

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer  Baltimore Symphony Orchestra, Inc.	b. Tel. No. 410-783-8011
	c. Cell No.
	f. Fax No. 410-783-8003
d. Address (Street, city, state, and ZIP code)  1212 Cathedral Street Baltimore, Maryland 21201	e. Employer Representative  Peter Kjome, President and CEO
	g. e-mail pkjome@BSOmusic.org
	h. Number of workers employed 82
i. Type of Establishment (factory, mine, wholesaler, etc.) Performing arts center	j. Identify principal product or service Musical performances
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
Since on or about June 17, 2019, Baltimore Symphony Orchestra (BSO) has failed, and continues to fail, to bargain in good faith regarding wages, hours, and other terms and conditions of employment with Local 40-543, AFM, the collective bargaining representative of the Musicians of BSO. Specifically, BSO has unlawfully locked out bargaining unit employees to effectuate unilateral implementation of terms and conditions of employment without reaching impasse. BSO has also failed and refused to provide relevant and necessary information requested by the Union in bargaining.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Local 40-543, American Federation of Musicians	
4a. Address (Street and number, city, state, and ZIP code) 1055 Taylor Avenue, #218 Baltimore, MD 21286	4b. Tel. No. 410-337-7277
	4c. Cell No. 443-604-4985
	4d. Fax No. 410-337-7279
	4e. e-mail local40543@gmail.com
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) American Federation of Musicians	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge)	Bruce H. Simon, Counsel to Local 40-543 (Print/type name and title or office, if any)
Cohen, Weiss and Simon LLP, Address 900 Third Ave., Ste. 2100, NY, NY 10022	Tel. No. 212-356-0231
Date Sep 10, 2019	Office, if any, Cell No.
	Fax No. 646-473-8231
	e-mail bsimon@cwsny.com

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.