

There's Still Time to VOTE *in the AGMA Constitutional Referendum!*



Dear AGMA Members:

**There is ONE WEEK left to vote
in AGMA's Constitutional Referendum.**

The Board of Governors Revision will make AGMA stronger, more efficient, more inclusive, more equal, and more just. The Revision is a continuation of the progress AGMA has made in recent years – progress that has allowed AGMA to fight for our members during COVID-19.

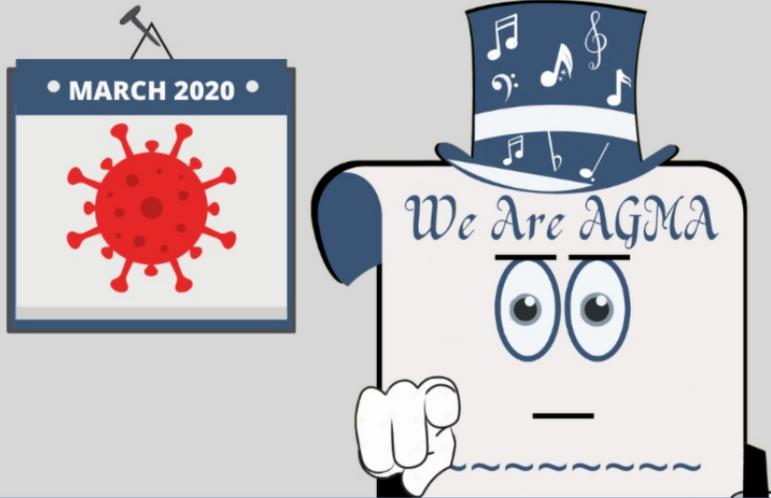
Vote in the
Referendum

I hope you all remain safe, healthy, and hopeful as we press on through the final month of this difficult year.

By now you have received a lot of information and emails from AGMA in support of the Board of Governors Revision. You have also received several emails from the Petitioners, portions of which seem intended to confuse, distract, and instill a sense of profound mistrust in your union.

The truth is, AGMA has been working for years to become a better, more transparent union that continues to put its membership and solidarity first.

Your union is working for YOU.



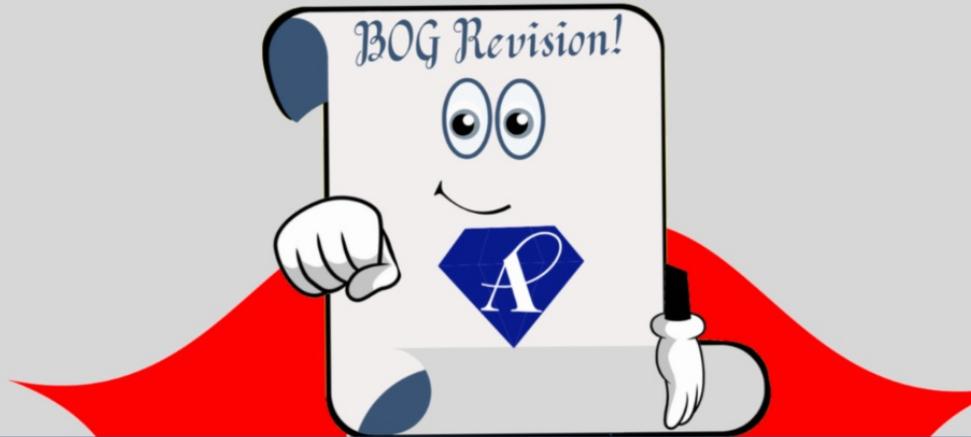
Since March 2020 alone, AGMA has:

- Bargained with 60+ companies in the face of Force Majeure claims
- Secured **millions of dollars in aid for our members** in relief payments, benefits, and payouts from our signatory companies
- Negotiated for guaranteed work weeks at most dance companies, and payouts and future work guarantees at most opera companies
- Retained health coverage for all Artists who receive health insurance through their employer
- Demanded bargaining over all reopening plans to ensure the safety of our Artists
- Held nationwide meetings for singers, dancers, and production staff to share and address COVID-19 health and safety concerns
- Joined with Screen Directors and Choreographers Society (SDC) to retain three prominent epidemiologists and public health experts and released webinars as well as the AGMA/SDC Return to Stage and Performing Arts Playbook
- Evaluated and bargained over return-to-work safety protocols with more than 30 signatory companies
- Created a structure for the formation of member caucuses so AGMA members with shared interests can connect across the country, voice common concerns, and propose initiatives to AGMA's elected leadership
- Collaborated with our sister unions in the performing arts in support of the CARES Act, on issues of government stimulus and aid, COVID safety, DEI, member engagement, and more, through organizations like the Department for Professional Employees (DPE) and the Coalition of Broadway Unions and Guilds (COBUG) and worked with these groups to lobby federal and state lawmakers for needed aid
- Held more membership meetings than ever before, for shops and Areas across the country as well as across working groups, to keep our members as informed as possible about the future of AGMA
- Finalized a complete, comprehensive, forward-looking overhaul of AGMA's constitution and brought it to the full membership for a vote

Voting for the Board of Governors Revision of the AGMA Constitution is the next step in the work AGMA started long before March to improve

modernization, legal compliance, democracy, and transparency.

