



June 5, 2008

Dear Jon:

I believe you are aware of the union's efforts to speak on your behalf. This letter will share what has occurred since the season ended. In May there were two days of National Labor Relations Board (NLRB) hearings. There were several issues, but it was determined by the NLRB that PSO musicians are employees, not independent contractors. That decision will be appealed so it is our expectation that nothing will change immediately.

**If this decision is upheld, the PSO will have to make deductions from payments to you for federal income tax, social security, etc.** Musicians may lose some of the tax advantages they enjoy as independent contractors. For example, wage earning employees may only deduct a portion or none of their related musical expenses, while independent contractors may deduct all those expenses. We suggest you consult your tax preparer on what implications changing from an independent contractor to an employee may mean to you.

The NLRB will be holding an election – perhaps in the fall. They determined that **you have a right to vote since you've worked at least two concert blocks this past season or 15 services over the past two seasons. You do not need to belong to the union to vote.**

**The vote will be by secret ballot. No one will know how you vote.** There are no names on the ballots and the NLRB will count the votes **for** union representation and the votes **against** having the union represent you. A simple majority of those voting will determine the direction your orchestra will take. We have asked the NLRB to allow the voting to take place by a mail-in ballot. We believe this will be the most convenient way for each of you to vote.

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 potential election does not change our open door policy.

Sincerely,

Alice Hobbs  
Executive Director  
Plano Symphony Orchestra