



DALLAS-FORT WORTH PROFESSIONAL MUSICIANS ASSOCIATION

LOCAL 72-147 AMERICAN FEDERATION OF MUSICIANS

1939 STADIUM OAKS COURT ★ ARLINGTON, TEXAS 76011
D/FW Metro Telephone (817) 469-6040 ★ Telecopier (817) 469-1448 ★ www.musiciansdfw.org

RAYMOND M. HAIR, JR.
President

KENNETH KRAUSE
Secretary-Treasurer

March 19, 2008

Alice Hobbs, Manager
Plano Symphony Orchestra
2701-C W. 15th Street #187
Plano, TX 75075

Via Telecopier: 972-473-4639

Dear Mrs. Hobbs,

After careful review of the musician rosters published in your concert programs over the past two years, we have determined that, as a result of our recruiting efforts, an overwhelming majority of PSO musicians are members of the American Federation of Musicians. Further, we want you to know that a majority of PSO musicians have designated our organization as their exclusive representative for the purpose of collective bargaining. We therefore wish to meet with you as soon as possible for the purpose of negotiating a constructive working agreement covering all musicians who are engaged to perform services for the Plano Symphony Orchestra.

Unless we receive your written assurance no later than Friday, March 28, 2008 that you will meet thereafter and bargain in good faith toward a collective bargaining agreement, we will promptly petition the National Labor Relations Board to supervise a certification election to obtain recognition as the certified bargaining representative. After we file the certification petition, we will be prepared to demonstrate that the PSO meets the required jurisdictional threshold and is an employer of musicians in every respect.

If you have any questions about this letter, please do not hesitate to call my office. I am available to visit with you and/or your representatives to clarify any aspect of this letter, including the direction we will take if this matter reaches the National Labor Relations Board. Thank you for your courtesy and attention in this matter.

Sincerely,

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

"Music is the Universal Language of Mankind."