

THE AMERICAN GUILD OF MUSICAL ARTISTS



INFORMATION
FOR
NEW AND PROSPECTIVE MEMBERS

AMERICAN GUILD OF MUSICAL ARTISTS, AFL-CIO

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Dear New Member:

Welcome to the American Guild of Musical Artists, the labor union that represents opera and concert singers, production personnel and dancers at principal opera, concert and dance companies throughout the United States.

As AGMA's National Executive Director, it's my job to serve as the union's chief administrative officer and principal contract negotiator. Although I've been at AGMA for only a few years, I've spent the last thirty years of my professional career as a labor and civil rights attorney and as the chief executive of another labor union that also represented talent-driven employees like you.

By becoming a member of AGMA, you join in a long tradition of men and women within the United States and throughout the rest of the world who have recognized the inherent value of having a union negotiate their agreements and pursue their labor relations concerns while they spend their own time perfecting their craft.

In addition to improving contractual provisions for members' wages, hours and terms and conditions of employment, we work to expand protection of health and safety concerns and towards the elimination of hazardous workplace conditions such as poisonous smoke and fog and unsafe raked stages. Additionally, we are always available to assist you in any way necessary to protect the multitude of your professional and legal rights.

We solicit and welcome your participation in AGMA's activities and encourage you to play an active role in the governance of your union. All members in good standing, including new members, can run for election to AGMA's Board of Governors.

Like the other members of AGMA's professional staff, I am here and available to assist you whenever you have questions or need help. Please feel free to call upon me at any time, at 1-800-543-2462 or via e-mail at AGMANY@AOL.COM.

Also, please regularly visit our website, at www.musicalartists.org.

Cordially,

A handwritten signature in black ink, appearing to read "Alan S. Gordon", with a long horizontal line extending to the right.

Alan S. Gordon
National Executive Director

What is AGMA?

AGMA is a labor union. Because performing artists live to perform, they are vulnerable to employer exploitation, unfair and unsafe conditions and illegal discrimination. They can find the protection they need by joining AGMA – the American Guild of Musical Artists.

Performing artists support themselves with their talents and skill, but the beauty they create doesn't necessarily pay the rent or the doctor bills. It doesn't put food on the table or guarantee any of the other necessities of life. It doesn't even assure that the artists can continue to develop their craft.

Without forceful advocacy of their interests, artists can be subjected to abuse, to unfair pay without benefits, to unsafe and unprofessional working conditions, and no job security.

AGMA was founded in the cauldron of the 1930s labor movement by a courageous group of artists that included the most notable performers of that era. AGMA is their legacy – *the labor organization that represents musical artists in opera, concert and dance*. Soloists and choristers, dancers, choreographers, stage managers, stage directors – they are all part of AGMA.

AGMA negotiates collective bargaining agreements for its members that provide them with these vital benefits: guaranteed salaries; rehearsal and overtime pay; regulated work hours; vacation and sick pay; access to low-cost health benefits; good-faith resolution of disputes; and protection of their legal and contractual rights.

AGMA represents all of the artists at most of America's leading opera and dance companies, and many other performing arts institutions. All of these performers have concluded that being part of our union has significantly enhanced their earning power.

AGMA artists throughout the USA enjoy greater prestige; better performing conditions and a higher quality of life because of the American Guild of Musical Artists. That's why we hope you will join us in the mission for which AGMA was first created: to protect performers and enhance the image of musical artists everywhere.

Through AGMA, our members win the respect and recognition they deserve for the beauty they create.

How Does AGMA Work?

AGMA is a democratic union, governed by its members.

All union officers are performing artists chosen through elections in which every member in good standing is eligible to vote.

The Board of Governors, the governing body of AGMA, is responsible for final approval of all contracts, management of union funds, and for protecting all members from unfair or unsafe practices and conditions. Any active member in good standing is eligible to run for a seat on the Board. Elections for the Board are held in three-year cycles and elections of all officers are held biennially.

