

AMERICAN FEDERATION OF MUSICIANS
INTERNATIONAL EXECUTIVE BOARD
POLICY

REGARDING DUAL CAPACITY FEDERATION MEMBERS' PARTICIPATION IN LOCAL
AND INTERNATIONAL UNION MEETINGS OPEN TO THE GENERAL MEMBERSHIP
CONCERNING FEDERATION COLLECTIVE BARGAINING AGREEMENTS AND
CAMPAIGNS

WHEREAS, the American Federation of Musicians ("Federation") has always welcomed musicians into membership who at times perform services as rank-and-file musicians and at other times are employers or perform services as agents of employers or engagers of musicians for employers ("Dual Capacity Members");

AND WHEREAS, the Federation has always recognized that, while Dual Capacity Members should be encouraged to participate in Federation business, the presence of employers or employer agents or engagers of musicians for employers can have a chilling effect on free and open debate when Federation business involves issues related to the creation, amendment, negotiation, or enforcement of agreements, or campaigns designed to affect employers' employment practices, on which rank-and-file members and employers can be expected to have fundamentally different views;

AND WHEREAS, the Federation Bylaws contain certain provisions in Article 5, Sections 41 through 44 that regulate the participation of Dual Capacity Members in Local Union business;

AND WHEREAS, Article 5, Section 44 specifically provides:

A Local shall exclude an AFM member from participating in the creation, amendment, negotiation, or enforcement of Local CBAs or Local scales if the member is an employer who is affected by the Local CBA or scales under consideration or is employed as a supervisor by an employer who is affected by the Local CBA or Local scales under consideration.

AND WHEREAS, Article 5, Section 44 further provides:

The AFM shall have the responsibility of enforcing this provision as it relates to the creation, amendment, negotiation, or enforcement of AFM CBAs or AFM scales. The IEB shall develop and maintain policies and guidelines to implement this provision.

AND WHEREAS, Article 3, Section 8(d) provides:

IEB shall have general supervision of all AFM matters. The IEB shall have complete jurisdiction and power of disposition of all matters and questions relating to the AFM, any of its members, or any Local, as well as complete jurisdiction and power of disposition of all matters and questions in which

the AFM or any of its Locals or members may be interested or which may affect any of them.

AND WHEREAS, Article 3, Section 8(i) provides:

The IEB or an IEB subcommittee shall have complete power to make any rules or orders that, in its judgment, may be necessary or desirable regarding any matters concerning the AFM, its Locals or members.

NOW THEREFORE, the Federation International Executive Board hereby adopts this Policy Regarding Dual Capacity Federation Members Participation In Local And International Union Meetings Open to the General Membership Concerning Federation Collective Bargaining Agreements And Campaigns.

1. Dual Capacity Federation Members are encouraged to participate in all Local Union and International Union meetings subject only to the restrictions contained in this Policy.
2. In order to facilitate the free flow of discussion and debate, Dual Capacity Federation Members who attend Local or International Union meetings open to the general membership shall be excluded from such meetings for any portion of the meeting during which the subject under discussion is the negotiation or administration of any Federation Agreement or any organizing campaign, or campaign to preserve or raise scales or work standards, in any industry in which the Dual Capacity Federation Member acts as an employer or an agent of an employer or engager of musicians for employers.
3. The Chair of such Local and International meetings shall enforce this Policy to the fullest extent possible, recognizing that it is not always possible to know with certainty which meeting attendees are Dual Capacity Federation Members. The decision of the meeting Chair shall not be subject to appeal to the body.
4. This Policy does not apply to limit the participation of Dual Capacity Federation Members who are elected Federation or Local Union officers in the portion of any meeting open to the general membership during which the subject under discussion is a Federation Agreement or a Federation campaign. Local Officers, business agents, employees and committee members must comply with Article 5, Sections 42(a), (b) and (c).
5. Dual Capacity Members are permitted to vote in any contract ratification vote as long as they are otherwise eligible.