

## BOARD OF GOVERNORS REVISION STATEMENT

AGMA's Constitution is our foundational document. It should set out how AGMA operates and how members come together to make decisions about our Union.

AGMA's current Constitution does not do this. It has not been revised in decades, is disorganized, and has vague and often confusing language. It contains no real statement of our values as union members and its rules about how members communicate are outdated. The election procedures are unfair to many AGMA members, and several Constitutional provisions violate federal labor law. AGMA members deserve better. Our Constitution needs a complete revision.

To accomplish this monumental task, in the fall of 2019 your Board formed a Constitutional Working Group (CWG) to review AGMA's Constitution. The CWG was comprised of AGMA's President and volunteers from the Board's Administration and Policy Committee (APC), a Committee of Governors and Officers specializing in AGMA's policies.

The CWG drafted a complete Revision of the Constitution to fix its problems. It added provisions to reflect AGMA's values on justice and equality; removed unlawful and outdated provisions; eliminated gendered language; modernized how we communicate, and revised the governance provisions, making them transparent and democratic.

The CWG's months-long analysis revealed that AGMA's election system disadvantaged Soloists, Stage Staff, and Dancers in smaller Areas, leaving many members unable to run for a Board seat—a violation of federal labor law and an unfair roadblock to participation in AGMA's democracy. The Revision contains a new system for Board elections that ensures legal compliance and allows every eligible member to run for the Board.

The Board referred the CWG's proposed Revision to a Joint Committee of the Executive Council and the APC. The Joint Committee spent many days debating each element of the Revision and making necessary changes, before recommending the near-final version to the Board. Every Standing Committee of the Board independently reviewed the proposed Revision and recommended that it be adopted. The Board held a two-day special meeting to debate the Revision, during which time several important amendments were made that further improved the document. On October 28, the Board of Governors approved the Revision and recommended it to AGMA's membership for approval.

The Board of Governors Revision is a modern, transparent, democratic, justice-focused Constitution. Unlike the Board's Revision, the alternative Petition Amendments would leave AGMA out of compliance with federal labor law and won't fix the major structural problems in our Constitution. The Petition Amendments include a proposed dues cap increase that would substantially increase dues for many AGMA members, but AGMA is financially healthy and the Board does not believe now is the time to consider a dues increase.

AGMA members deserve a Constitution that is transparent; one that reflects our values; clearly spells out our rights and obligations; allows all eligible members to run for office, and creates the foundation for a brighter future for our Union. The Board's Revision provides this. We urge you to reject the dues cap increase and vote to approve the Board of Governors Revision.