AGMA is a National Union, without a system of locals. However, AGMA does have a structure of geographical areas for representation on the Board of Governors. Many areas elect a Local Area Executive Committee and an Area Chairperson. Members are encouraged to attend area meetings and other local area functions during the course of the year. A member's area is determined by their primary address on record at AGMA unless he or she designates a different area based on their pattern of employment. Within each area, the composition of the Board of Governors is based on a formula of members in good standing (paid to date) for each of the following categories: **Soloist, Chorister, Dancer, Choreographer, Stage Manager and Stage Director.**

AREA	Coverage
01 New York	NY Area, New Jersey, Connecticut, Outside
02 Southern California	California (Southern), Hawaii, New Mexico, Arizona
03 Chicago	Ohio, Wisconsin, Kansas, Missouri, Illinois, North Dakota, South Dakota, Minnesota, Michigan, Nebraska, Indiana, Kentucky, Iowa
04 Northern California	California (Northern), Alaska, Nevada, Utah and Colorado
05 New Orleans	Alabama, Mississippi, Louisiana, Tennessee and Arkansas
06 Philadelphia	Pennsylvania and New Jersey
07 Washington/Baltimore	Washington D.C., South Carolina, North Carolina, Virginia, West Virginia, Maryland, Georgia, Florida and Delaware
08 Pittsburgh	Pennsylvania (Pittsburgh)
09 New England	New Hampshire, Maine, Massachusetts, Rhode Island, Vermont
10 Texas Area	Texas and Oklahoma
11 Northwest	Washington, Oregon, Idaho, Montana and Wyoming

WHY SHOULD I JOIN?

AGMA needs you! The strength of the Union is in its members. Your membership and participation directly impacts on the strength of AGMA's bargaining power when it negotiates collective bargaining agreements with your employer. It is very important to make your employer aware, through your active membership, that contract issues are important to you. Strong collective bargaining agreements can be maintained only through a strong membership.

In seven right-to-work states (Arizona, Florida, Georgia, Oklahoma, Louisiana, Texas and Virginia) you have the choice of whether or not to join AGMA. If you chose not to join, you give up a number of rights, including the right to participate in the formulation of collective bargaining proposals, the right to be a member of the local negotiating committee, the right to attend and participate in local AGMA meetings, the right to run for office and vote for candidates, and the right to participate in contract ratification and strike votes. For solo artists, production personnel and all other performers who work in states other than those seven, payment of initiation fees and dues is mandatory. You will be ineligible to work for any AGMA signatory employer unless you satisfy those obligations.

We hope you have been assured that membership in AGMA makes you a more empowered employee, with a better chance of achieving meaningful contract goals. Timely payment of your dues is a reciprocal obligation of membership and provides the funds with which AGMA negotiates and enforces your contracts and protects your rights.

How Do I Join?

Call AGMA's Membership Department for information or an application.

Initiation Fee:

The Initiation Fee is \$500.00.

Partial Initiation Fee: All new members are required to pay 25% of the Initiation Fee plus the first \$39 Basic Dues within one week of their first contracted rehearsal, or upon submission of their Membership application, whichever comes first.

If the contractual fee is greater than \$2,000, the balance of the Initiation Fee is due by the contract's first performance date.

If the contractual fee is less than \$2,000, the Artist may pay the Initiation Fee in installments (partial payments equal to 25% of AGMA contractual gross compensation) over a period not to exceed 12 months.

If the Artist is applying for membership without having received an AGMA contract, the Initiation Fee is due in full upon submission of the application.

Dues:

Basic Dues in the amount of \$39.00 are billed semi-annually and are due by February 1st and August 1st.

Working Dues (The Check-Off System): All members working under AGMA Collective Bargaining Agreements will have 2.0% of the first \$100,000 gross income deducted from their compensation ("Check-Off") and remitted by the employer to AGMA according to the terms of the Collective Bargaining Agreement.

Call the Membership Department - 212-265-3687 or 800-543-2462 -- for assistance with any dues problem or if you do not receive your current AGMA membership card.

WHO DO I CALL IF I HAVE QUESTIONS?

AGMA members should always find out who the AGMA Representative is for their current contracted production. The local AGMA Representative can answer all general questions concerning AGMA policy.

If you need more specific information, or have a question concerning your account, you should call, fax, write or email the National Office.

The AGMA Signatories' production and contract information is processed by the National Membership Representatives – Vincent Brown, Garrett Dodge and Justin Parks.

If you are currently working for an AGMA signatory, please address your questions to one of the National Membership Reps – please consult the list opposite to see which specific Representative you should contact.

If you have a question concerning a charge to your credit card, or wish to set up a payment plan for your Initiation Fee, please contact Terrance Odette.

If you wish to give a change of address, or need a new membership card, please contact Hector Vargas.

