

AGMA

AMERICAN GUILD *of* MUSICAL ARTISTS

Delegate Handbook



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Dear Delegate,

As the National Executive Director of AGMA, I would like to offer my congratulations on your election as an AGMA Delegate and thank you for your willingness to serve. Delegates are an invaluable part of AGMA, and you should be very proud that your colleagues have put their trust in you to represent them.

As an AGMA Delegate, you will be the face of the union in the workplace on a day-to-day basis and the first line of defense for your colleagues on the job. You will help make sure everyone is working in a safe and mutually respectful environment and that the hard-won protections of your AGMA collective bargaining agreement (CBA) are followed. You will also act as a liaison between your fellow artists and management and between your fellow artists and AGMA, ensuring productive, respectful communication. Additionally, as an AGMA Delegate you will be a leader in the workplace by welcoming new artists into AGMA, bringing your colleagues together, and helping to create a shared sense of identity as union members.

This Delegate Handbook is intended to quickly acquaint you with your duties and responsibilities and provide you with a handy reference guide for issues typically confronted by AGMA Delegates. We recommend that you keep it with you at all rehearsals and productions. Also, be aware that this handbook is a "living document" and that you will receive updates from time to time.

While the job of AGMA Delegate may seem daunting, please remember that your AGMA Staff Representative is there to assist you every step of the way. Do not hesitate to reach out at any time with questions or concerns. (See the "AGMA Contacts" tab for all contact information.)

I sincerely hope you find your time as an AGMA Delegate to be rewarding. Thank you again for your very important service.

With appreciation,

Len

Leonard Egert

National Executive Director



YOUR AGMA CONTACTS

AGMA STAFF REPRESENTATIVE

Your AGMA Staff Representative is your primary contact for all matters related to your contract (including suspected violations of the contract), negotiations, workplace issues, safety issues, complaints from fellow members, harassment and discrimination issues, etc. *When in doubt, call your AGMA Staff Representative!*

[Name]

[Email address]

[Phone]

AGMA BUSINESS REPRESENTATIVE

Your AGMA Business Representative is your contact for matters related to member outreach and engagement, including new member orientations and delegate training. Please copy your Staff Representative on all correspondence.

[Name]

[Email address]

[Phone]

AGMA NATIONAL OFFICE

The AGMA National Office is available to all members for any questions or concerns, including membership issues.

American Guild of Musical Artists

1430 Broadway, 14th Floor

New York, NY 10018

212-265-3687

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Delegate Overview



Congratulations on your election as an AGMA Delegate!

You should be immensely proud that your colleagues have trusted you to represent them in this important role. Delegates play a critical role in enforcing AGMA contracts, protecting and defending the rights of AGMA members, and communicating with management and our members. Thank you for your willingness to serve!

The purpose of this Delegate Overview is to acquaint you with your role and responsibilities as an AGMA Delegate. Do not hesitate to reach out to your AGMA Staff Representative with any questions you may have (see “AGMA Contacts” tab for all contact information).

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Who is AGMA?

AGMA is you and all the other singers, dancers, stage managers, stage directors, choreographers, and staff performers in opera, concert dance, and concert choral performance across the United States that make up our membership.

AGMA is a labor union, and as a democratic organization our members are the source of our collective strength.

Our Mission

AGMA’s mission is to secure and protect the rights of our members in their professional activities, to carry into effect such policies as will secure united action of all members for the common good, and to abolish any unfair terms or abuses or other conditions which are detrimental to persons engaged in these professions.

AGMA negotiates, enforces, and administers collective bargaining agreements with our signatory companies, protects the rights of our members at work, and constantly strives to increase our bargaining power. AGMA uses the terms “Basic Agreement” or “Collective Bargaining Agreement” (CBA) to refer to the terms and conditions of the workplace negotiated for and by AGMA members.

Our Membership

AGMA has sole and exclusive collective bargaining jurisdiction to represent creative professionals in the fields of concert, opera, and dance. Our membership includes Soloist Singers and Choristers, Dancers, Stage Managers and Assistant Stage Managers, Stage Directors and Assistant Stage Directors and Choreographers and Assistant Choreographers.

Our Governance

The AGMA Board of Governors is the national governing body of our union. It is elected from within the membership and represents all categories of AGMA membership. The Board of Governors is responsible for setting all union policy, final review and approval of all contracts, agreements, and waivers, and the managing of the union’s finances. Elections for the Board of Governors take place every two years.

Membership Benefits

Only active AGMA members in good standing have the right to run for AGMA offices (including worksite Delegates or committees), vote for candidates, and participate in shop votes (including contract ratification votes and waiver votes).

AGMA members also have access to:

- All union communications, including *AGMAzine*, AGMA’s membership magazine.
- The “MyAGMA” secure section of the AGMA website, where all AGMA contracts and agreements can be found.
- The AGMA Relief Fund for emergency financial or social service assistance.
- The Actors Fund, offering counseling, grants and scholarships, education, career counseling, career transition assistance for dancers, and much more.
- Actors’ Equity Association auditions. AGMA’s reciprocal agreement with Equity allows AGMA members to attend Equity auditions without joining Equity. Equity is the labor union representing actors and stage managers in American theaters.
- Benefits and discounts through organizations like UnionPlus and the Actors Federal Credit Union.

The Role of the Delegate

AGMA Delegates are elected by their colleagues to represent and defend their contractual and other rights in the workplace. (Throughout AGMA, the term “Delegate” is synonymous with the term “shop steward” used in other unions.) In general, AGMA Delegate elections should take place at the beginning of each season (for full-time opera companies and dance companies) or the beginning of each production (for per-production opera or concert), and it is essential that there be at least one Delegate for every AGMA-represented workplace at all times. Ideally, there should be at least two Delegates per production in opera and two Delegates per season in our dance companies. Please contact your AGMA Staff Representative with any questions you may have about holding a Delegate election.

AGMA Delegates are:

The Union’s Presence in the Workplace. As an AGMA Delegate, you are the face of your union in the workplace, and your primary responsibility is to ensure that ALL artists are working in a safe environment and that all the terms of the CBA are upheld. As a Delegate, you are the first line of defense and communication for all artists.

Leaders. Your colleagues may turn to you for guidance or to draw on your knowledge and experience. In working with and for your colleagues, you not only protect their rights but help to build a stronger, more active and united membership.

Organizers. Your job is to bring people together and build a sense of shared responsibility for your working conditions and for your union. You should be ready to welcome new members,

encourage non-members to join, answer questions about our union, and be a resource to those with questions or concerns. In companies in so-called “right to work” states, you play a vital role in ensuring that all artists join the union and maintain their membership.

Communicators. You are a liaison, both between the members of your bargaining unit and AGMA and between the members of your bargaining unit and management. You ensure the proper communication of essential information and arrange participation in union activities, such as shop meetings, which will help to strengthen AGMA, your bargaining unit, and the members themselves. Such cooperative participation improves conditions on the job.

Resources. You help your colleagues learn and understand their contract and keep them informed of their rights and responsibilities as AGMA members. The more your colleagues know about the issues they face—and those of their colleagues—the more willing they will be to support themselves and others when it is time to stand up for their rights.

PLEASE REMEMBER THAT THE ROLE OF THE DELEGATE IS VERY IMPORTANT. YOU ARE THE FACE OF THE UNION FOR YOUR COLLEAGUES AND THE COMPANY AND YOU WILL NEED TO BE AN ACCESSIBLE AND RELIABLE PROFESSIONAL IN ALL YOUR INTERACTIONS. BUT YOU ARE NOT ALONE - AGMA’S PROFESSIONAL STAFF IS HERE TO SUPPORT YOU AT ALL TIMES.

What Delegates Need to Know

The Collective Bargaining Agreement

The Collective Bargaining Agreement (CBA) is a legal contract between AGMA and your employer that contains the minimum terms and conditions of employment for all artists in the bargaining unit. It is important to remember that your employer and AGMA have mutually agreed to the terms of the CBA through the collective bargaining process. All artists have the right to negotiate terms that are better than those in the CBA, but no artist may agree to accept lesser terms or to waive terms in the CBA (see “Referring Waiver Requests” below).

A copy of your CBA is included in the “Your CBA” tab of this handbook. It can also be accessed through the MyAGMA section of the AGMA website (www.musicalartists.org). If you are unclear about any provision of your Collective Bargaining Agreement, please contact your AGMA Staff Representative.

Standard Artist’s Contract

This is a separate contract entered into between the artist and the company. It is a legal agreement that binds the AGMA artist and the company to fulfill all the terms and conditions contained therein. All Standard Artist’s Contracts must be in compliance with the collective bargaining agreement, and the artist will be represented by AGMA for any breach of this contract. Make sure your colleagues review this document carefully before they sign it. A copy must be provided by the employer to AGMA’s National Office.

Your Membership

Being a Delegate means you should get to know your colleagues from day one. Introduce yourself to everyone and make sure they know what your role is as a Delegate. If you don’t know your colleagues, you won’t be able to identify and solve potential problems before they become crises. It is important that you represent all members of the bargaining unit (whether AGMA members or not) in a fair and impartial manner. Remember, you are acting as a representative of the union on a daily basis.

Management

A good working relationship with your management team will go a long way to facilitating problem-solving and ensuring the protection of your colleagues. Make sure you know who to contact from management and how best to communicate with them in an effective, respectful, and non-combative manner (see “Communicating With Management” on page 10, below).

AGMA Staff

A Delegate may always call upon AGMA staff for assistance, starting with your shop’s AGMA Staff Representative all the way up to the National Executive Director. AGMA’s professional staff is there to help you! Please refer to the “AGMA Contacts” tab for all contact information.

Delegate Duties & Responsibilities

Addressing Contract Violations

As stated above, one of the primary functions of an AGMA Delegate is to help ensure compliance with the CBA. AGMA signatory employers are obligated to adhere to all provisions of their collective bargaining agreements. If you believe that your contract is being violated, please promptly follow the general steps below.

- Gather any details of the reported violation and, if possible, determine what was said or done by management that conflicts with the contract?

- If possible, identify which contractual provision(s) you suspect have been violated.
- Contact your AGMA Staff Representative or the National Office as soon as possible to report the suspected violation. **PLEASE NOTE THAT THERE ARE OFTEN CONTRACTUAL DEADLINES FOR ADDRESSING VIOLATIONS. IF YOU LEARN OF A POSSIBLE ISSUE, ALERT YOUR AGMA STAFF REPRESENTATIVE IMMEDIATELY.**
- Unless there is an imminent health or safety issue, members should continue to do their job even if there is a contract violation. The violation and a potential remedy can be addressed later by you and / or AGMA staff.
- In consultation with AGMA staff, raise the issue with Management and seek to rectify the problem. AGMA staff can walk you through the steps to escalate complaints if this first step is not successful.

AGMA Welcome Meetings

A welcome meeting is generally held at the beginning of a season or the first rehearsal of a production. This meeting should be conducted by the current Delegates or Delegates from the previous season or production in collaboration with your AGMA Staff Representative or Business Representative. Many AGMA CBAs specifically provide time for these meetings. The election of Delegates for the coming season or production usually occurs at this meeting.

If you are a returning Delegate, be sure to explain your role and encourage the membership to bring issues and concerns to you. Also, give them the name of your AGMA Staff Representative (See “AGMA Contacts” tab).

