



NOTICE TO EMPLOYEES



POSTED PURSUANT TO A SETTLEMENT AGREEMENT APPROVED BY A REGIONAL DIRECTOR OF THE NATIONAL LABOR RELATIONS BOARD AN AGENCY OF THE UNITED STATES GOVERNMENT

THE NATIONAL LABOR RELATIONS ACT GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

WE WILL NOT interfere with, restrain, or coerce you in the exercise of the above rights.

AMERICAN FEDERATION OF MUSICIANS, LOCAL 171 is our employees' representative in dealing with us regarding wages, hours and other working conditions of the employees in the following unit:

All musicians of the Springfield Symphony Orchestra

WE WILL NOT make changes in your wages, hours and working conditions by failing to issue you Individual Musician Contracts for ten (10) performances as per the terms of your expired collective-bargaining agreement, without first bargaining with your Union to reach an overall agreement or good faith impasse on the terms of your successor collective-bargaining agreement.

WE WILL NOT in any like or related manner interfere with your rights under Section 7 of the Act.

WE WILL issue you Individual Musician Contracts offering to hire you for two (2) of the classical performances for the 2021-2022 Concert Season in accordance with your expired collective-bargaining agreement.

WE WILL pay you for the wages and other benefits you lost because of our failure to issue Individual Musician Contracts for the remaining eight (8) performances for the 2021-2022 Concert Season.

SPRINGFIELD SYMPHONY ORCHESTRA, INC.

(Employer)

DATED: 1/27/2022

BY: Paul E. Formby
(Representative)

Interim Exec. Director
(Title)

The National Labor Relations Board is an Independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service (link is external) by visiting its website at <https://www.federalrelay.us/tty> (link is external), calling one of its toll free numbers and asking its Communications Assistant to call our toll free number at 1-844-762-NLRB.

Thomas P. O'Neill Jr.
Federal Building 10 Causeway St, Room 601
Boston, MA 02222-1001

Telephone: (617) 565-6700
Hours of Operation: 8:30 a.m. to 5 p.m.

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to Compliance at complianceunit@nlr.gov or (202) 273-2900.