

ORANGE COUNTY MUSICIANS' ASSOCIATION
LOCAL 7, AMERICAN FEDERATION OF MUSICIANS
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ASSISTANTS TO THE PRESIDENT

Armando Morales
Patricia Yancey

GENERAL MEETINGS

First Tuesday of January, May and October
Union Rehearsal Hall - 7:00 P.M.

Contents

WELCOME TO THE AMERICAN FEDERATION OF MUSICIANS	3
THE FEDERATION.....	4
Federation Contracts	4
National Contracts In The United States And Canada	4-5
Pension Plan	5
Toll-free Road Help	5
U.S. Recording Industries Music Performance Fund	5
AFM Sound Recording Special Payments Fund	6
Low Cost Security	6
Group Insurance Rates For Instruments	6
Group Health Insurance	6
Playing Gigs In Canada.....	6
The International Musician	7
THE SCORE	7
LET'S GET TOGETHER...Conference, Conventions and Workshops	7
Regional/Professional Conferences	7
AFM Conventions	7
AFM AT LARGE..National & International Affairs	8
CONTRACTS	
Professional Security For The Professional	8-9
Book 'Em..Authorized Booking Agents	9
Fighting Back..Claims For Unpaid Wages	9
Close To Home.. Claims In Local 7 Jurisdiction	10
Claims Against A Local Member	10
On The Road..Claims Outside The Jurisdiction	10-11
YOUR AFM LOCAL	11
A Customized Service Menu..Membership Services	12-13
Local Collective Bargaining Agreements	14
Leaving The Local/Federation	14
Paying Your Dues..Membership Dues/Work Dues	14-15
Escrow Accounts	15
Traveling Engagements	15
STRENGTH THROUGH PARTICIPATION	16
General Meetings	16
Bylaws, Committees, Nominations and Elections	16-17
Bylaw Changes, Scale Changes, Wage Scale Committee	17
NOTES	18
AFM MISSION STATEMENT	19

AFM MISSION STATEMENT

We are the American Federation of Musicians of the United States and Canada, professional musicians united through our Locals so that:

- We can live and work in dignity;
- Our work will be fulfilling and compensated fairly;
- We will have a meaningful voice in decisions that affect us;
- We will have the opportunity to develop our talents and skills;
- Our collective voice and power will be realized in a democratic and progressive union;
- We can oppose the forces of exploitation through our union solidarity.

To achieve these objectives, we must commit to:

- Treating each other with respect and dignity without regard to ethnicity, creed, sex, age, disability, citizenship, sexual orientation, marital status, family status, or national origin;
- Honoring the standards and expectations we collectively set for ourselves in pursuit of that vision, supporting and following the Bylaws that we adopt for ourselves;
- Actively participating in the democratic institutions of our union.

With that unity and resolve, we must engage in direct action that demonstrates our power and determination to:

- Organize unorganized musicians, extending to them the gains of unionism while securing control over our industry sectors and labor markets;
- Bargain contracts and otherwise exercise collective power to improve wages and working conditions, expand the role of musicians in work place decision-making, and build a stronger union;
- Build political power to ensure that musicians' voices are heard at every level of government to create economic opportunity and foster social justice;
- Provide meaningful paths for member involvement and participation in strong, democratic unions;
- Develop highly trained and motivated leaders at every level of the union who reflect the membership in all its diversity;
- Build coalitions and act in solidarity with other organizations who share our concern for social and economic justice.

WELCOME . . .

. . . to the American Federation of Musicians of the United States and Canada.

Whether or not you've just finished viewing the new member video or have spoken with an officer or staff member of Local 7 introducing you to the American Federation of Musicians, this brochure will complete your introduction to the programs and services available to you as a member of our organization...it's the owner's manual to your Federation.

Our members casually call us "the Federation," or "the AFM or "the Union." The Federation and Local 7 offers programs and services that greatly enhance the working life of a professional musician. Your owner's manual will explain in clear, straightforward language exactly how this dizzying array of benefits can help a very important person...you, an AFM member.