Please address any general questions, concerns or suggestions concerning your AGMA membership to Carl Saloga, the Membership Supervisor.

If you call our office after business hours, or on the weekend, please leave you message with the membership office and it will be forwarded to the appropriate party.

AGMA National Office Membership Department

Carl Saloga – Membership Supervisor – 212/265-3687.440 – membership@musicalartists.org

Vincent Brown – Membership Representative – 212/265-3687.441 – vbrown@musicalartists.org

Garrett Dodge – Membership Representative – 212/265-3687.443 – gdodge@musicalartists.org

Justin Parks – Membership Representative – 212/265-3687.442 – jparks@musicalartists.org

Terrance Odette – Data Processor – 212/265-3687.442 – todette@musicalartists.org

Hector Vargas – Data Processor – 212/265-3687.445 – hvargas@musicalartists.org

AGMA SIGNATORIES and Assigned National Representatives

Arizona Opera - Vincent Brown	Metropolitan Opera - Garrett Dodge
Alvin Ailey Dance - Justin Parks	Michigan Opera Theatre - Justin Parks
Ascension Music - Justin Parks	Milwaukee Ballet - Justin Parks
Atlanta Ballet - Justin Parks	Music Before 1800 - Garrett Dodge
Ballet Hispanico - Justin Parks	Musica Sacra - Justin Parks
BalletMet Columbus - Justin Parks	New Orleans Opera - Justin Parks
Ballet Tech - Justin Parks	New York City Ballet - Justin Parks
Baltimore Opera - Garrett Dodge	New York City Opera - Garrett Dodge
Boston Ballet - Justin Parks	New York Concert Singers, Inc. - Garrett Dodge
Boston Lyric Opera - Vincent Brown	New York Grand Opera - Garrett Dodge
Carmel Bach Festival - Justin Parks	New York Philharmonic - Garrett Dodge
Carnegie Hall Corp. - Garrett Dodge	Opera Company of Philadelphia - Garrett Dodge
Central City Opera - Justin Parks	Opera Orchestra of New York - Garrett Dodge
Chautauqua Opera - Justin Parks	Opera Pacific - Justin Parks
Chicago Opera Theatre - Garrett Dodge	Opera Theatre of St. Louis - Justin Parks
Chicago Symphony Chorus - Garrett Dodge	Pacific Northwest Ballet - Justin Parks
Cincinnati Ballet - Justin Parks	Pennsylvania Ballet - Justin Parks
Cincinnati Opera - Garrett Dodge	Philadelphia Singers - Justin Parks
Dallas Opera - Vincent Brown	Philharmonic Orchestra of NJ - Justin Parks
Dance Theatre of Harlem - Justin Parks	Pittsburgh Ballet Theatre - Justin Parks
Florentine Opera - Vincent Brown	Pittsburgh Opera - Vincent Brown
Florida Grand Opera - Vincent Brown	Portland Opera - Vincent Brown
Grant Park Symphony - Garrett Dodge	San Diego Opera - Vincent Brown
Houston Ballet - Justin Parks	San Francisco Ballet - Justin Parks
Houston Grand Opera - Vincent Brown	San Francisco Opera - Vincent Brown
Joffrey Ballet - Justin Parks	San Francisco Symphony Chorus - Justin Parks
La Boheme on Broadway - Vincent Brown	Santa Fe Opera - Vincent Brown
Los Angeles Master Chorale - Vincent Brown	San Jose Ballet - Justin Parks
Los Angeles Opera - Vincent Brown	Seattle Opera - Vincent Brown
Lyric Opera Ctr of Am. Artists - Garrett Dodge	Toledo Opera - Vincent Brown
Lyric Opera of Chicago - Garrett Dodge	Tri-Cities Opera - Garrett Dodge
Lyric Opera of Kansas City - Justin Parks	Tulsa Ballet - Justin Parks
Martha Graham Dance - Justin Parks	Washington Concert Opera - Justin Parks
Melodious Accord - Justin Parks	Washington Opera - Garrett Dodge
Merce Cunningham Dance - Justin Parks	Western Opera Theatre - Vincent Brown
Aquila Theater Company - Justin Parks	Wolf Trap Opera - Garrett Dodge

ADDITIONAL BENEFITS AVAILABLE TO MEMBERS

AGMA RELIEF FUND

AGMA members who need emergency financial or social services assistance can get help from the AGMA Relief Fund, which is administered for AGMA by the Actors Fund of America. Members who need assistance should call the intake coordinator at:

East Coast 212-221-7300 or 800-221-7303
Midwest 312-372-0272
West Coast 323-933-9244

TEIGIT

The Entertainment Industry Group Insurance Trust (TEIGIT) offers AGMA members several options for private Health Insurance coverage. Call 800/886-7504 or 212-788-5675 for information. This service is not available in all states.