Approving the Revision will also help us to build upon the strides we have taken in our diversity and equality efforts, which include anti-racism and anti-harassment initiatives.



Positive change is what you are voting for when you vote for the Board of Governors Revision.

It's important to keep in mind that your Officers and Board of Governors members are just Artists like you, working hard to make AGMA strong and to fight for our members in and out of the workplace.

Board of Governors meeting summaries will continue to be posted monthly to the website, within the MyAGMA portal, after they are approved at the following Board meeting. The policies of the Board of Governors, which includes information on how to observe Board meetings, will also remain available on the website, within the MyAGMA portal.

And, for clarity, the Board of Governors Revision will **NOT** strip members of their authority to remove Board members and officers for misconduct. We [set the record straight](#) on this last month.

As I've said many times, I believe that as fellow union members and Artists we can have disagreements while not giving in to the darker parts of ourselves. I believe that we can disagree without dehumanizing one another, without resorting to personal attacks, without sending a signal to all our signatories that AGMA is divided and therefore vulnerable to attack. I believe we can talk to each other as colleagues, rather than as political opponents. I believe, in short, that we can disagree but still stand together as one union.

I say to all of you, it is more important now than ever that we remain united. We cannot allow management to divide us in our shops or at the bargaining table, and we cannot let in-fighting distract us from the hard work we have done and the work we have yet to do. We cannot allow it to damage the solidarity of this union which has fought for Artists for more than 80 years and which will continue to do so for as long as opera and dance and choral work is performed in America.



- Together, we are meeting the challenges of COVID-19.

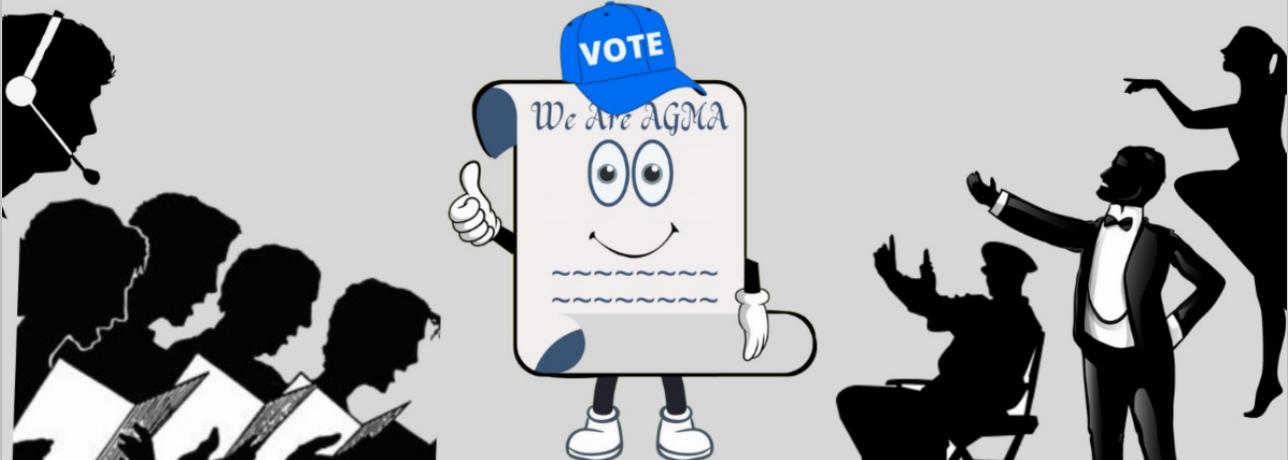
- Together, we are building a 21st century union.

- Together, we are securing our futures in the Performing Arts.



The power is yours. We hope you make your voice heard and take part in the final week of voting in AGMA's Constitutional Referendum.

We urge you to vote for the Board of Governors Revision and ask your colleagues to do the same.



If you have any questions or need your Member ID, please email **ConstitutionalReferendum@musicalartists.org**. If you did not receive an email from Global Election Services prompting you to vote online, you can still do so by visiting the **[following link](#)**.

In Solidarity,

Ray Menard
AGMA President