The American Federation of Musicians has been serving professional musicians since it's founding in 1896. It is made up of nearly 100,000 members belonging to approximately 250 locals. The American Federation of Musicians is an international governing body of Locals representing musicians within specific geographic areas. Locals negotiate minimum wage scales for local engagements, and deal with most matters within their own regions. The Federation bargains collectively for all members involved in network radio and TV, videotape, educational TV, music videos, theatrical motion pictures, TV films and other electronic recording.

Questions?

Take a few moments now to review this catalog. If you purchased a new DVD, iPod or MP3 player, you wouldn't throw away the directions, would you? You made an investment and want to get your money's worth, so you'd read it. The directions helps you use, protect and appreciate your purchase. Your Federation membership is also an important investment. You contribute dues to Local 7 and the Federation, but you reap a significant return of dollars for your pocket and opportunity for your future.

Make your investment work for you. . .

. . . Read your owner's manual!

THE FEDERATION

...An International Service Network

The AFM exists to serve its members. That is our priority. The AFM's member services have been developed for musicians, by musicians. We urge you to get full value from the Federation by taking advantage of AFM services that benefit you. A Local officer is always available to answer any questions you might have.

We also urge you to remember that to receive AFM services at the local or International level, you must have signed and filed an **engagement contract**.

Federation Contracts

...A Benchmark for Security

A signed, filed **AFM contract** is the cornerstone of your professional life. It opens the doors to most major Federation and local services and benefits. AFM contracts are not difficult to complete, and ethical purchasers will sign them when presented. The Federation and its Locals supply legal contract forms to its members for all types of professional work.

***A signed contract is necessary for complete access to Federation services.**

National Contracts in the United States and Canada

The Federation has negotiated **Collective Bargaining Agreements (CBA's)** in the U.S. and Canada covering national and international electronic and touring employment. An international group of producers, agencies, recording companies and packagers negotiate with the AFM to establish these agreements, which then become the accepted standard for all such employment. Examples of these contracts are available through Local 7, where staff can show you how to complete them.

Agreements covering electronic work include:

- Sound Recording
- Documentary Industrial
- Theatrical Motion Picture
- Television/Radio Commercial Announcements
- Television Videotape
- Television Film
- Videogames

...Committees

Local 7 has a series of **Committees** whose job it is to advise the Executive Board. These Committees are always looking for new ideas. We welcome the suggestions of our new members as well as old! You'd be surprised at the rewards and satisfactions of local activities.

...Elections

Nominations and **elections** for officers and delegates are held triennially. Nominations are conducted at the October General meeting. Balloting is conducted by mail in the fourth quarter.

The **President** and **Secretary-Treasurer** are designated delegates to the **AFM Convention** by virtue of their offices. A third delegate is elected from the membership-at-large.

...Bylaw Changes

Resolutions are introduced by members at large or by the Executive Board and published in The Score prior to the General Membership Meeting at which they will be voted upon.

...Scale Changes

The Executive Board is authorized to adopt or change scales. The Local's **Wage Scale Committee** presents recommendations to the Board.

AND REMEMBER...

All the present officers and members of the Executive Board of Local 7 are musicians too. They joined the Local just like you. They are not bureaucrats or uncaring law enforcers. They're musicians who want to make a contribution to the betterment of our diverse profession...

...And they need to hear from YOU!

STAY IN TOUCH!

YOU HAVE A VOICE AND A VOTE!!

GET INVOLVED!!!

- STAY CURRENT ON DUES PAYMENTS!
- SAVE MONEY, SAVE TIME, SAVE HASSLES

STRENGTH THROUGH PARTICIPATION

...Get Involved!

It's an old rule, and we'll say it again. The more you participate, the more you benefit.

You have strength through participation.

Attend the **General Meetings**, they're very important.

Members set bylaws (rules) and membership dues at *General Meetings*. When you don't participate, you allow others to make these important decisions for you, and give up your voice in AFM affairs.

The meetings of Local 7 are also valuable for meeting other musicians and making professional contacts.

...Laying Down the Bylaws

Both the Federation and Local 7 operate under a set of ground rules, called **Bylaws**. They are regularly revised at meetings and conventions. The Bylaws include professional, business and ethical standards. Take the first step in participating in Local 7 by honoring these standards. Every time you do, you strengthen the team.

