

July 22, 2008

Dear PSO Musician,

I am pleased to advise you that as a result of our efforts and those of a majority of PSO musicians, the National Labor Relations Board (NLRB) has directed PSO management to permit a federally supervised election in September, 2008 to determine whether or not PSO will be required under the law to bargain in good faith with Local 72-147 toward an acceptable agreement covering the services of all professional musicians. You can read the NLRB's decision in its entirety at www.musiciansdfw.org. The NLRB has decided that you are eligible to vote in the election.

Management fought hard to keep you from having the right to vote. They hired an expensive union-busting law firm to write Alice Hobbs' anti-union letters. Alice and her lawyers pleaded with the NLRB to allow you to continue to be treated as independent contractors – *the same status held by household maids* – **for labor law purposes** (the NLRB's decision does not affect tax issues). They did so because independent contractors are prevented under US labor law from voting for Union representation and are left to hazard the workplace individually, with no recourse against management unfair labor practices.

Moreover, in a desperate attempt to avoid a fair election, PSO made the outrageous claim that its orchestra consisted of some 240 "on-call" musicians who were engaged so irregularly that **no musician should be allowed to vote!** Unlike every established professional orchestra in the region, PSO does not want you to have a say in your affairs when you rehearse and perform together as an orchestra. Why?

Management is obviously afraid that a legitimate, constructive Union collective bargaining agreement will correct many of the inequities which now exist – such as the promotion of favoritism in auditions and hiring practices, unilateral and unevenly enforced work rules, neglect and abuse by the conductor, and for a few, the performance of services without pay.

Management knows that if you are represented by the Union, we will negotiate better pay, better conditions and new benefits for *every* musician – improvements PSO would never provide to you voluntarily, without your uniting as an orchestra collectively, and without the support of our 100,000 members who perform with every other orchestra across North Texas and throughout North America.

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Letter to PSO Musicians
July 22, 2008

The skyrocketing cost of food and fuel is costing you more to live and perform. It will surely inflate the cost of the planned 2100 seat Main Hall of Plano's Arts Park, and you can bet that PSO will certainly sacrifice your interests when more money is needed to build it, or pay its hefty rental costs. Do you really believe that PSO will take care of each musician and pay the appropriate scale and pension benefits if that mega-million dollar hall ever comes to pass? Without a Union contract, they never will.

When you receive the next anti-union phone call or letter from Alice Hobbs begging you to vote against the Union, or if she corners you at a rehearsal ranting about us, remember that she's doing so for her own selfish interests. Alice and Hector know that when the Union negotiates more for you – in money, or in influence – it is something they don't get to keep for themselves. ***And with \$1 million in the bank and a \$1.5 million annual budget that grows yearly, PSO has much more to give professional musicians.*** Only with Union representation will you obtain the wages, benefits, job security, fairness, democracy and professional respect that are potentially available from PSO, and that you certainly deserve for your services.

Please take a moment to review the enclosed chart comparing your pay with that of other "comparable" orchestras, viewed against the pay and benefits of orchestra managers, conductors, budget size, and % of budget allocated toward musicians' pay (not including guest artists). ***What orchestra has the highest paid manager and conductor? What management has the biggest budget and the most money to spend? Who are the lowest paid musicians?***

Because of your excellent musicianship, PSO sells tickets and raises money. Their goal is not to improve your livelihood, but to enrich themselves first, to empower management and conductor at the expense of its greatest asset – *its talented professional musicians*. Together, we can effectuate change by focusing the power of the orchestra, to get the PSO to do more for *every* musician. When you're represented by the Union, the orchestra always comes first.

After you have voted **FOR** Union representation, we will promptly conduct another election within the orchestra to choose a players' committee to assist in negotiating a new contract with management. *YOUR* committee will survey the orchestra to ascertain *YOUR* contract priorities and will represent *YOUR* interests at the bargaining table. *YOUR COMMITTEE* will be the most important part of a team of skilled negotiators that will consist of members of our Board of Directors, like Matt Good (DSO principal Tuba and DSO committee chair), Jennifer Garner (Dallas attorney, RSO violinist, RSO committeeperson and former PSO member) and Stewart Williams (Dallas Opera oboist and opera orchestra committeeperson).

With effective representation, it will be an exciting, rewarding time to perform with the Plano Symphony Orchestra. What's more, the tangible economic benefits and job security that come from a Union contract will grow year after year, and will promote fairness and democracy in the PSO workplace for many years to come.

Sincerely and fraternally yours,

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

**Musicians Pay Compared to Manager and Conductor Pay,
Budget Size and Percentage of Budget**

	Manager	Conductor (Direct pay, w/o expenses	Musicians	Annual Budget Size	Musicians % of Budget - Excluding CM and guest artists
PSO	\$100,000.00, incl. pension, insurance and expenses	\$70,000.00...35 svcs/\$2000.00 per service!	\$109/per service	\$1.5 million	20%
RSO	\$78,500.00	\$60,000.00	\$115.50/per service, includes pension	\$800,000	45%
ETSO	\$68,500.00	\$60,000.00	\$129.62/per service	\$1 million	33%