

September 17, 2008

Dear PSO Musician:

Very soon, you will receive a ballot from the National Labor Relations Board (NLRB) that can bring fairness to Plano Symphony musicians. Because you worked a sufficient number of PSO services over the past two years, the NLRB has determined that you are eligible to vote. *If a majority of voters vote in favor of the Union, PSO will be required **by federal law** to negotiate in good faith with a Local 72-147 team that will include player representatives elected from the orchestra.*

It is vital that you open the NLRB envelope and cast your vote – **Yes – for Union representation**, so that PSO musicians will finally have the same privilege enjoyed by every other orchestra musician in North Texas – the right to act collectively and bargain a fair Master Agreement with management. *Even if you do not plan to return to the PSO workplace, **it is important to return the ballot with a YES vote, to help your fellow musicians obtain better pay, benefits and job security that PSO would never otherwise provide without a Union contract.***

Alice Hobbs and Hector Guzman are scared of the Union because they are selfish. *They put themselves first because think they are more important than you are.* They want you to beg individually. They are afraid that a fairly negotiated Master Agreement will empower the orchestra and break their unilateral self-serving control over you. A better deal for musicians means less for Alice and Hector. ***You'll get things in a Union contract – annual raises, pension, seating position, tenure, for example, that they can't control by whim, or keep for themselves.***

I want to thank you for your support and your membership in this great Union, for helping us become stronger and better able to improve the livelihood of professional musicians, not just in Plano, but everywhere. If you have questions, please let me know.

Sincerely,

Raymond M. Hair, Jr.  
President, Local 72-147 AFM