ACTORS FEDERAL CREDIT UNION

AGMA members are eligible for membership in this not-for-profit banking cooperative. Call 212-869-8926 for information.

CAREER TRANSITION

AGMA members are eligible to participate in these programs designed to provide assistance with career transition:

Career Transition for Dancers:
212-581-7043 or 323-549-6660
Actors Work Program:
212-354-5480

USEFUL PHONE NUMBERS

AGMA National Office

Phone 212/265-3687
Fax 212/262-9088
Hotline 212/247-0247

AGMA Pension and Health

Phone 212/765-3664
Fax 212/956-7599

AAAA (Associated Actors and Artists of America)

Phone 212/769-0358

Actor's Equity

Phone 212/869-8530
Fax 212/768-1277

AFTRA NYC (American Federation of Television and Radio Artists)

Phone 212/532-0800
Fax 212/545-1238

AGVA (American Guild of Variety Artists)

Phone 212/675-1003
Fax 212/663-0097

AFM (American Federation of Musicians) Local 802

Phone 212/245-4802

SAG (Screen Actors Guild) NYC Office

Phone 212/944-1030
Fax 212/944-6774

TEIGIT (Health Insurance)

Phone 800/886-7504
Fax 212/758-5675

UNION PRIVILEGE (Special Deals and Discounts for Union Members)