Federation and Local Bylaws are available to all members. Get a free copy from an Officer of Local 7.

Agreements are also in place for Pay T.V., Station "ID's," Public T.V. and Radio, and Syndicated Radio and Transcriptions.

Many of these electronic media agreements provide for additional payments to you in the event of **new usage** or **re-use** of your recording.

National and international touring employment covered by Federation-negotiated agreements includes ice shows, circuses, musicals, operas, ballets and stage shows. Before you accept touring employment, check with an officer of Local 7.

Pension Plan

All national and international agreements call for mandatory purchaser contributions to **your pension account**, over and above scale. When a proper AFM contract is signed and filed, the purchaser will automatically deposit pension contributions into your account in New York. The majority of AFM-negotiated studio and touring contracts listed above call for **AFM-EP Fund** contributions of 10-11 percent.

Toll-free Road Help

... Help is only a phone call away

When you're on the road away from home and a gig goes bad - you get fired, cancelled or stiffed - the Federation's **Emergency Traveling Assistance Program** is there to bail you out.

One telephone call will put you in contact with a Federation staffer who will give you advice and assistance. What's more, emergency cash may be advanced based on Federation scale. The Federation will even go to court to collect the rest of your money, at no cost to you. Your signed, filed contract is all you need to benefit from this service.

- **Dial 1-800 ROAD-GIG**

Music Performance Fund (MPF)

Through agreements negotiated between the AFM and film and record companies, special funds exist to pay scale (as set by Local 7) to members who perform at events for which no admission is charged. Such events include parks, concerts, and educational concerts. To participate, you and a co-sponsor must apply to Local 7 well in advance of the event.

AFN Sound Recording Special Payments Fund

If you make an **audio recording** or **motion picture** for an employer who has signed a Federation Agreement in that medium, you will receive additional pay over and above scale for several years from a pool of funds created from contributions by all AFM-contracted film and sound-recording producers.

Each year, all AFM members who have played in film or audio recording sessions divide the pool, according to the number of sessions each musician has played. The more sessions you play, the larger the distribution you receive.

We don't like to repeat ourselves, but to qualify for the Special Payments Fund, leader/members must file signed contracts!

Low Cost Security

...Group Insurance Rates For Instruments

The Federation has endorsed an insurance package for members' instruments. You can purchase professional all-risk insurance for your instruments, equipment and sound system at group rates through **Seabury & Smith**, for \$2.20 per \$100 for the first \$1500 and \$1.00 per \$100 over \$1500.

...Group Insurance Rates For Your Health

Seabury & Smith also provide low-cost group medical, dental and death and dismemberment insurance.

Local 7 also offers self-pay medical, dental and vision plans. Please see "A Customized Service Menu" in this manual.

Playing Gigs In Canada

If you're a member of an American AFM local, the AFM will act as your sponsor for engagements in Canada. No more hassles from Canadian Manpower. Just complete an **EMP-AFM-1** form available at www.afm.org at least 30 days prior to the performance date. Have this form signed by an AFM officer and send it with a copy of your contract to the AFM office in Canada. Canadian Immigration requires a fee of \$150 for individuals and \$450 for groups, as of 2003 (check for updates).

· Local 7's membership dues are \$163.00 per year, if paid **before** January 31st; dues can be paid by check, cash or through PayPal. Call or email to request a PayPal invoice.

· OR \$85.50 semi-annually, if paid in January and again in July.

· Late fees are accrued at \$5.00 per month for each quarter late.

· Members who have not paid by the current quarter are suspended.

· Members who have not paid by the end of two quarters are expelled and must pay a reinstatement fee in addition to membership dues in order to reinstate their membership.

...Work Dues (Dues based on Scale Wages)

Many Federation Locals collect a small percentage of money paid to members for engagements they play, based on scale. These work dues form the fairest possible system for funding both the Federation and locals. This way, those members who are not working pay nothing. Those who do work pay a modest percentage of scale to the AFM. The more you work, the more you are likely to need services. Without a work dues system, funding for both the Federation and Local services would have to be generated through annual dues of several hundred dollars per year.