New Artists

Delegates should welcome new artists to AGMA on the first day of work, if possible, and give them an AGMA membership application or direct them to fill the application out online at www.musicalartists.org. You should summarize the CBA for new artists and make an effort to answer any questions they have. If you need extra copies of your CBA, you can get them from your AGMA Staff Representative or find them in the MyAGMA section of the AGMA Website.

Tips for Welcoming New AGMA Members

Don't wait! Introduce yourself to potential new members and ask them to join AGMA at the earliest opportunity.

You are AGMA! Explain why AGMA membership is important to you or tell a story to illustrate the value of membership.

Be accessible! Provide your contact information to all members and prospective members at your workplace.

Follow up! Check in with potential new members after your first interaction, see how they are doing and answer any lingering questions. This is another chance to invite them to join AGMA.

Keep engaging! Invite new members to become active in their union and make yourself available to listen and respond to questions and concerns from ALL members.

Conduct

Sometimes the Delegate may need to remind colleagues that professional decorum is a part of performing and is the responsibility of each artist. For example, if noise levels in rehearsals or backstage in performances become unprofessional, the Delegate should address the members quietly at the next appropriate break.

Workplace Harassment

AGMA signatory employers are obligated to maintain a work environment free from all forms of discrimination and unlawful harassment, including sexual harassment.

The importance of following the discrimination and harassment policies set in the collective bargaining agreement and by your employer cannot be emphasized enough. An environment free from sexual and other harassment is not only the law, it is essential to how we work as artists. Please contact your AGMA Staff Representative immediately if you receive a report of harassment from a colleague, if you experience or witness harassment yourself, or if you or a colleague are accused of such behavior. Please note that AGMA also provides a confidential reporting system for issues of harassment through the following email address: reporting@musicalartists.org.

Please refer to the “AGMA Policies and Procedures” tab for AGMA’s Workplace Harassment Policy.

Unsafe Working Conditions

Members should not be required to work in unsafe conditions. If you or your fellow members believe your health or safety is in jeopardy, you should immediately speak with stage management or a management representative. If the problem is not addressed or cannot be addressed immediately, communicate with management and your AGMA Staff Representative.

It will be important for you to document all the details of the issue and/or incident. If this is a matter that ultimately is handled by the Staff Representative, they will rely upon you for all the necessary background information.

Below is a general checklist for backstage and onstage safety. (Please note that your CBA may contain Health and Safety language that is more comprehensive than the following, so be sure to check it as soon as you become a Delegate.)

Backstage Conditions:

- A clear walkway in the wings must be provided for artists at all times during a production.
- All backstage stairways must have safe access with secure handrails and ample luminous tape.
- The prop manager is responsible for placement of all props backstage, never the artist.

- Delegates should make note if artists have inadvertently positioned themselves in potentially dangerous locations where scenery must be moved or drops lowered etc. Without permission, artists should not go to the stage before calls.
- Report any debris underfoot backstage immediately to stage manager.

On-Stage Conditions:

- All on-stage stairways must be uniform and secure. If the design does not include handrails, stair width must accommodate costumes. In dimly lit scenes, luminous tape must be provided.
- All on-stage flooring, including marley dance floors, must be fully secure with no gaps between planks or panels and no raised edges.
- All risers must have a safety lip.
- The stage must be properly ventilated to maintain air quality, especially when smoke, fog and other haze effects, fire, and the like are used. AGMA has strict policies regarding the use of smoke and haze. Always consult with your AGMA Staff Representative or the National Office if you have any concerns.
- AGMA policies also require stage management to give artists advance notice of the use of these substances prior to implementation.
- Stage should be swept clean, especially where artists are required to go barefoot.
- If any artist feels unsafe, you must advise stage management before the rehearsal proceeds.

Referring Waiver Requests

If a company believes it needs a waiver—a change to or deviation from a provision in your AGMA collective bargaining agreement—they must follow AGMA’s standardized waiver request procedure to permit sufficient opportunity for consideration (see the “AGMA Policies and Procedures” tab for AGMA’s Procedure for Requesting Waivers). The only entity with authority to act on requests for waivers is the AGMA Board of Governors. No AGMA officer, AGMA Delegate, AGMA Area Representative, AGMA member, or AGMA staff member has any authority whatsoever to grant a waiver.

If you are asked by management to waive a provision of the contract, tell them that you do not have the authority to approve any deviations from the contract. In order to maintain a good working relationship with management, however, you may ask for information about why they believe a waiver is needed and what they believe the contract is preventing them from doing. Once you have this information, contact your Staff Representative and explain the situation. Your Staff Representative may be able to work with management to avoid the need for a waiver and/or help them process the waiver request for the AGMA Board of Governors. In all situations, the artists impacted will be asked for their views.

Waiver requests should be made well in advance of the need for action by AGMA. If less than two months advance notice is given, the waiver request must clearly state the reason for the late notice. AGMA's Procedure for Requesting Waivers has been sent to your employer.

Communicating with Management

As a Delegate, you have a legal duty and a right to represent members of the bargaining unit on any matter concerning the terms and conditions of their employment. Fundamentally, Delegates act as a liaison between Artists and Management to resolve problems. A good working relationship with your management team will go a long way toward solving problems, protecting your colleagues, and ensuring the success of your company. Remember that you can be firm *and* communicate in a courteous and respectful manner.

Here are some tips for communicating effectively with management:

- When you learn of a problem, don't immediately accuse management of wrong-doing.
- Don't even assume that management *knows* about the issue or that you have all the facts.
- Listen actively and respectfully—don't just wait to rebut what management is saying.
- Ask questions and try to discover what really happened.
- Remember that as a general rule, there are two sides to a story.
- Don't assume bad intentions on the part of management; we all make mistakes.
- Listen carefully, repeat back what you've been told, and ask if you heard correctly.
- Use phrases like "help me understand..."
- Ask what a resolution might look like to management.
- Ask "why" at least five times.
- Personal attacks and bad behavior are almost always counterproductive.
- Even when you think management is wrong, being unreasonable, or being disrespectful, don't respond in kind. Take the high road.
- If the matter cannot be resolved immediately, refer it to your AGMA Staff Representative.
- Even if you are able to resolve the issue, let your Staff Representative know about it.
- You are not alone. Your Staff Representative is there to support you and to provide a buffer between you and management.

Remember that good labor-management relationships—characterized by trust, transparency, and respect—are the key to problem solving and can contribute significantly to the success and economic well-being of both the company and AGMA artists.

AGMA Membership and Dues

As a Delegate, you can expect to receive questions about AGMA membership, dues, and fees. Below, we provide guidelines for how to answer these questions in an honest, straight-forward, and non-apologetic way. Keep in mind that as with all membership inquiries, if you don't have the answer, don't worry! Just tell the member you don't know, but you will get the answer and get back to them. Contact your AGMA Staff Representative and, as long as you follow-up promptly, your colleagues will appreciate that you took the time to get them the right answer.

At the outset of a production or season, it is critical to advise new artists that they must submit a membership application form to the AGMA National Office. Even in so-called "Right to Work" states, where membership cannot be required, talk to new or returning artists who have not joined AGMA and explain all the benefits they receive from the union. Encourage all new and prospective members to contact the National Office within one week of the first rehearsal of their first AGMA job, if not sooner. These applications are available from the National Office, online at www.musicalartists.org, from you, and from your AGMA Staff Representative.

Be sure to tell new and prospective members that they are protected by the provisions of the contract immediately. All questions or inquiries regarding any aspect of membership classification, the Initiation Fee, Basic Dues, or Working Dues should be directed to the Membership Department at the National Office in New York, (212) 265-3687 or (800) 543-2462.

How AGMA Dues and Initiation Fees Are Used

Always explain to your colleagues that the money they pay to AGMA comes right back to them in the form of collective bargaining representation and related services and support to AGMA's members. These services include:

- The negotiation of collective bargaining agreements that protect the wages, hours and working conditions of professional singers, dancers and production personnel.
- The enforcement of those contractual provisions and protections, and members' other legal rights through the grievance process.
- The employment and retention of a highly trained professional staff to administer AGMA contracts and to provide related services to members, and to comply with all federal and state laws regulating labor unions.
- The education, training, and engagement of elected union officers, Delegates, members of negotiating committees and the general membership.
- Strengthening the union by engaging and increasing membership in AGMA's current shops, as well as reaching out to organize new units to increase our bargaining power and lift standards in our industries.

- Addressing issues of harassment and discrimination.
- Supporting AGMA members in times of need through the AGMA Relief Fund.
- Supporting organizations that directly assist AGMA members or collaborate with AGMA, including:
 - The Actors Fund
 - Union Plus
 - Department for Professional Employees, AFL-CIO
- All related services necessary to protect the livelihood and welfare of the membership.

Initiation Fee

It is common for unions to require members to pay a one-time initiation fee. Make sure to tell your colleagues that AGMA’s Initiation Fee of \$1,000 is among the lowest of all major performing arts unions. This fee may be paid by credit card or check, and the total fee must be paid by the time an AGMA member’s income reaches \$4,000 or three years from the date of their first AGMA contract, whichever is sooner. **PLEASE EXPLAIN THAT PAYMENT PLANS ARE AVAILABLE AND THAT YOU WILL HELP THE ARTIST CONTACT THE RIGHT PERSON IN AGMA’S MEMBERSHIP DEPARTMENT FOR MORE INFORMATION.**

Basic Dues

Explain to new and prospective members that Basic Dues are required of the entire active membership in the amount of \$100 per year. Basic Dues are billed to each member annually and are due on January 1 of each year. It is the responsibility of all artists to submit their Basic Dues directly to the National Office in a timely fashion. Dues can easily be submitted online by logging in to the “MyAGMA” section of the website at <https://www.musicalartists.org/sign-on/>.

Each member is ultimately responsible for ensuring that AGMA has his or her current address, and that AGMA receive dues payments promptly. Failure to pay Basic Dues by February 1 will result in suspension. Please note that to be reinstated from suspension, members must pay all dues and fees owed at the time of reinstatement, plus a \$250 reinstatement fee.

Working Dues

Finally, explain to new and prospective members—and remind current members—that working dues of 2% of the first \$100,000 of gross annual AGMA income (maximum of \$2,000 per year) will be deducted from their paychecks and remitted by the employer to AGMA according to the terms of the CBA. Working dues of 2% are uniform for all members regardless of parent membership in another union.

The Benefits of Staying in “Good Standing”

When you talk to your colleagues about AGMA dues and fees, remember to tell them that paying their dues keeps them in good standing and qualifies them to:

- Work under an AGMA contract;
- Participate in negotiations of the collective bargaining agreements that will determine their compensation and working conditions;
- Vote for the national and local area officers that will represent them;
- Have a voice in the union, its governance structure, and its policies;
- Attend Equity auditions without joining Equity;
- Have access to emergency funds through the AGMA Relief Fund; and
- Receive the wide array of members-only benefits available through The Actors Fund, the AFL-CIO’s Union Plus Program, Actors Federal Credit Union, and various other vendors.

Membership Status Verification

To check membership status, you or the artist can contact the Membership Department by calling the National Office (212-265-3687) or by email at membership@musicalartists.org.

