



NOTICE TO EMPLOYEES SUBJECT TO UNION SECURITY CLAUSES

AGMA Artists create the power to make positive change through solidarity, both in their actions and in pooling their resources through union dues and fees. As an AGMA member, your financial contribution comes right back to you in the power of your collective voice when, *together*, we:

- Negotiate industry leading collective bargaining agreements;
- Demand safe and respectful workplaces, free from harassment and discrimination;
- Advocate and enforce our contractual and legal rights;
- Organize new companies to leverage stronger contracts; and
- Fight for arts funding that allows both our companies and working artists to thrive.

AGMA members also enjoy access to emergency financial relief from the AGMA Relief Fund; scholarships, discounts, and other benefits from Union Plus; the programs and resources of the Entertainment Community Fund; the right to attend and participate in Union meetings; the right to run for Union office and to nominate and vote for candidates for Union office; the right to develop Union policies and bargaining priorities; and the right to serve on negotiating committees and participate in contract ratification and strike votes.

AGMA professional negotiators and lawyers work with AGMA members across the country to negotiate and enforce Artists' rights at work. These are costly endeavors. To spread these costs fairly, your co-workers included language in the collective bargaining agreement requiring each employee to become a **Member in Good Standing** within 30 days of the start of their employment and remain a Member in Good Standing throughout their employment. You are not required to formally join AGMA to meet this obligation. If you do not, however, you will lose the AGMA member benefits described above, and you will still be required to pay an **agency fee** equal to the dues and initiation fees paid by AGMA members.^[1] Rather than being a Member in Good Standing, you would be an Agency Fee Payor.

If you are a non-member **Agency Fee Payor**, you also have the right to file an **objection** to paying the small percentage of your monthly agency fee that the courts have determined are not strictly related to collective bargaining, such as advocating for laws and policies that protect your safety and health at work, organizing other employers in our industries to bring their wages and working conditions up to AGMA standards, and charitable fund raising to support working artists.

To become an **Agency Fee Objector**, you must submit an objection between December 1 and December 31 (Annual Objection Period) to the AGMA Chief Financial Officer, 305 Seventh Avenue, Suite 2A, New York, NY 10001. All objections must contain the Agency Fee Objector's name, current home or mailing address, email address, contact phone number and employer name. Agency Fee Objectors who submit an objection within the Annual Objection

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Period will have their agency fees (and, if applicable, initiation fees) reduced for the 12 months beginning January 1 until December 31 to reflect only the portion of AGMA expenditures spent on representational activities.

Individuals who choose to become Agency Fee Payors either by not joining AGMA or by resigning their AGMA membership, have thirty days from receiving this notice to submit an objection as described above. Unless an Agency Fee Objector sets forth their objection as continuing, Agency Fee Objectors desiring to retain Agency Fee Objector status must renew their objection during each Annual Objection Period.

Please note that if you resign your membership and later get a contract to work at a company with an enforceable union security clause, you will need to pay a full initiation fee to once again become a member in good standing.

AGMA's auditors prepare an annual **Audit Report** that verifies the breakdown of AGMA expenses between those that are devoted to "representational" activities and those that arguably are devoted to "non-representational" activities. Representational expenditures include, but are not limited to: negotiations with employers; enforcing collective bargaining agreements; meetings with employer representatives; member and staff committee meetings concerned with matters relating to employment practices and/or collective bargaining provisions; discussion of work-related issues with employers; handling employees' work-related problems through grievance and arbitration procedures, before administrative agencies or in informal meetings; union governance meetings; and union administration, litigation, publications, and professional services relating to any of the above.

Non-representational expenditures arguably are those involving community service and charitable contributions; lobbying; legislative efforts and political activities to improve the lives of working artists; members-only benefits; external organizing; and litigation which is not germane to collective bargaining, contract administration or grievance adjustment or advancement of the employment-related interests of AGMA-represented employees. The most recent Audit Report found that approximately 98.08% ^[2] of AGMA's expenditures are devoted to representational activities.

Agency Fee Objectors will receive the most recent Audit Report and have the option of challenging AGMA's verified calculation of the reduced agency fees/initiation fees before an impartial arbitrator appointed by the American Arbitration Association. In the event of such a challenge, a portion of the fees charged to such challengers reflecting sums reasonably in dispute will be held in escrow pending the arbitrator's decision. Details concerning the arbitration process will be provided to any timely objectors who challenge the fees they are charged. Before you decide to become an Agency Fee Payer or Agency Fee Objector, we hope you will consider that without the concerted political activity of the union movement, many of the most important pieces of legislation that protect and benefit workers—such as the Social Security Act, the National Labor Relations Act, minimum wage and overtime laws, the Family Medical Leave

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Act, Title VII of the Civil Rights Act, and the Occupational Safety and Health Act—would never have been enacted. The role of organized labor remains even more vital today as many of these long-standing worker protections are being weakened or eliminated. AGMA members believe that not only activities characterized as “representational,” but also community service, legislative activity, lobbying, political activities, external organizing, and litigation related to broader issues of concern to AGMA members as citizens, are critically necessary for improving working conditions of all working artists. It is for this reason that AGMA members believe it is essential for AGMA to support such activities. We hope you will decide to join together with your co-workers in this critically important work.

^[1]If you have a conscientious religious objection to financially supporting a labor organization you may arrange with AGMA to make charitable contributions equal in amount to AGMA dues and initiation fees instead of paying the agency fee to AGMA.

^[2]This figure will be updated annually.