- Local 7's work dues rate is **4.5%** on **Electronic Media** work and **3%** for **all live performances**.
- Work dues are due and payable for all musical employment of AFM members.
- Work dues are billed after the job takes place or deducted per the contract or collective bargaining agreement.

...Escrow Accounts

The Federation (for traveling groups) and some Locals have established **Escrow Account** payment systems. This system allows you to make bulk payments in advance and avoid billing on a per-engagement basis.

...Traveling Engagements

Unless a traveling Escrow Account has been established, the local in whose jurisdiction you are traveling, not your home local, will bill you for work dues. For more specific information you can contact that local directly. Call Local 7 for the phone numbers or addresses of other AFM locals.

LOCAL COLLECTIVE BARGAINING AGREEMENTS

Local 7 has negotiated exclusive **Collective Bargaining Agreements (CBA's)** in several areas. These agreements provide professional wages, working conditions and automatic pension contributions over and above scale to your personal account in New York for all covered employment. Some of the agreements and pension percentages, as of April 1, 2008, are listed below:

Disneyland.....	13%
Pacific Symphony Orchestra.....	11%
OperaPacific.....	10%
Pageant of the Masters.....	8%
Community Orchestras.....	9%

In addition, AFM-EP Fund contributions are mandatory in the following areas of employment as dictated by the Local's **Wage Scales and General Rules**:

All categories of live performance.....	10%
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LEAVING THE LOCAL/FEDERATION - Resign in Good Standing ...Moving to Another City

If you plan to move out of Local 7's Orange County jurisdiction, advise the office of your plans **in writing by letter, email or fax**. The Local in your new home can't accept your membership until your obligations to Local 7 are satisfied. The staff will advise you on how to resign and join another local easily and efficiently.

...Getting Out of the Business

Don't just "drop out" if you leave the music business for the short or long term. Resign in "good standing" by clearing your obligations with Local 7 and notifying the office of your plans in writing. Otherwise, you will eventually be expelled from Local 7 and the AFM, making rejoining at a later date an expensive proposition.

PAYING YOUR DUES

...Membership Dues

Each year every AFM member pays membership dues to their Local. These basic membership fees are required of every member. A portion of the membership dues, called **Per Capita Dues**, is forwarded to the Federation once every 3 months to support international activities.

THE INTERNATIONAL MUSICIAN

Every month, AFM members receive the highly respected music industry publication of the AFM, the **International Musician (IM)**. This newspaper covers the players, the issues and the innovations of the international music scene, as well as Federation news, commentary and audition notices. It is also available online at www.afm.org.

THE SCORE

Four times a year you'll also receive the industry newsletter published by Local 7. In addition to all the official business transpiring at the Local (meeting minutes, membership updates, bylaw changes...), you'll also find interesting articles and commentaries written by staff and members of the local.

LET'S GET TOGETHER

...Area Locals Meetings, Conferences, Conventions and Workshops

Regional

Delegates from locals regularly attend regional conferences and workshops where they discuss issues and problems unique to their areas and membership. Workshops and seminars focus on improving service to members.

***Local 7 is affiliated with the Western Conference of the AFM.**

Professional Conferences

Members who play specialized kinds or categories of music have formed self-help organizations within the Federation. They meet regularly to discuss the problems and challenges they have within their unique professions. A number of these groups are recognized by the Federation, including:

- ICSOM - International Conference of Symphony & Opera Musicians
- OCSM - Organization of Canadian Symphony Musicians
- RMA - Recording Musicians Association
- ROPA - Regional Orchestra Players' Association
- TMA - Theatre Musicians Association
- FMA - Freelance Musicians Association

AFM Conventions

Once every three years, Local delegates attend and participate in the **International Convention** at which AFM Bylaws (rules) are reviewed, and International Officers are elected. The Convention is the supreme governing body of the Federation.

AFM AT LARGE

... National and International Affairs

The Federation is affiliated with the **AFL-CIO** and its **Department for Professional Employees** in the U.S. and the **Canadian Labour Congress**. Internationally, the Federation is a member of the **Federational Musique (FIM)** and the **International Secretariat for the Arts, Mass Media and Entertainment Trade Unions (ISETU)**.