Change of Address

It is each AGMA member’s responsibility to provide a current mailing address to the Membership Department of AGMA’s National Office, and to keep AGMA up to date on any changes in personal contact information. As a Delegate, you should periodically remind your colleagues to alert AGMA to any change of address (AGMA’s Change of Address form is included in the “AGMA Forms and Resources” tab) or other contact information.

Honorable Withdrawal

Delegates should explain to all artists that if they become inactive and do not work or actively seek employment within the scope of AGMA’s jurisdiction, either by virtue of retirement or change of profession, they may apply for Honorable Withdrawal to protect their membership status and avoid reinstatement fees if they return to work. The member must send a signed copy to the AGMA National office, or via email to membership@musicalartists.org, to apply for Honorable Withdrawal. A copy of this form is included in the “AGMA Forms and Resources” tab.

Access to Actors' Equity Association (Equity) Auditions

A reciprocal agreement gives AGMA members in good standing who have been members for at least one year the ability to attend Equity auditions by virtue of membership in AGMA. Additionally, a prospective AGMA member who is an active member in good standing of Equity may join AGMA as an affiliate union.

This is an extremely valuable membership benefit that should be shared with new and returning artists.

Being an AGMA Delegate is an important job. Remember that you are not alone! Your AGMA Staff Representative is there to assist you in all matters. Do not hesitate to ask for help.

ANTI-SEXUAL HARASSMENT POLICY

MISSION STATEMENT

AGMA condemns all forms of discrimination and harassment. We commit ourselves to take a leading role within the Performing Arts in ensuring our employers create and maintain a workplace free from sexual harassment and discrimination. We will hold our employers responsible and accountable. ALL AGMA Artists deserve a safe and secure environment in which to work, rehearse, and perform.

AGMA believes in a proactive approach to addressing sexual harassment in the workplace and in work-related activities. As discussed more fully below, we have been assisting our members in identifying and reporting sexual harassment and negotiating with our signatory employers to establish the tools necessary to address misconduct in the workplace. We are helping our members enforce the provisions of their collective bargaining agreements, providing access to counseling and other resources, and collaborating with our sister unions in the entertainment industry to develop “best practices” for confronting and eliminating sexual harassment in the workplace.

This policy details the steps AGMA is taking to ensure that our members are able to rehearse, perform, and stage manage in workplaces free of sexual harassment and discrimination.

DEFINING SEXUAL HARASSMENT

Sexual harassment appears in many forms. It includes unwelcome sexual advances and other unwelcome verbal or physical conduct of a sexual nature, and it interferes with an individual’s ability to perform their work. It can come in the form of “quid pro quo” harassment, where a person’s submission to or rejection of sexually harassing conduct is used as the basis for an employment decision – for example, an artistic director asking that an artist engage in sexual activity in exchange for better casting. Sexual harassment more commonly appears as sexually explicit jokes, unwanted comments or questions about a person’s body or sex life, and unwanted touching or hugging, leering or sexual gestures. Sexual harassment not only affects the target of harassment but also witnesses to harassing behavior, and it should not be tolerated in any workplace.

REPORTING MECHANISMS

If you believe that you have been subject to or have witnessed sexual harassment in your workplace, you can alert AGMA. AGMA can then work to resolve this issue on your behalf. You can report harassment in the following ways – depending on what is most comfortable for you:

- Speak to your union delegate
- Contact your AGMA Staff Representative or AGMA Business Representative
- If you are unsure about how to reach these AGMA officials *or* if you would like to speak to someone in AGMA’s National Office, you can call 212-265-3687 to speak with staff, or email stopharassment@musicalartists.org to connect with fellow AGMA members on the Subcommittee on Anti-Sexual Harassment
- Use the confidential reporting tool described below:

Since 2015, AGMA has provided a confidential reporting tool to receive reports of sexual harassment and other forms of discrimination. Members can report any allegation of discrimination, abuse or harassment in the workplace or in work-related activities. This reporting mechanism allows AGMA to uncover patterns of misconduct at companies. And, although we ask members to provide their names in the report, AGMA will keep this information confidential.

If you wish to file a report of discrimination, abuse, or harassment using this reporting system, please send an email to reporting@musicalartists.org. Please try to include as much of the following information as possible:

- Name and position of person making the report;
- Name of the employer, person/position of individual accused of misconduct;
- Working relationship of the member to the accused;
- Name, position, and contact information of any witnesses to the misconduct; and
- Description of the misconduct

Please provide your contact information so that a trained AGMA staff attorney can reach out to you to discuss your report, even if you do not include all the information requested above.

RESOURCES FOR MEMBERS NAVIGATING SEXUAL AND OTHER FORMS OF HARASSMENT

Working with nationally recognized experts, AGMA has developed expertise and resources to help members who need assistance at work, information, treatment, counseling, or legal advice. Some of these include:

- Representing members with complaints during an employer's investigation;
- Referring members to counselling and other supports provided by The Actors Fund;
- Referring members to the appropriate governmental agencies and legal experts;
- Hosting safe and confidential sexual harassment support groups for members;
- Ensuring that members accused of misconduct are afforded due process including, where appropriate, representation in the grievance and arbitration process.

All AGMA Staff, including its Counsels, Executives, and Business Representatives, receive training on the legal and contractual prohibitions against sexual harassment. We stand with and support our courageous members who have come forward as part of the #MeToo movement. By empowering our members to speak out, as well as by providing representation, counseling and support, we will continue to help create a culture where our members can rehearse and perform in an environment free of harassment and discrimination. AGMA's highly trained staff can only assist you if they know a problem exists. We rely upon our members coming forward to report harassment and discrimination, so that AGMA can help protect our Artists and tackle these issues at our companies.

NEGOTIATIONS WITH EMPLOYERS

AGMA is negotiating meaningful harassment prevention provisions in all of our collective bargaining agreements. These provisions require our signatory companies to deal proactively with harassment in the work place and to establish policies and practices that, at a minimum, comply with local, state, and federal law.

We also have been negotiating contract language that allows AGMA to play a more active role in preventing and addressing harassment. We are seeking to strengthen employer harassment policies and ensure meaningful harassment prevention training. We have amended our Guest Artist Agreement to require companies to provide Artists with the companies' harassment prevention policies, including specific instructions for reporting harassment and discrimination. Additionally, where appropriate, we have asked our employers to engage experts to assess the workplace culture in order to root out systemic harassment and discrimination.

The health and safety of AGMA members is of paramount importance. AGMA recognizes that these situations present difficult challenges for our members and for our organization. Nevertheless, we believe that acknowledging and confronting issues of sexual harassment in the workplace is the only way we overcome these toxic aspects of our industry and bring around meaningful cultural change. We welcome and indeed need your participation in this endeavor to create and maintain workplaces free of harassment and discrimination.

PROCESS FOR REQUESTING WAIVERS

The following letter has been sent to all AGMA signatory employers.

From time to time, situations arise in which AGMA signatory companies may wish to take actions that are in conflict with their AGMA collective bargaining agreements. While these situations are rare, in the event you believe you need a waiver of a provision in your AGMA collective bargaining agreement, please remember that AGMA's standardized waiver request procedure must be followed.

Please also remember that the **only** entity with authority to act on requests for waivers is the AGMA Board of Governors. No AGMA officer, AGMA delegate, AGMA area representative or AGMA member has any authority whatsoever to consider or grant a waiver.

All requests for waivers should be addressed, in writing, to Membership Department Supervisor Candace Itow. We prefer electronic submissions to candace@musicalartists.org (regular mail should be sent to AGMA's National Offices at 1430 Broadway, 14th Floor, New York, New York, 10018).

The request must specify:

- a) The specific provision(s) of the contract for which you are seeking a waiver;
- b) The reason(s) for the requested waiver;
- c) The facts, time, dates, duration and any other relevant circumstances relating to the waiver being sought, and the reason(s) why proceeding without a waiver would be impossible or unreasonable;
- d) Whether the requested waiver is sought for all AGMA represented employees or only a portion of the unit with an explanation for the proposed exclusion; and
- e) Information about any corresponding waivers sought from, and granted or denied by, other unions representing employees at your company involved in the production.

The request should be made well in advance of the need for action by AGMA. If less than two months advance notice is given, the waiver request must clearly state the reason for the late notice.

Upon receipt of a waiver request in compliance with all the foregoing, we will process it as expeditiously as is possible. It is inappropriate and ultimately counterproductive for any management official to discuss the waiver request with individual members of the bargaining unit prior to AGMA's consideration of the request. Please remember that AGMA's Board of Governors, in its sole discretion, retains the constitutional authority to deny a waiver even if a majority of a bargaining unit is in favor of it.

Please note that requests for waivers of contract provisions regarding smoke and fog effects are rarely, if ever, granted. Any such request must be submitted at least two months prior to the desired date of use and must demonstrate conclusively, with ample scientific evidence, that the effect sought to be used is

substantially equivalent to that of water or dry ice and will not harm or endanger the health or safety of any AGMA member.

Please also note that with regard to “emergency” waivers made at the last minute, the conditions giving rise to the last minute or “emergency” nature of the request must be specified in detail and must have been unforeseen and unforeseeable. Any waiver request that reasonably could have been made within the two-month period specified above will be summarily denied as untimely.

The provisions in AGMA contracts are the result of collective bargaining between signatory companies and AGMA members. They are crafted to protect the wages, terms and conditions of employment, health and safety of those members. Consequently, waivers of those provisions are granted only in compelling circumstances.

Thank you for your anticipated adherence to the above-stated guidelines.

Sincerely,

Leonard Egert
National Executive Director



ACTORS' EQUITY ASSOCIATION AUDITIONS ARE OPEN TO AGMA MEMBERS

AGMA members can attend Actors' Equity Association (Equity) auditions. Equity is the labor union representing American Actors and Stage Managers in the theatre.



AGMA members who have been members for at least one calendar year can attend Equity auditions without joining Equity. To attend an Equity audition, AGMA members must show a current or lifetime membership card to the Equity delegate.

AGMA

AMERICAN GUILD *of* MUSICAL ARTISTS

Affiliated with the AFL-CIO, Branch of the Associated Actors and Artistes of America

P.O. Box 908 New York, NY 10108

Phone: (212) 265-3687 / (800) 543 - 2462, Fax: (212) 262-9088,

membership@musicalartists.org

www.musicalartists.org

MEMBERSHIP FORM

Professional Name:

Last Name: _____

First Name: _____

Middle Initial: _____

Date of Birth: _____
(*mm/dd/yyyy*)

PERSONAL INFORMATION

Legal Name: _____
(*Last*) (*First*) (*Middle*)

Home Mailing Address (*REQUIRED*):

Phone: _____ [(*xxx*) - *xxx* - *xxxx*]
HOME MOBILE OFFICE

Phone (alt.): _____ [(*xxx*) - *xxx* - *xxxx*]
HOME MOBILE OFFICE

E-mail (*REQUIRED*): _____

MANAGER / PERSONAL REPRESENTATIVE INFORMATION

Name of Manager and/or Personal Representative *(if applicable)*:

Address of Manager and/or Personal Representative *(if applicable)*:

Manager and/or Personal Representative Phone Number *(if applicable)*: _____
[(xxx) - xxx - xxxx]

Manager and/or Personal Representative Email Address *(if applicable)*: _____

EMPLOYMENT CATEGORY

AGMA's Membership is comprised of Artists in different Employment Categories. These category designations are used for election and other union purposes. Please choose one of the following categories for your Employment Category as an AGMA Artist. You may change your Employment Category designation at any time.

