contract terms and institutional vision at: [www.louisvilleorchestra.org](#)

Please be advised that the Louisville Orchestra is currently regarded by the AFM as being on the union's "Unfair List." Union members who choose to work for an orchestra on the "Unfair List," risk being fined and disciplined by the AFM. The Louisville Orchestra does not require any musician to resign their union membership in order to work for the LO, nor does it require musicians who work for the LO to retain union membership.



Applications accepted by e-mail only. No phone calls.

Send cover letter, resume and three music-industry references to:

hr@louisvilleorchestra.org

AN EQUAL OPPORTUNITY EMPLOYER



A message from Bruce Ridge, ICSOM Chariman:

TO: the musicians of ICSOM, ROPA, and OCSM

FROM: Bruce Ridge, ICSOM Chairman

SUBJECT: URGENT- DO NOT ACCEPT WORK FROM THE LOUISVILLE ORCHESTRA, INC.

Dear friends and colleagues,

SPREAD THE WORD:

As we all know, the musicians of the Louisville Orchestra have been engaged in a lengthy negotiation with their management. They have repeatedly been threatened by their board with being replaced by other musicians. And now, after a final ultimatum, the Louisville Orchestra, Inc. has begun recruiting replacement musicians.

DO NOT ACCEPT WORK FROM THE LOUISVILLE ORCHESTRA, INC.

Both the Louisville Orchestra, Inc. and the Kentucky Opera have been placed on the American Federation of Musicians' (AFM) International Unfair List, and accepting work from these two groups could generate fines and penalties. But it is not just the Unfair List that should deter anyone from accepting this work--the fact is that it would simply be wrong to do so.

Any musician accepting such work would not be serving the cause of art in America, or serving their career and family. Musicians accepting work as replacements would be taking food out of the mouths of fellow musicians, as well as depriving them and their children of health insurance.

The members of ICSOM, ROPA, and OCSM comprise a great number of orchestral musicians in North America, and we have thousands of students. Please educate your students, and the leaders at your music schools, of the importance of this effort. If the egregious and despicable actions of Louisville Orchestra CEO Rob Birman, and Board Chair Chuck Maisch were to succeed, then no orchestra in North America would be safe from such attacks. Any musician accepting such work would be building a career on quick sand.

Please post this message in your studios, and please send it to your students everywhere, as well as the colleagues in your orchestra who might not be subscribed to the ICSOM, ROPA, or OCSM news lists. Post it backstage at work. Post it on your Facebook pages. Spread the message everywhere that the musicians of ICSOM, ROPA, and OCSM will always stand together.

The symphonic musicians of North America perform as a united network of friends. It is crucial that we stand together on this issue, not only for the musicians of Louisville, but for the future of musicians every where.

In solidarity,
Bruce Ridge ICSOM Chairman

Musicians' Association of Seattle, Local 76-493, AFM AFL-CIO
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OFFICE HOURS

Monday to Friday from 9:00am to 5:00pm (often closed for lunch 12:30pm-1:30pm)

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