



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

FEDERAL LAW 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 do anything to prevent you from exercising the above rights.

WE WILL NOT make any changes to the wages, hours and working conditions of our playing members, including changes to the procedure for offering individual service contracts, without first notifying and bargaining with the American Federation of Musicians, Local 400 (the Union) concerning such changes.

WE WILL NOT in any similar way interfere with your rights under Federal law described above.

WE WILL bargain collectively and in good faith with the Union as the exclusive collective-bargaining representative of our playing members of the Hartford Symphony Orchestra.

WE WILL provide the Union with timely notice of any proposed changes to the wages, hours and working conditions of our playing members and, upon request, bargain in good faith with the Union regarding such changes, including but not limited to changes to the procedure for offering individual service contracts.

WE WILL, if requested by the Union, rescind the changes we made to the procedure for offering individual service contracts to playing members.

HARTFORD SYMPHONY ORCHESTRA, INC.

(Employer)

Dated: 11/30/15

By: _____

(Representative)

Pres. & CEO

(Title)



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The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it investigates and remedies 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. You may also obtain information from the Board's website: www.nlr.gov and the toll-free number (866)667-NLRB (6572).

THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

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 the above Regional Office's Compliance Officer,

450 Main Street, Suite 410
Hartford, CT 06103
(860) 240-3006