Please complete the following *(Indicate one)*:

- Actor
- Choreographer
- Chorister
- Dancer
- Fight Director
- Intimacy Director
- Soloist
- Stage Director
- Stage Manager

Soloists and Choristers, please list your Voice Part here:

- Soprano
- Mezzo-Soprano
- Alto
- Countertenor
- Tenor
- Baritone
- Bass

GEOGRAPHIC AREA

AGMA's Membership is divided into Areas for elections and other union purposes. Please choose one of the following Areas. Your Area should be the location of your residence or where you perform most of your work. If you do not choose an Area, you will be automatically assigned to the Area of the contract you attach to this application. You may change your Area designation at any time.

Midwest (*Illinois, Indiana, Iowa, Kansas, Kentucky, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin*)

New England (*New Hampshire, Maine, Massachusetts, Rhode Island, Vermont*)

New York (*Connecticut, New York, Northern New Jersey*)

Northwest (*Alaska, Idaho, Montana, Oregon, Washington, Wyoming*)

Pennsylvania (*Pennsylvania, Southern New Jersey*)

San Francisco (*Colorado, Nevada, Northern California, Utah*)

Southern California (*Arizona, Hawaii, New Mexico, Southern California*)

Southern Central (*Alabama, Arkansas, Louisiana, Mississippi, Oklahoma, Tennessee, Texas*)

Washington-Baltimore (*Delaware, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, Washington D.C., West Virginia*)

AGMA members who are residents outside of the US may declare "Non-Resident Artists" as their Area for the purpose of electing a Non-Resident Artist member to the Board of Governors. By checking this box, you will be included in the geographic Area corresponding to the AGMA signatory employer you list below on this form for other election purposes.

ELIGIBILITY & PROOF OF EMPLOYMENT

To be eligible for membership, AGMA's Constitution requires that you must have worked, be currently working, or about to work under an AGMA Agreement. **Please attach your most recent AGMA contract or offer letter when submitting this application to membership@musicalartists.org.**

Name of Employing AGMA Signatory Company (*at the time of this application*):

MEMBERSHIP WITH OTHER ORGANIZATIONS

Please check box if you are also a member of any of the following organizations (*check all that apply*):

SAG-AFTRA A.G.V.A. ACTORS' EQUITY A.F. of M. S.D.C.

(for office use only)

Membership #: _____

Date: _____
(mm/dd/yyyy)

INITIATION FEE AND DUES

AGMA Artists create the power to make positive change through solidarity, both in action and in the pooling of resources through union dues and initiation fees. To ensure AGMA's continued collective strength, AGMA members pay the following:

1. **Initiation Fee:** \$1,000. The Initiation Fee is due upon being admitted to membership in AGMA.
2. **Basic Dues:** \$100. Basic Dues are billed annually and payable by January 1 of each year. New members will be billed for their first year of Basic Dues upon joining.
3. **Working Dues:** All AGMA members pay Working Dues in the amount of 2% of the first \$100,000 of gross income earned under AGMA collective bargaining agreements.

PAYMENT OPTIONS: Initiation Fees and Annual Basic Dues are payable:

- On the AGMA website (musicalartists.org) by logging into **MyAGMA** and visiting your **Personal Portal** (under "**Pay Dues / Initiation Fee**"). *Once you become an AGMA member, you will receive your MyAGMA login credentials via email.*
- By check (made out to American Guild of Musical Artists, Inc.) mailed to AGMA Membership Department, P.O. Box 908, New York, NY 10108.
- Securely over the phone by credit card by calling (212-265-3687 or 800-543-2462, menu option 2) during regular business hours (9:30 a.m. to 5:30 p.m., Monday through Friday).

INITIATION FEE PAYMENT PLANS: New members may choose to pay the Initiation Fee in installments; please contact the Membership Department at (212-265-3687 or 800-543-2462, menu option 2) to ask about payment plan options.

APPLICATION INSTRUCTIONS

To complete your application, you must provide to AGMA: (1) this completed and signed application, and (2) a copy of your most recent AGMA contract (if you have not yet worked but are about to work for an AGMA signatory company, a copy of your offer letter can be sent instead)

Please email your application and your contract/offer letter to membership@musicalartists.org

You may also mail these documents to:

AGMA Membership Department, P.O. Box 908, New York, NY 10108

By signing below, I submit my application to be a member of AGMA, and I authorize AGMA to act as my exclusive agent for collective bargaining purposes at AGMA signatory companies. I agree to be bound by the Constitution and Bylaws of the Guild and future amendments lawfully made to the Constitution and Bylaws, and to any rules, regulations, or orders of the Guild. You may provide an electronic signature.

Signature: _____

Date: _____
(mm/dd/yyyy)



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CHANGE OF ADDRESS FORM

It is each Member's responsibility to provide a current mailing address to the Membership Department at the National Office, and to keep AGMA up to date on any changes to his or her personal information. Please submit this form, if possible, prior to your move. Otherwise, please submit within thirty (30) days of your move.

CURRENT INFORMATION (i.e., the information currently on file with AGMA):

Legal Name: _____

Professional Name (if different from above): _____

AGMA Membership ID# (can be found on your membership card): _____

Professional Category: _____

Mailing Address: _____

Telephone: _____ Telephone (alt): _____

Email Address: _____

NEW INFORMATION:

Mailing Address: _____

Telephone: _____ Telephone (alt): _____

Email Address: _____

Additional Changes: (eg., Manager, Professional Category, etc.): _____

Print Name

Signature

Date (MM/DD/YYYY)



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APPLICATION FOR HONORABLE WITHDRAWAL

Members who become inactive and who do not work or actively seek employment within the scope of AGMA's jurisdiction either by virtue of retirement or change of profession may apply for Honorable Withdrawal.

The Board of Governors in its sole and absolute discretion may grant such status. Such status, once granted by the Board, begins on the first day of the Basic dues year following Board approval (i.e., January 1).

Honorable Withdrawal can be granted only to members who are current in their Basic and Working Dues and Initiation Fee. Members who are delinquent in their obligations to AGMA must satisfy those obligations in full before their request for Honorable Withdrawal status will be considered.

No member on Honorable Withdrawal can work for any AGMA signatory in any AGMA category until his or her membership is reinstated to Active status.

The following rules will apply to such reinstatement:

- 1) Currently reinstatement will require payment of a \$50.00 fee and \$100.00 in Basic Dues,
2) After reinstatement to full Active membership from Honorable Withdrawal, a Member will be ineligible to apply again for Honorable Withdrawal for a period of three (3) years from the date of reinstatement.

HONORABLE WITHDRAWAL STATUS MAY BE GRANTED ONLY UPON WRITTEN REQUEST TO MEMBERS IN GOOD STANDING AT THE TIME OF THE REQUEST

I hereby apply for Honorable Withdrawal status from AGMA.

Print Name

Reason

Address

SS #

Signature

Date (MM/DD/YYYY)



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STANDARD GUEST ARTIST AGREEMENT

1. This Agreement, between the Employer, the Artist and AGMA is entered into on the ___ day of ___, 20___. The Employer ___ agrees to engage the services of ___ (Artist) on a pay or play basis as a [] Singer, [] Dancer, [] Production Staff member and he/she agrees to accept such engagement with respect to the Employer's production of ___.

The services of such artist shall be rendered during rehearsals of the production from ___ through ___ and during performances of the production on ___. The employer recognizes the American Guild of Musical Artists, AFL-CIO as the representative of this Artist.

2. Gross Compensation: It is agreed that the compensation will be:

Rehearsals: ___
Travel Allowance: ___
Per Diem Allowance: ___

Performances: ___
Housing Allowance: ___
OR: Total Gross Compensation ___

3. Benefits: [] Fourteen percent of the gross compensation shall be forwarded to the AGMA Retirement Plan on the Artists behalf.

4. Billing: The Artist shall receive billing in all programs. Each such program shall also state "Members of AGMA appear through the courtesy of the American Guild of Musical Artists, AFL-CIO".

5. Non-Discrimination Policy Disclosure: The Employer agrees to provide to all employees engaged in this production, in advance of the date of first rehearsal, a copy of Employer's anti-harassment and non-discrimination policy and an explanation of Employer's reporting mechanism.

6. Check applicable paragraphs. Employer may include such additional benefits as it may agree to accept:

- [] Except for unforeseen emergencies, Artists will not be required to rehearse more than 6 hours per day or thirty hours per week.
[] Artist will be allowed an uninterrupted rest period of ten minutes within each hour of rehearsal.
[] Where feasible, all smoke and fog effects will be produced by water vapor and/or dry ice.
[] ___
[] ___

7. Check if applicable:

[] Any dispute arising under this contract between Employer and AGMA on behalf of Artist shall be exclusively resolved pursuant to the Labor Arbitration Rules of the American Arbitration Association, in [] New York or [] ___.

Artist's Name: ___
Signature: ___
Address: ___
Email: ___
Agent's Name: ___

Employer: ___
Signature: ___
Address: ___
Email: ___

A copy of this Agreement must be sent to AGMA by Artist or Agent. AGMA working dues are not payable for this engagement



AGMA RELIEF FUND

The American Guild of Musical Artists (AGMA) Relief Fund provides support and temporary financial assistance to members who are in need. AGMA contracts with The Actors Fund to administer this program nationally as well as to provide comprehensive social services.

Services include counseling and referrals for personal, family or work-related problems. Outreach is made to community resources for legal services, elder care, entitlement benefits and childcare. Workshops are offered on how to locate affordable housing, as well as on financial education and health insurance options.

Financial assistance is available for rent, utilities, mental health and medical care, as well as other basic living expenses. Grants are made case-by-case, based on need.

ELIGIBILITY

All AGMA members may call The Actors Fund for information, referrals and access to our social services.

To be eligible for financial assistance from the AGMA Relief Fund a member must be:

- In good standing or on honorable withdrawal
- Able to document the need for financial assistance

CONTACT

For additional information and an application, please contact the intake unit at the Actors Fund regional office closest to you:

Eastern Region
212.221.7300 ext. 119
intakeny@actorsfund.org

Midwest Region
312.372.0989
dtowne@actorsfund.org

Western Region
323.933.9244 ext. 55
intakela@actorsfund.org

For emergencies on evenings and weekends **only**, call 212.621.7780.

To find out more about the services provided by the Actors Fund, please visit their website:

www.actordsfund.org

To find out more about the AGMA Relief Fund, please visit:

www.agmarelief.org

DELEGATE TRAINING SCENARIOS

The following list of scenarios represent typical situations you may encounter as an AGMA Delegate, along with several “things to consider” following each item. Please note that these are not intended as specific instructions for how to handle any particular situation, but rather a Delegate training tool for analyzing workplace situations.

Where possible, always contact your AGMA Staff Representative to discuss any situation that arises and how best to respond.

1. The director approaches you and asks if a contractual break can be shifted to another time to allow for a longer continuous rehearsal.

