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S | O | L | U | T | I | O | N | S



MUSIC IS  
OUR BUSINESS  
...AND YOURS



## WHAT THE AFM CAN DO FOR YOU

Since 1896, the AFM has united local unions into an influential organization able to effectively bring musicians' collective strength to bear in our members' favor. As a member, you are represented in every field of musical activity.

More than 240 local unions negotiate minimum wage scales for local engagements and deal with most organizing and negotiating matters within their own geographical areas. At the international level, the AFM bargains collectively for all members involved in recording, TV shows, music videos, commercials, films, and traveling theatrical productions. It also protects ownership of recorded music, and lobbies legislation to raise industry standards.

## WAGE SCALES AND CONTRACTS

It is important to remember that scale represents the lowest amount of pay allowable for a particular job. It does not set a ceiling. Many AFM members command considerably more than scale. Anyone accepting less pay undercuts every other professional musician and sells out the profession to the lowest bidder.

Wages and conditions for most local and international engagements are negotiated between the employer and the local union. Such contracts are on AFM-approved forms and are filed with the local or international union office.

## INITIATION FEES AND DUES

Local unions are supported by initiation fees and dues paid by members. Since locals vary greatly in size and activities, initiation fees and dues vary accordingly. A small initiation fee and per capita dues are also paid to the AFM international office to support its programs. AFM per capita dues remain among the lowest in organized labor.

## GETTING INVOLVED

The AFM's job is to guard the interests of professional musicians across the US and Canada, and to keep its membership informed of developments in the music industry.

Like the industry, the AFM is always changing, and its policies and programs will move in new directions dictated by its members. As a member, *you* determine these directions through your interest and involvement. Your membership card is the key to participation in governing your union, keeping it responsive to your needs, and enabling it to serve you better.

## FOR ADDITIONAL INFORMATION

Please contact your local for additional information, or log onto the AFM website at [www.afm.org](http://www.afm.org) for further details.