

JENNIFER P. GARNER
ATTORNEY AT LAW

Dear PSO Musician:

I am a former member of the Plano Symphony Orchestra. I resigned from the orchestra several years ago because I decided I was unwilling to compromise the artistic, economic, and professional standards that prevail in other orchestras in the area. I am writing to encourage you to vote for representation by the Musicians Union so that you can continue to play in a professional orchestra without compromising the benefits of hard work that you so much deserve.

As the company has grown (and Alice and Hector have received large pay raises), it has dedicated a progressively smaller and smaller percentage of its resources to musicians' wages and, unlike your peers in other regional orchestras, you are receiving no pension benefits. You are being paid less in actual dollars than musicians in orchestras with much smaller budgets. We have recently learned that many of your colleagues do not get paid at all for some services! There are other inequities as well. I have witnessed first-hand the lack of mutual respect that you must endure from the conductor, and the obvious favoritism on the part of the management. And, what about Alice's "open door" policy . . . ?

When Alice tells you that you do not need a Union because she has an "open door" and because you can "speak for yourself," she is really inviting you to make a special arrangement with her behind closed doors and become a spokesperson for the company in return. Those of you who attended the PSO orchestra meeting back in the fall heard Glen Hummel very clearly explain this policy. According to Glen, he receives some extra perks that the rest of you do not, thanks to Alice's "open door." But, is that really fair? The fact is, Alice would rather have you all competing against each other for her favor than face your unified demand for fairness.

Your choice to bargain collectively through Union representation will improve the workplace atmosphere of the Plano Symphony Orchestra. You each deserve the company's respect because of your talent and professionalism. The beautiful performances that you create have generated exponential economic benefits for the company, which should be shared with you. Last but not least, your vote for the Musicians Union is a vote for fairness, not favoritism.

Sincerely,

Jennifer P. Garner