Things to consider:

- When and under what circumstances was the request made?
- Would this violate the contract?
- Is this a safety issue?
- Are any individual artists disproportionately impacted? (Ex.- a nursing mother)
- Is this beneficial to the artists?
- Is there time to privately confer with / poll the artists affected?
- Does management make this kind of request frequently?
- Does management have a history of abusing or ignoring the waiver process?
- Do you believe that granting this request would lead management to believe that the delegates are empowered to waive other contractual provisions?

2. Your company manager asks if you will waive a rest break on a bus trip in order to arrive at the destination earlier.

Things to consider:

- When and under what circumstances was the request made?
- Would this violate the contract?
- Is this beneficial to the artists?
- Is there time to privately confer with / poll the artists affected?
- Does management make this kind of request frequently?
- Does management have a history of abusing or ignoring the waiver process?
- Do you believe that granting this request would lead management to believe that the delegates are empowered to waive other contractual provisions?

3. Chorister colleagues complain that they are being asked to perform movement that is clearly choreographed dancing but are being told by the director that it is just “moving in time to music”.

Things to consider:

- Is this a safety issue?
- How does the contract address dancing / movement by choristers?
- Is there a contractual fee for dancing by choristers? A prohibition?
- Is there a history of choristers performing choreographed dance movement in other productions? If so, is this movement noticeably different?
- Have colleagues asked you if they can refuse to participate?

4. An artist approaches you during a dress rehearsal and says that they feel unsafe on a ramp leading to the stage, due to lack of light.

Things to consider:

- First and foremost, no one should work in unsafe conditions.
- Does your contract allow for the Delegates or a safety committee to conduct a walkthrough of the set before rehearsals begin?
- Is there time to alert a stage manager or management representative?
- Do you see a feasible way to make the situation safe?
- Is there time to contact your AGMA Staff Representative?
- In a worst case scenario where, in mid-rehearsal, conditions become obviously dangerous (elevated platform with no lights or railings, set pieces come apart, broken glass on the floor, etc...), you, the Delegate, should feel empowered to alert your colleagues to stop rehearsing. Your AGMA Staff Representative will support you in this decision.

5. A platform on the stage set does not have appropriate railings. You are told that railings would ruin the set design and that people will just have to be careful.

Things to consider:

- Again, no one should work in dangerous conditions.
- Are top management officials aware of the situation?
- Is there time to contact your AGMA Staff Representative?
- As in the previous example, if there is not time to confer with your AGMA Staff Representative and you and/or your colleagues are in danger, you should feel empowered to alert your colleagues to stop rehearsing.

- 6. Three artists have come up to you in the last month saying that the director is using breaks to go over notes. While you have been able to take your full breaks, those affected are newer artists who may need more coaching.**

Things to consider:

- Does this violate the contract?
- Is this a widespread problem?
- Are the new artists aware that no notes are to be given during break time?
- Did the new artists request notes during the break?
- Does this director have a history of asking artists to work during breaks?

- 7. Rehearsals have repeatedly started around 10-15 minutes late, but to make up for the time, artists have been asked to stay beyond the set finish time, sometimes by 20-30 minutes. Your colleagues are worried about speaking up because the director has a history of having a temper.**

Things to consider:

- How long has this been happening?
- Have artists filed for overtime for the unscheduled rehearsal time?
- Have you or your AGMA Staff Representative brought this to the attention of management?
- Have artists been retaliated against for bringing this up with the director?
- Have artists refused or been unable to stay late?

- 8. The director asks you if it's okay to work on a scheduled free day in return for giving a different "free day" that week instead.**

Things to consider:

- Does your contract allow for this?
- Is management aware of AGMA's waiver policy / procedure?
- Would this be beneficial to the artists?
- Does your management have a history of requesting this?
- Does your management have a history of abusing or ignoring the waiver process?

9. An artist approaches you in private and tells you that they have experienced sexual harassment at work and don't know what to do.

Things to consider:

- Does the artist feel unsafe at work?
- Has the artist reported this to HR?
- Has the artist spoken about this with anyone else from management?
- Does this involve members of the company's management?
- Does this involve other AGMA members?
- Is the artist comfortable contacting the AGMA Staff Representative, or having you contact the Staff Representative on their behalf?

IMPORTANT CONCEPTS AND TERMINOLOGY

As an AGMA Delegate, it is important that you have a basic familiarity with certain concepts and terms related to labor and labor law. The list below is intended for reference only. Please contact your AGMA Staff Representative immediately with any questions that may arise.

The Right to Engage in “Concerted Activity”

The National Labor Relations Act (NLRA), which is administered by the National Labor Relations Board (NLRB), is a federal law that protects your right to join together (in “concert”) with your fellow workers to improve your wages and working conditions. This means that you are protected by federal law when you openly discuss your pay and benefits, demand an end to unsafe working conditions, and join with your co-workers to engage in and express support for union activity. For more information on what kinds of actions constitute protected concerted activity (and what kinds of actions do not enjoy the protection of the NLRA), you can find more information here: <https://www.nlrb.gov/rights-we-protect/enforcement-activity/protected-concerted-activity>

The Duty to Bargain in “Good Faith”

The NLRA requires that AGMA and your employer meet at reasonable times to bargain in “good faith” about wages, hours, and other terms and conditions of employment. This means that both sides must come to the bargaining table with an open mind and a sincere desire to reach an agreement. It also means that your employer has an obligation to provide information that is necessary and relevant to AGMA enforcing and negotiating the collective bargaining agreement. Importantly, the “good faith” requirement also prohibits your employer from changing a term or condition of your employment without bargaining with AGMA first. For more examples of what constitutes “good faith” bargaining, see <https://www.nlrb.gov/rights-we-protect/whats-law/employers/bargaining-good-faith-employees-union-representative-section>

The Prohibition on “Direct Dealing”

The duty to bargain in good faith encompasses the employer’s duty not to bypass AGMA and deal directly with its members. An employer may communicate accurate information to you concerning bargaining proposals or other matters, but an employer violates federal law when it asks you to come to an agreement without AGMA’s involvement. As a general rule, you, the

delegate, should not agree to any waiver, modification or exception to the provisions of the collective bargaining agreement without first discussing it with your AGMA staff representative.

“Duty of Fair Representation”

Every member of your bargaining unit, whether a member of AGMA or not, is entitled to fair representation by AGMA. That means that while processing a grievance or handling any other union matter, you cannot treat your co-workers differently based on union membership, race, gender, or any other reason. You have an obligation under federal law to treat everyone the same when it comes to union representation. For more information about the duty of fair representation, see here: <https://www.nlr.gov/rights-we-protect/whats-law/employees/i-am-represented-union/right-fair-representation>

“Right to Work” (for less)

So-called “Right to Work” (RTW) laws now exist in 26 states which allow individuals to receive many of the benefits of union membership - including working under a contract with rates negotiated by AGMA members and AGMA staff, and having grievances processed on their behalf - without paying anything to the union in exchange for these services. These “free-riders” rely on *you* paying *your* dues and participating in workplace democracy to fund *their* raises without contributing anything themselves, weakening your union and decreasing your bargaining power in the process. As delegates, you should be aware that federal law already prohibits forcing anyone to join a union. RTW laws simply tip the scales further in favor of employers, by undercutting the union’s power and reducing your strength at the bargaining table. For more information on the harmful effects of RTW laws, see here:

<https://aflcio.org/issues/right-work>

Anti-Discrimination / Sexual Harassment

AGMA strongly condemns all forms of discrimination, which includes sexual harassment and abuse. Sexually harassing behavior and discrimination violate federal law, undermine solidarity, subject AGMA Artists to an unsafe working environment, and should not be tolerated in any workplace. If a member approaches you and asks for help with an issue concerning sexual harassment, you should listen and respond with compassion. Let them know that their union is a resource for them and that AGMA has a dedicated email address for individuals who experience or witness sexual harassment in the workplace - reporting@musicalartists.org. The trained AGMA staff members who monitor those emails can speak with that individual about their options and point them toward appropriate counseling and other resources to help address the situation. As with other workplace issues, AGMA staff can help members redress and resolve issues of workplace discrimination and harassment by ensuring that their concerns are taken seriously and helping to achieve a favorable solution. Given the sensitive nature of these complaints, it is important that you, as a Delegate, treat any instance of sexual harassment or discrimination with the utmost discretion. To learn more about how to identify and respond to sexual harassment, you can

log into the MyAGMA portal and watch this video training, designed specifically for our union:
<https://www.musicalartists.org/myagma/sexual-harassment-prevention-training-video/>.

Grievance and Arbitration

Most of AGMA's collective bargaining agreements (CBAs) contain a grievance provision and all of AGMA's CBA's contain an arbitration provision. In exchange for AGMA agreeing not to strike and the employer agreeing not to lock out its artists during the term of the CBA, AGMA and its employers agree to resolve any disputes that arise through the grievance/arbitration process. If AGMA feels that the employer has violated the CBA, an AGMA representative familiar with the matter will attempt to resolve the violation by formally raising it with the employer in accordance with the timelines and requirements set forth in the CBA ("filing a grievance"). If AGMA and the employer are unable to settle the grievance, AGMA may - but is not required to - take the case before an arbitrator, a neutral decision-maker who will hear both sides' arguments and come to a binding, written decision interpreting the CBA provision at issue. Thankfully, AGMA is able to resolve most issues at the initial stage of the grievance procedure, avoiding the need for arbitration, which can be a slow, costly process. **You should be aware of any time limits in your CBA for filing a grievance (for example, within 10 days of the violation). If you think AGMA should file a grievance over a CBA violation, please contact your AGMA staff representative right away to discuss.**



UNION PLUS HARDSHIP ASSISTANCE

If you're a union member and experience involuntary unemployment, disability, or a natural disaster, Union Plus may be able to help.

Visit unionplus.org/assistance to get complete details about all Union Plus Hardship Assistance¹ including:

JOB LOSS GRANT - \$300

Applicant must have recently suffered an involuntary job loss for at least 90 consecutive days. Available only to eligible Union Plus Credit Cardholders² and Union Plus Personal Loan Holders.

DISABILITY GRANT - \$1,600 – \$2,700

Applicant must not have worked for at least 90 days and lost 25% or more of their monthly income due to a recent illness or disability. Available only to eligible Union Plus Credit Cardholders.

UNION PLUS MORTGAGE ASSISTANCE³

Union Plus Mortgage holders who experience involuntary unemployment or disability could be eligible for interest-free⁴ loans, which are used to make mortgage payments.

INSURANCE PREMIUMS WAIVED³

Union Plus Life and Accident Insurance holders' payments may be waived for up to three months if the applicant has been laid off or locked out for more than 30 consecutive days.

DISASTER RELIEF GRANTS

Applicants may be eligible for a \$500 grant if their residence is in a county or parish recently affected by a FEMA-declared natural disaster determined eligible for Individual Assistance. Available only to eligible Union Plus Auto Insurance Policyholders, Union Plus Credit Cardholders, Union Plus Insurance Policyholders, Union Plus Mortgage holders, Union Plus Personal Loan Holders, and Union Plus Retiree Health Policyholders.

For details on these and other Union Plus Hardship Assistance and to apply for grants, visit unionplus.org/assistance.

