



Plano Symphony Orchestra

Dear Musicians:

March 31, 2008

Plano Symphony Orchestra has recently been informed by Local 72-147 of the American Federation of Musicians that the Union is attempting to organize the symphony musicians for purposes of collective bargaining. As many of you may be aware, PSO's experience with the AFM, and Local 72-147 in particular, has not been productive to either the symphony or its musicians. Thus, PSO is strenuously opposed to the Union's organizational efforts. Let me mention a number of reasons why the uninvited intervention of Local 72-147 at our symphony is both unneeded and unwanted:

First, you should be aware that following an attempt to bargain a renewal collective bargaining agreement during the years 1999-2000, the Union walked away from the bargaining table (abandoning the musicians it asserted that it "represented") and filed a frivolous lawsuit which was later dismissed for lack of merit.

Second, musicians of PSO have never needed a Union to obtain competitive wages and working conditions. In fact, since the AFM walked away from PSO musicians in the year 2000, the compensation of principal musicians has increased by 73%, and the compensation of non-principal musicians has increased by 70%. No musician was compelled to pay Union dues or be subject to restrictive Union by-laws and work rules in order to receive these increases in compensation.

Third, PSO is currently compensating its musicians at rates that are either equal to or above all comparable symphony organizations in the North Texas area. In addition, our musicians terms of retention as independent contractors are comparable to, or better than, any working conditions applicable to musicians at comparable symphonies throughout North Texas.

Fourth, Local 72-147 of the AFM Union has a reputation for being combative yet ineffective as a representative of its membership. If a collective bargaining agreement were in force here at PSO, you would be expected to pay Union dues, special assessments and possible fines if you violated any of the Union's many rules and regulations.

Thus, there are many good and sufficient reasons for the musicians of the Plano Symphony Orchestra to remain nonunion. We encourage you to maintain your right to speak for yourself. You may have been approached by the Union to sign an "authorization card." You have every right to reject any such request. If you have previously signed a Union authorization card, you have a right to ask for the return of your card.

Should you have any questions or thoughts regarding any aspect of this matter, please feel free to direct your questions to me, and I will attempt to answer any questions that may arise. I think most of you know that I am always amenable to your ideas and concerns. This does not change our open door policy.

Sincerely,

Alice Hobbs
Executive Director
Plano Symphony Orchestra

2701-C West 15th Street • Suite 187 • Plano, Texas 75075 • 972-473-7262 • fax: 972-473-4639 • e-mail: info@planosymphony.org

www.planosymphony.org