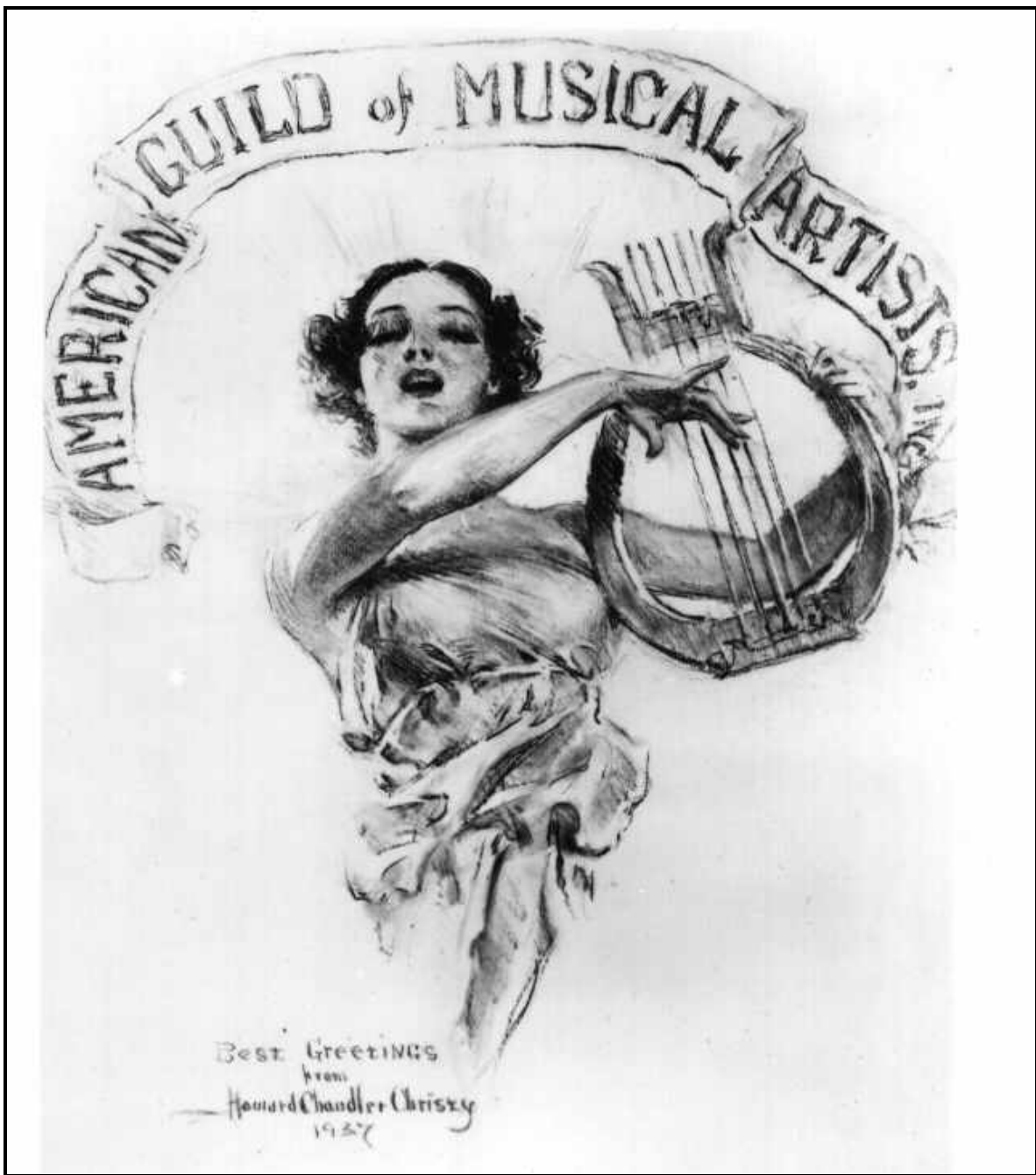
Phone 202/293-5330
Fax 202/293-5311

IMPORTANT INFORMATION FOR ALL NEWLY CONTRACTED ARTISTS

By signing an AGMA contract, you are stating that you are or will become a member in good standing of AGMA. Your ability to work is contingent upon payment of the following fees:

1. **Basic Dues** – a fee of \$39, billed twice a year. The AGMA office must receive the first \$39 payment within one week of the start of the rehearsal period. Subsequent payments are due by Feb. 01 and August 01 of each year. Invoices are sent out to all AGMA members - however, it is the member's responsibility to make sure that their account is current, whether or not they receive an invoice. Members whose accounts are over three months in arrears will lose their Member in Good Standing status and be ineligible to work for an AGMA company.
A Late Fee of \$6.25 will be assessed on all Basic Dues over three months in arrears.
2. **Initiation Fees** – all AGMA members are required to pay a one-time Initiation Fee of \$500. All new members are required to pay 25% of the Initiation Fee plus the first \$39 Basic Dues within one week of their first contracted rehearsal, or upon submission of their Membership application, whichever comes first. If the contractual fee is greater than \$2,000, the balance of the Initiation Fee is due by the contract's first performance date.
If the contractual fee is less than \$2,000, the Artist may pay the Initiation Fee in installments (partial payments equal to 25% of AGMA contractual gross compensation) over a period not to exceed 12 months. If the Artist is applying for membership without having received an AGMA contract, the Initiation Fee is due in full upon submission of the application.
All new AGMA members are required to contact the National Office and make arrangements for payment of their Initiation Fee within one week of the first rehearsal of their first AGMA job. Artists who fail to do so will lose their Member in Good Standing status and be ineligible to work for an AGMA venue.
3. **Working Dues** – all AGMA members are required to pay working dues in the amount of 2% of their gross AGMA income. This 2% fee is only applicable to the first \$100,000 of AGMA income in any given year; any income over \$100,000 is not subject to the working dues fee. Working dues are normally deducted directly from the Artist's check; several AGMA signatories, such as the Metropolitan Opera, require the artist to fill out a Deduction Authorization before they will deduct Working dues. It is the AGMA member's responsibility to verify, upon arrival at an AGMA venue, that the company has the authorization necessary to deduct the 2% Working Dues.
Artists who do not wish the company to deduct Working Dues directly from their checks must pay AGMA directly, by credit card or money order, within one week of the performance in question. If payment is not received by this office the company will be notified that the Artist is not in Good Standing, and therefore cannot complete their engagement. Artists will not be invoiced by AGMA until these amounts are Past Due.

If you have any questions about AGMA, please call the National Office at 212/265-3687 and ask for the Membership Department.



THE AGMA LOGO

AGMA's logo is an original drawing by renowned American artist Howard Chandler Christy, created in 1936 and given to AGMA in recognition of its devotion to the interests of American artists.

The original hangs in AGMA's national office at 1430 Broadway, in the city and state of NEW YORK.