¹Certain restrictions, limitations, and qualifications apply to these hardship assistance grants. Additional information and eligibility criteria can be obtained at unionplus.org/assistance.

²Credit approval required. Terms and conditions apply.

The Union Plus Credit Cards are issued by Capital One, N.A. pursuant to a license from Mastercard International Incorporated.

³Capital One, N. A. is not responsible for and does not endorse the mortgage and insurance products/services offered in this message.

⁴0% interest charged for the life of the loan.



Lorraine L., IBEW member
Free College student

FREE COLLEGE BENEFIT

Free College for you and your family members! A life-changing opportunity from your union to earn your Associate Degree, completely online

Free College for you and your family

The Union Plus Free College Benefit offers working families a debt-free and convenient higher education opportunity. Current and retired members, their spouses, domestic partners, children (including stepchildren and children-in-law), and financial dependents and grandchildren can all take advantage of this exciting opportunity! There are no age limits and family members do not have to live with you.

Zero out-of-pocket costs

Members and their families can earn an Associate Degree, with no out-of-pocket costs. A last-dollar scholarship covers the difference between any federal grants and your tuition, fees and e-books at Eastern Gateway Community College (EGCC). Because the program is online, it is accessible to anyone, anywhere.

Eastern Gateway credits are transferable

Eastern Gateway Community College is a public, non-profit school in the University System of Ohio and is regionally accredited by the Higher Learning Commission. Credits you earn can transfer to other schools, saving you thousands of dollars on your education!



1-888-590-9009
unionplusfreecollege.org

Free College is possible thanks to the early support and enthusiasm of AFSCME, who entered into a collaboration with Eastern Gateway Community College in 2016.



Higher Education IN JUST 4 STEPS



1

APPLY to Eastern Gateway

Go to unionplusfreecollege.org, select the Get Started Today button and complete the Request Information form with your contact and union information (for membership verification).

2

COMPLETE the FAFSA

Complete the form online: FAFSA.ed.gov
Use Eastern Gateway Community College school code: **007275**. The FAFSA application is a requirement. Even if it's determined that you are not eligible for federal grants, a "last-dollar" scholarship will be applied to your remaining balance for tuition, fees and e-books.

Your FAFSA may be chosen for additional verification by the Department of Education. Your enrollment advisor can help you with the process as compliance is required.

3

SUBMIT proof of high school graduation or GED completion

Acceptable proof includes official or unofficial high school/GED transcripts, or a copy of your diploma or official college transcript showing Associate Degree or higher. Send to:

Email: transcripts@egcc.edu
(Subject: Union Plus)

Mail: EGCC Admissions
Attn: Union Plus
110 John Scott Highway
Steubenville, OH 43952

Fax: 740-266-9928 (Attn: Union Plus)

If you have completed any college coursework, have the transcript sent to EGCC. Applicable college credits will be transferred to the new program.

4

ENROLL in classes

Work with an enrollment advisor to register for online classes.

1-888-590-9009

unionplusfreecollege.org

*The Free College benefit covers the cost of tuition, fees and books after any PELL or other federal grant, or employer reimbursement is applied. The remaining amount will be cleared with the Free College scholarship. **As long as your financial aid file is complete, there is no cost to the student and students are never asked to take out any loans.***

THE FRIEDMAN HEALTH CENTER is here for you!

CONVENIENT

in the heart of Times Square

ACCESSIBLE

offering extended hours

QUALITY CARE

from the
Mount Sinai Health System

MANY INSURANCE

plans accepted

DISCOUNTED FEES*

for the uninsured in
performing arts

FREE INSURANCE

COUNSELING on site

DERMATOLOGY

PHYSICAL THERAPY

PODIATRY

specialist available on site



The Samuel J. Friedman Health

Center for the Performing Arts

729 Seventh Avenue, 12th Floor
(Between 48th and 49th)

Times Square

212.489.1939

*If you're uninsured and work in performing arts and entertainment, please call The Actors Fund's Artists Health Insurance Resource Center at 917.281.5975 for assistance.

Visit actorsfund.org/HealthCenter for more information.

#ActorsFundHealth

GREAT
HEALTH CARE...
WITHOUT THE
SONG AND DANCE



THE SAMUEL J. FRIEDMAN HEALTH
CENTER FOR THE PERFORMING ARTS

A program of The Actors Fund and Mount Sinai Doctors



In partnership with **The Actors Fund** and **Mount Sinai Doctors, The Samuel J. Friedman Health Center for the Performing Arts** is the medical care provider for New York City's entertainment community!

Offering primary and specialty care, expedited referrals within the Mount Sinai Health System, extended hours and continuity of care, The Friedman Health Center lets you leave the drama on stage, with support from an esteemed staff of doctors, nurses and administrators.

THE LATEST HIT IN HEALTH CARE
is now playing daily in Times Square.

WE'VE GOT YOU COVERED
no matter how the plot may twist and turn.

We're a caring community—here to help **all performing arts and entertainment professionals** manage their health needs.

At The Friedman Health Center, your wellness is our priority. Whether you're a **singer** with **high blood pressure**, a **dancer** in need of an **annual physical**, or a **stage, TV or film crew member** with a **health insurance question**, we're here for you every step of the way.

A PROGRAM OF

The Actors Fund,
for everyone
in entertainment.



**The Actors Fund,
for everyone
in entertainment.**



Photo: © Lois Greenfield

A RESOURCE FOR DANCERS

The Actors Fund has long supported the dance community in managing the demands of a life in dance. We are a national organization devoted to fostering stability and resiliency, and providing a safety net for performing arts and entertainment professionals over their lifespan.

To assist dancers during and post-career, The Dancers' Resource and Career Transition For Dancers programs offer the following services:

- Career Planning and Transition
- Health, Wellness and Support for Injured Dancers
- Emergency Financial Assistance and Scholarships

For additional information about these services, please visit our website at actorsfund.org or call us at 212.221.7300.





Dear AGMA member,

We are pleased to inform you that members of AGMA (and their immediate family members) are eligible to join Actors Federal Credit Union. The benefits of credit union membership are brought to you through a partnership formed with your union's leadership. I have outlined information below to help explain this exciting partnership and answer some frequently asked questions.

Who is Actors Federal Credit Union?

Actors Federal Credit Union is a not-for-profit financial cooperative. The credit union was founded in 1962 to service the financial needs of the Actors' Equity Association. Over time, we have expanded our services to over 150 groups in the arts and entertainment industries- including AGMA.

What makes ActorsFCU different?

Unlike a bank, the credit union is owned by its members, rather than shareholders. Our cooperative business model and not-for-profit status allows us to work in the best interest of our members, rather than the bottom line. As long as you maintain a balance of at least \$100 in your savings account, there are no monthly or annual fees to worry about. Also, we have a closed membership. Only members of approved groups, such as AGMA, are allowed to join.

What are the benefits?

Like a bank, we offer a full suite of financial products and services such as savings accounts, checking accounts, loans, and credit cards. Unlike a bank, we charge fewer fees and offer the most competitive lending rates possible.

Actors Federal Credit Union has locations in New York City, Chicago, Los Angeles, and North Hollywood. Additionally, ActorsFCU members can access their accounts nationwide at nearly 5,000 shared-branch credit union locations and 30,000+ surcharge-free ATMS.

How do I join the credit union?

To open your account remotely, please download our membership application from ActorsFCU.com/AGMA. Then fax your completed application, along with copies of your government issued ID and proof of your union affiliation to (818) 853-7508. Once your application is received, we will contact you to finish the process. A minimum deposit of \$100 is required to open your new account. Once your account is opened, your immediate family members also become eligible to join.

We look forward to serving you and your family's financial needs. Please visit us online at ActorsFCU.com/AGMA to learn more. If you have any questions, please free to call us anytime Monday through Friday between 9:00 AM and 8:00 PM EST at 212-869-8926, option 6.

Sincerely,

A handwritten signature in blue ink, appearing to read "Daniel Czerniawski", is written over a light blue circular stamp.

Daniel Czerniawski
President & CEO

Main Office
165 West 46th Street
New York, NY 10036

Musicians Local 802
322 West 48th Street
New York, NY 10036

Chicago
557 West Randolph Street
Chicago, IL 60661

Los Angeles
5757 Wilshire Boulevard
Los Angeles, CA 90036

North Hollywood
5636 Tujunga Avenue
North Hollywood, CA 91601

dancers
actors
directors
grips
stagehands
hair &
make up artists
set designers
musicians
singers
screenwriters
composers
stage & company managers
producers
dressers
ushers
...and many more.



**The Actors Fund,
for everyone
in entertainment.**

EASTERN REGION

729 Seventh Avenue, 10th Floor
New York, NY 10019
212.221.7300 ext. 119
intakeny@actorsfund.org

CENTRAL REGION

8 South Michigan Avenue, Suite 2700
Chicago, IL 60603
312.372.0989
intakechicago@actorsfund.org

WESTERN REGION

5757 Wilshire Boulevard, Suite 400
Los Angeles, CA 90036
323.933.9244 ext. 455
intakela@actorsfund.org

Sign up for our e-blast to learn more
about our free and confidential services
at actorsfund.org/SignUp.

actorsfund.org



**The Actors Fund,
for everyone
in entertainment.**

The Actors Fund fosters
stability and resiliency,
and provides a safety net
for performing arts and
entertainment professionals
over their lifespan.



Founded in 1882, The Actors Fund is a national human services organization here to help you meet the challenges of a life in the arts. Services include emergency financial assistance, secondary career development, health care and insurance counseling, affordable housing, senior care and more.

AM I ELIGIBLE FOR HELP?

The Actors Fund helps people working in theater, film, television, radio, music, dance, opera and circus. Whether you work on stage or on camera, behind the scenes or below the line, you can contact The Actors Fund for free and confidential support.

- The best way to find out if you're eligible is to check our website at actorsfund.org/services.
- Emergency financial assistance requires an application, documentation of your professional earnings, an interview and assessment of need.
- Still not sure if we can help? Contact the regional office closest to you to speak with a social worker. See the back of this brochure for our contact information.



OUR SERVICES AND PROGRAMS

We're here to help you maintain and pursue your career in performing arts and entertainment by giving you the support you need to survive and thrive when faced with life's challenges. Our programs exist to help you solve problems and make positive changes in your life.

SOCIAL SERVICES & FINANCIAL ASSISTANCE

With respect and understanding, our professional social workers can offer you help to address a wide array of issues such as HIV/AIDS, women's health, the impact of injury and disability, senior services, and addiction and recovery via counseling and support groups, education, emergency financial assistance and practical help.

THE CAREER CENTER

Our career counseling, employment training and job development services can help you find work that can be done while continuing in the industry or while developing a new professional direction. *Career Transition For Dancers* helps dancers to thrive during all phases of their careers.

HEALTH & HEALTH INSURANCE

We provide personalized health insurance counseling, guidance and enrollment support, referrals to health care resources and, through our *Friedman Health Center for the Performing Arts* in New York City, we offer primary and specialty care.

HOUSING

We operate several affordable housing residences in New York City and Los Angeles and also offer resources to learn more about affordable housing opportunities and other housing-related issues.

SENIOR CARE

Our experienced social workers develop plans to meet each person's unique needs as they reach age 65 and beyond. The Actors Fund Home in Englewood, New Jersey provides short-stay rehabilitation, assisted living, skilled nursing and memory care services for those who have dedicated a major portion of their professional lives to performing arts and entertainment, and their immediate families.

FINANCES & MANAGING MONEY

We provide education and support around cash flow management, credit and debt, savings and investing, and financial planning. We offer an array of free seminars to explore and address limiting beliefs and behaviors around money.



YOUNG PERFORMERS

Our *Looking Ahead* program, created in partnership with SAG-AFTRA, is tailored to help young performers and their families in Southern California and NYC address the unique issues associated with working in the entertainment industry.



“When I show
my



my pharmacist
shows me the
savings!”

Show the pharmacy your Union Plus
Prescription Discount card and they'll show
you the savings on your prescriptions.

A PRESCRIPTION SAVINGS PROGRAM

Present this card at your pharmacy



Group ID: UPLRX
Member ID: Enter member's
10-digit phone #, then
add 2-digit person code.
01=Member, 02=Spouse,
03=Dependent, etc.
Processor: NetCard Systems
Bin#: 008878

Union Plus
Prescription Discounts



To Use at Participating Pharmacies

- Take your card to a participating pharmacy. The card can be used for all medications; however, not every medication is eligible for a discount. You'll always receive the lower cost available to you through either the pharmacy or the Union Plus Prescription Discounts Card.
- Your card can be used immediately and one card can be used by all family members.
- You can use the card for prescriptions not covered by your insurance or excluded from Medicare Part D.

This is Not Insurance. It is a discount medical program. It does not replace COBRA or any other medical insurance program nor is it a Medicare Part D prescription drug plan. Cardholders are responsible for paying the discounted cost at the time of service from participating providers. The DMPO does make available a list of all program providers which includes their name, city and state, and medical specialty prior to purchase, upon request. WellCardRx is FREE. The discount plan organization is Access One Consumer Health, Inc., (not affiliated with AccessOne Medcard), 84 Villa Road, Greenville, SC, 29615, www.accessonedmpo.com. This program is not available to residents of Montana, but may be used at participating Montana providers. Other state residents: visit www.WellCardRx.com/UnionPlus for full disclosure.

Union printed in the U.S.A.

BUC-RX-L0718



Present this card and your prescription to any participating pharmacy to receive your discount. At the time of purchase, you are responsible for paying the entire cost of the drug, once discount is applied.

FIND A PROVIDER: visit www.WellCardRx.com/UnionPlus or call 844-254-3099
Please state you are calling for the Union Plus Program.

PHARMACIST HELP DESK: 888-886-5822

This is Not Insurance. It is a Prescription Discount program.
This card is not a guarantee of benefits.

THIS PROGRAM IS VOID WHERE PROHIBITED BY LAW.



ENTERTAINMENT
DISCOUNTS

WEEKENDS JUST GOT BETTER



Union Plus Entertainment Discounts

offer savings to union families on everything from pizza and the zoo to movie tickets and sporting events.

With over 302,000 offers across 10,000 cities and easy mobile access, your weekends just got better!

unionplus.abenity.com

See reverse for more information



ENTERTAINMENT DISCOUNT PROGRAM

HOW IT WORKS

- 1 Visit unionplus.abenity.com and create a new username and password with Abenity.
- 2 Choose your offer and select the green "Redeem Offer" button.
- 3 Check out, then get out there and start having fun!

POPULAR OFFERS

- Movie theater eTickets
- Amusement park admission including Six Flags, Universal Studios, and Disney Parks
- Nascar, MLB, NFL, NBA, and NHL tickets and VIP packages
- Concerts and shows like Cirque du Soleil

Plus, get discounts at local businesses — dining, auto repair, car wash, and more!

unionplus.abenity.com

Download the "Union Plus Deals" app on Android or iPhone. No matter where you are, savings will be at your fingertips.



Union Members

Save 15%

on the monthly service charge of qualified AT&T wireless plans.¹
Check unionplus.org/att15 for other special offers.

Req's valid proof of qualifying union membership. See reverse for details.

AT&T is the only nationwide unionized wireless carrier. When you choose AT&T, you support the more than 150,000 organized workers employed there.

AT&T Retailer: The Union Plus Discount Code is **3508840**.

Sign up today!

Take this coupon and a union membership card, or the attached member discount card, to your local AT&T store (discounts not available at authorized dealers or kiosks). **Ask about the AT&T discounts through Union Plus* or register for the discounts at unionplus.org/att15.**

**See reverse for details.*

Remove & Keep

Union Plus **Benefits**  **UNIONPLUS**

Member Discount Card

Reach for the card and make saving a habit!

Signature

See your discounts at unionplus.org

Exclusive union member savings from AT&T:



**Waived
activation and
upgrade fees
on select devices²**

Req's activation of new line of service. Qualified wireless service required. See below for details.

**20% discount
on select accessories³**

Exclusions and other restrictions apply. See below for details.

¹15% ON THE MONTHLY SERVICE CHARGE of QUALIFIED WIRELESS PLANS: The 15% discount is not eligible on unlimited plans. Available only to current members of qualified AFL-CIO member unions, other authorized individuals associated with eligible unions and other sponsoring organizations with a qualifying agreement. Must provide acceptable proof of union membership such as a membership card from your local union, a pay stub showing dues deduction or the Union Plus Member Discount Card and subscribe to service under an individual account for which the member is personally liable. Offer contingent upon in-store verification of union member status. Discount subject to agreement between Union Privilege and AT&T and may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified voice and data plans, not overages. Not available with unlimited voice or unlimited data plans. For Family Talk, applies only to primary line. For all Mobile Share plans, applies only to monthly plan charge of plans with 1GB or more, not to additional monthly device access charges. Additional restrictions apply. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior charges. Applied after application of any available credit. May not be combined with other service discounts. Visit unionplus.org/att or contact AT&T at 800-331-0500 for details.

²Exclusions and other restrictions apply. Subject to change and requires activation of new line of service of qualified wireless plan. Visit unionplus.org/att for details.

³20% Accessory Discount: AT&T will apply the Accessory Discount to the prices of select Accessories available through AT&T, which may be modified by AT&T from time to time. The term "Accessory" or "Accessories" means supplementary parts for Equipment (e.g. batteries, cases, earbuds). The Accessory Discount will not apply to Accessories purchased for use with datacentric Equipment such as modems, replacement SIM cards and car kits or to Apple-branded Accessories.

BUCK-ATT-L0819

Popular Offers Include:



UNIONPLUS

- **AT&T WIRELESS** — save 15%. unionplus.org/att15
(Use Discount Code: 3508840)
- **CREDIT CARDS** — theunioncard.com
- **FLOWERS** — save 20%, unionplus.org/flowers
- **CAR RENTAL DISCOUNTS** — unionplus.org/carrentals
Avis 1-800-698-5685 (AWD# B723700) **Budget** 1-800-455-2848 (BCD# V816100)
Dollar 1-800-800-4000 (CDP# 3042236) **Hertz** 1-800-654-2200 (CDP# 205666)
Payless 1-800-729-5377 (PDN# A071900) **Thrifty** 1-800-847-4389 (CDP# 3042238)

For complete information visit unionplus.org



AGMA MEMBER BENEFITS



Your complete guide to Union Plus money-saving programs

unionplus.org/agma

Union Plus Programs

A listing of your

AUTO PROGRAMS

Auto Buying Service: Get upfront pricing from dealers when buying a new or used vehicle. Receive additional union member-only benefits. Visit unionplus.org/autobuying.

Motor Club: Nationwide 24/7 emergency roadside assistance for \$69/year or \$6.90/month. Receive \$40 in gas rebates when you sign up for a year. Call [800-494-8722](tel:800-494-8722) or visit unionplus.org/motorclub.

DISCOUNTS

Everyday Discounts: Save on local shopping, dining, and services including auto care, grocery coupons, movie tickets, and more. To register, visit unionplus.org/discounts.

Flower & Gift Discounts: Save 20% on flowers and gifts. Call [888-667-7779](tel:888-667-7779) or visit unionplus.org/flowers.

Union Plus Store: Discounts on union pride apparel and items for the home, visit shopunionplus.org.

Wireless Discounts: Savings from AT&T, the only nationwide-uniformed wireless carrier. Available to new and existing AT&T customers. Go online to download a coupon to take to an official AT&T store at unionplus.org/att.

ENTERTAINMENT & TRAVEL

Car Rentals: Save up to 25% on vehicle rentals

- **Avis:** [800-698-5685](tel:800-698-5685), ID# B723700
- **Budget:** [800-455-2848](tel:800-455-2848), BCD# V816100
- **Dollar:** [800-800-4000](tel:800-800-4000), CDP# 3042236
- **Hertz:** [800-654-2200](tel:800-654-2200), CDP# 205666
- **Payless Car Rental:** [800-729-5377](tel:800-729-5377), PDN# A0719000
- **Thrifty:** [800-847-4389](tel:800-847-4389), CDP# 3042238

or visit unionplus.org/carrentals.

Union Plus programs for AGMA members

Entertainment Discounts: Save on theme parks, movies, theater tickets, sporting events, dining and more. Visit unionplus.org/entertainment.

Travel Center: Get deals on car rentals, entertainment, and find union hotels. Visit unionplus.org/travel.

Vacation Tours: Save up to \$100/person on travel tours to destinations around the world. Plus, use offer code UNIONSAME to find out about seasonal offers discounted by up to \$300 per person. For reservations, visit unionplus.org/tours or call Colette at [844-868-2885](tel:844-868-2885).

HEALTH

Dental, Vision, Prescription & Hearing Savings:

- **Dental Discount Plans** - save 20% to 50%, includes crowns and root canals
- **Vision Insurance Plans** - plans as low as \$5 per month, plus a FREE Discount Vision program with \$50 eye exams, 3% off frames, and more
- **FREE Prescription Discount Card** - save up to 65% off the retail price on brand name and generic drugs
- **FREE Hearing Discounts** - save on diagnostic services, including hearing exams, and hearing aids

To learn more, visit unionplus.org/healthsavings.

Medical Bill Negotiating Service: FREE assistance negotiating bill reductions with physicians, hospitals and other medical providers. Visit unionplus.org/billnegotiator.

Retiree Health Insurance: Receive recommendations for Medicare Supplement, Medicare Advantage and Medicare Prescription Drug plans. Visit unionplusmedicare.com or call [888-680-4770](tel:888-680-4770) (TM Users 711) to speak to a licensed insurance agent Mon-Fri, 8 am - 8 pm ET.

HOME

Budget Truck Rental: For local moves save 20% on Budget Truck Rentals. To learn more, visit unionplus.org/budgettruck.

Mortgage Program: The Union Plus Mortgage Program offers competitive interest rates on a wide range of mortgage options, plus special benefits including hardship assistance for union members. This program is available to active and retired union members, their parents and children. Visit unionplus.org/mortgage.

Real Estate Rewards: By working with pre-screened real estate agents, members can earn \$300 for every \$100,000 in home value after closing. Cash back not available in all states. Call [800-284-9756](tel:800-284-9756) or visit unionplus.org/realestate.

Save My Home Hotline: Free, confidential counseling, available 24/7, to help union members facing foreclosure. Call [866-490-5361](tel:866-490-5361) to speak to a HUD-certified counselor, 24/7, or visit unionplus.org/savemyhome.

Moving Discounts: Exclusive discounts on interstate moving, packing and in-transit storage through North American Van Lines. Visit unionplus.org/moving or call [888-813-9955](tel:888-813-9955), and reference your Union Plus discount.

INSURANCE

Auto & Home Insurance: Get multiple quotes from highly rated insurance providers, competitive prices and savings from bundled auto and home insurance coverage. For your free quote, call [855-666-5797](tel:855-666-5797) and mention discount code DJ7 or visit unionplus.org/insurance.

Accidental Death Insurance: No-cost coverage up to \$20,000/year, enhanced coverage up to \$200,000 available. Call [800-393-0864](tel:800-393-0864) or visit unionplus.org/insurance.

Life Insurance: Competitive rates for several types of term insurance coverage to help protect your family's security. Laffr and strike assistance help protect members who are out of work. Call [800-393-0964](tel:800-393-0964) or visit unionplus.org/insurance.

Pet Insurance: Receive a 5% discount on insurance premiums. Choose your own licensed vet, flexible plans that allow you to choose your coverage, deductible and co-pay amount to find the premium that works best for you. For more information visit unionplus.org/pets.

LEGAL & EDUCATION

Free College: Union members and their families can earn an Associate Degree with NO out-of-pocket cost. Classes are offered through Eastern Gateway Community College, a public, non-profit school in the University System of Ohio and is regionally accredited by the Higher Learning Commission. To learn more call [888-590-9009](tel:888-590-9009) or visit unionplusfreecollege.org.

Legal Services: Get access to thousands of law offices nationwide, free consultations and discounts. To find an attorney visit unionplus.org/legal.

Scholarships: Members and their children can apply for Union Plus College Scholarships with cash awards of \$50-\$4,000. \$150,000 awarded annually. Visit unionplus.org/scholarships.

MONEY & CREDIT

Credit Cards: Designed for union members featuring competitive rates and U.S.-based customer service. Learn more and select the card that's right for you. Visit theunioncard.com or call [800-522-4000](tel:800-522-4000).

Credit Counseling: Get a free budget analysis and money management advice from an accredited, non-profit counseling program. Call [877-833-1745](tel:877-833-1745) or visit unionplus.org/creditcounseling.

Money Transfer: Union families receive a 10% discount on the fee every time they send money online. To learn more, visit unionplus.org/moneytransfer.

Personal Loan: Loan amounts up to \$30,000. Save money with no annual fees, pre-payment or origination fees. Visit unionplus.org/loan for more information or to apply.

Union Plus Debt Settlement: If something unexpected has made it hard to pay down credit card debt, Freedom Debt Relief may be able to help. In addition, union members can get extra savings. Call [800-230-2541](tel:800-230-2541) or visit unionplus.org/debtsettlement.

Subject to state eligibility. Term up to \$500 toward the first settlement. Total incentive payout will be the amount of 10% of the total enrolled debt up to \$100,000.

For a complete list of benefits, visit unionplus.org/agma

20% Bonus Union Plus Credit Card Savings

Hardship grants

Union-made

Rebates

BENEFICIOS PARA LOS MIEMBROS DE AGMA

Su guía completa de programas de ahorro de Union Plus



DESCUENTOS

Descuentos diarios: Ahorre en compras, cenas y servicios locales, incluido el alquiler del automóvil, cupones de supermercado, boletos de cine y más. Para inscribirse, visite unionplus.org/discooms.

Descuentos en flores y regalos: Ahorre un 20% en flores y regalos. Llame al **888-667-7779** o visite unionplus.org/flowers.

Tienda Union Plus: Descuentos en ropa de orgullo sindical y artículos para el hogar. Visite shopunionplus.org.

Descuentos en servicios inalámbricos: ahorros de AT&T, el único operador inalámbrico sindicalizado a escala nacional. Disponible tanto para clientes nuevos de AT&T como para los ya existentes. Visite unionplus.org/at_t y descargue un cupón para llevar a una tienda oficial de AT&T.

ENTRETENIMIENTO Y VIAJES

Alquiler de automóviles: Ahorre hasta un 25% de descuento en alquiler de vehículos.

- **Avis:** 800-698-5685, ID# B723700
- **Budget:** 800-455-2948, BCD# V816100
- **Dollar:** 800-900-4000, CDP# 3042236
- **Hertz:** 800-654-2200, CDP# 205666
- **Payless Car Rental:** 800-729-5377, PDW# A071900
- **Thrifty:** 800-947-4399, CDP# 3042238

Descuentos en entretenimiento: Ahorre en parques temáticos, películas, boletos de teatro, eventos deportivos, cenas y más. Visite unionplus.org/entertainment.

Centro de viajes: Obtenga ofertas en alquiler de autos, entretenimiento y encuntra hoteles de la unión. Visite unionplus.org/travel.

Viajes de vacaciones: Ahorre hasta \$100 por persona en viajes a destinos de todo el mundo. Además, utilice el código promocional UNIONSME para encontrar las ofertas de temporada, con descuentos de hasta \$500 por persona. Para hacer reservaciones, visite unionplus.org/tours o llame a Collette al **844-869-2695**.

SALUD

Ahorro en atención odontológica, oftalmológica, audífonos y recetas médicas:

- **Descuento en planes dentales** - ahorre entre 20% y 50%. Incluye coronas dentales y endodoncias.
- **Planes de seguro oftalmológico** - planes desde tan solo \$5 por mes, más un Programa de Descuento Oftalmológico GRATUITO con \$50 por exámenes de la vista, 35% de descuento en monturas y más.
- **Carnet de descuento GRATUITO en recetas médicas** - ahorre hasta un 65% del precio de venta al público en medicamentos de marca y genéricos.
- **Descuentos GRATUITOS en atención y equipos de audición** - ahorre en servicios de diagnóstico, incluidos los exámenes de audición y prótesis auditivas.

Para más información, visite unionplus.org/healthsavings.

Servicio de negociación de facturas por servicios médicos: Asistencia GRATUITA en la negociación de reducciones en facturas con médicos, hospitales y otros proveedores médicos. Visite unionplus.org/billnegotiator.

Seguro de salud para jubilados: Reciba recomendaciones para los planes de Suplementos de Medicare, Medicare Advantage y Medicare de Medicamentos Recetados. Visite unionplusmedicare.com o llame al **888-680-4770** (TT llamar al 711) para hablar con un agente de seguros autorizado de lunes a viernes, de 8 am a 8 pm, hora del este (East Time, ET).

VIVIENDA

Alquiler de camionetas: Ahorre 20% en Budget Truck Rentals para mudanzas locales. Para obtener más información, visite unionplus.org/budgettruck.

Programa hipotecario: El programa hipotecario de Union Plus ofrece tasas de interés competitivas en un amplio rango de opciones hipotecarias, además de beneficios especiales que incluye asistencia para los miembros del sindicato en caso de que tengan dificultades económicas. Este programa está disponible para los miembros activos y jubilados del sindicato, sus padres e hijos. Visite unionplus.org/mortgage.

RECOMPENSAS DE BIENES RAÍCES:

Al trabajar con agentes de bienes raíces, normalmente evaluados, los miembros pueden conseguir \$200 por cada \$100,000 del valor de la vivienda una vez culminado del cierre de la transacción. La devolución en efectivo no está disponible en todos los estados. Llame al **800-284-9756** o visite unionplus.org/realestate.

Línea de ayuda "Save My Home": Asesoría gratuita y confidencial disponible las 24 horas del día, los 7 días de la semana, para ayudar a los miembros del sindicato que se enfrentan a una elección hipotecaria. Llame al **866-490-5361** para hablar con un consejero certificado por el (HUD), las 24 horas del día, los 7 días de la semana, o visite unionplus.org/savemyhome.

Descuentos en mudanzas: Descuentos exclusivos en mudanzas Investigatiles, embalaje y almacenamiento en tránsito a través de North American Van Lines. Visite unionplus.org/movingvans o llame al **888-813-9595**, y consulte su descuento de Union Plus.

SEGURO

Seguros de automóvil y hogar: Obtenga múltiples cotizaciones de proveedores de seguros altamente calificados, precios competitivos y ahorros en la cobertura de seguro de automóvil y hogar. Para obtener una cotización gratuita, llame al **855-666-5797** y mencione el código de descuento D17 o visite unionplus.org/insurance.

Seguro por muerte accidental: Disponibilidad de una cobertura gratuita de hasta \$200,000 al año y una cobertura mejorada de hasta \$200,000. Llame al **800-393-0864** o visite unionplus.org/insurance.

Seguro de vida: Juntas competitivas para varios tipos de cobertura de seguro por un plazo fijo para ayudar a proteger la seguridad de su familia. La asistencia en caso de despido y huelga ayudan a proteger a aquellos miembros que no tienen trabajo. Llame al **800-393-0864** o visite unionplus.org/insurance.

Seguro para mascotas: Reciba un 5% de descuento en las primas de seguro. Ella su propio veterinario autorizado. Planes flexibles que le permiten elegir su cobertura, deducible y monto de copago para encontrar la prima que mejor se adapte a sus necesidades. Para más información, visite unionplus.org/pets.

SERVICIOS LEGALES Y EDUCATIVOS

Instituto universitario gratuito: Los miembros del sindicato y sus familias pueden obtener un Título Asociado SIN costo alguno. Las clases se ofrecen a través del Instituto Universitario Comunitario Eastern Gateway, una escuela pública sin fines de lucro en el Sistema Universitario de Ohio que está acreditada regionalmente por la Comisión de Educación Superior. Llame al **888-590-9009** o visite unionplustreecolleges.org.

Servicios legales: Obtenga acceso a miles de bufetes de abogados a nivel nacional, consultas gratuitas y descuentos. Para encontrar un abogado visite unionplus.org/legal.

Becas: Los miembros y sus hijos pueden solicitar becas Union Plus College Scholarships con premios en efectivo de \$500 a \$4,000. Se otorgan \$150,000 anualmente. Visite unionplus.org/scholarships.

DINERO Y CRÉDITO

Asesoría crediticia: Obtenga un análisis de presupuesto y asesoría sobre administración financiera de un programa de asesoramiento acreditado sin fines de lucro de forma gratuita; llame al **877-833-1746** o visite unionplus.org/creditcounseling.

Transparencia de dinero: Las familias de Union reciben un 10% de descuento en la cuota cada vez que transfieren dinero electrónicamente. Para obtener más información, visite unionplus.org/moneytransfer.

Liquidación de deudas de Union Plus: Si algo inesperado ha hecho difícil pagar la deuda de la tarjeta de crédito, Freedom Debt Relief puede ayudar. Además, los afiliados de Union pueden obtener ahorros adicionales! Llame al **1-800-230-2541** o visite unionplus.org/debtsettlement.

Siempre a la vanguardia del crédito. Gane hasta \$200 para la primera liquidación. El pago total del incentivo será de 0.5% del total de la deuda inscrita hasta \$100,000.

UNION PLUS
1100 First Street, NE
Suite 850
Washington, DC 20002

Programas de Union Plus para miembros de AGMA

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Para una lista completa de beneficios, visite unionplus.org/agma