The Federation's labor affiliations and conferences are important cogs in the AFM's network of Provincial and State Representatives and U.S. State Legislative Directors, who participate in an ongoing dialogue with American and Canadian governmental agencies and bodies, for the purpose of encouraging the enactment of legislation beneficial to professional musicians.

CONTRACTS

... Professional Security for the Professional

As a professional musician, you should work only with authorized AFM contracts that provide complete, specialized protection. **Customized contracts** are available from Local 7 for most kinds of steady performing and recording engagements including TV and radio, sound recordings, film, jingles and touring. The most commonly used contracts cover day-to-day work for casuals and steady engagements. If you are a leader or solo musician, you need to know how to fill one out, file it, and make a claim if something goes wrong. Use the LS-1 (Pension Participation Agreement) with the Local 7 casual contract in order to make pension contributions.

Introduced in 2003, the LS-1 contract allows the employer to designate the bandleader or anyone else to make pension payments on behalf of the employer. Also, when designated by the employer to pay on his/her behalf, the bandleader is now able to participate in the Fund without the necessity of being a corporate entity.

In order for your contract to be enforceable, it must be filed and distributed before the engagement date. File one copy with the Local where the engagement takes place, file one copy with the purchaser, and, of course, save one signed copy for your file.

*** Don't take chances: File correctly.**

DENTAL/VISION/HEARING INSURANCE

Local 7 offers a self-pay dental and vision plan: **Smile Saver**. The **Union Privilege Plan** also offers vision and hearing insurance. Please call to request brochures.

EMERGENCY RELIEF FUND

Funds raised through voluntary member donations are made available to Local 7 members in financial need. The Executive Board considers applications for relief funds on a case-by-case basis.

GUARANTEED WAGE PLAN

Filed contracts are guaranteed scale in the event of purchaser's default. This amount would be reimbursed to the Local if subsequently collected legally.

LEGAL COUNSEL

For matters concerning contract disputes or interpretations or for a list of affiliated attorneys that provide discounts on issues regarding personal matters, please call Local 7.

CAREER GUIDANCE

Local 7 can be a valuable resource for information about the business of music. From lists of AFM booking agents and personal managers to guidance in writing a business plan for your band. Call to make an appointment.

CREDIT UNION

Located in the **Local 47** building in **Los Angeles**, the **Musicians' Credit Union** is a full service credit union and is available to Local 7 members. Please call (323) 462-6447.

A CUSTOMIZED SERVICE MENU

... The More You Participate, the More You Gain

Each local provides a number of benefits and programs customized by its local **Executive Board** to fit the unique needs of your area's music industry. The more you become involved in the affairs of Local 7, the more you will know about and benefit from its services.

· JOB REFERRALS

Referrals for employment are given to talent buyers (booking agents, fathers-of-the-bride, restaurant/hotel managers, etc.) via telephone or during consultations at the Local 7 offices. Please contact the office for more details.

· REHEARSAL SPACE

The Local 7 rehearsal hall is **free** and available to all members in good standing. The facility can accommodate a full 80-piece orchestra and is furnished with a Studio Grand piano, podium, risers, music stands, tables and chairs. (No P.A.) Reservations for 3-4 hour blocks of time are taken M-F, 10-5pm. The hall is available days and evenings, seven days a week.

· GRAPHIC DESIGN SERVICE

Have your resume, stationary, business cards, flyers, etc. designed at no charge. Submit a rough draft and Local 7's graphic designer will typeset and layout camera-ready artwork. Call the office to schedule your project.

· MUSIC BUSINESS SUPPORT LIBRARY

A Selection of books, periodicals and videos concerning the business of music, plus many music charts and songbooks are available for your perusal in the Edward Stell Memorial Library. Come in during our business hours.

· MEDICAL INSURANCE

Local 7 administers two self-pay health plans: **Kaiser Permanente and Health Net**. These plans offers competitive rates, no deductibles, no pre-qualifying exams and excellent coverage. Call Local 7 to request information packets.

As a member, every time you make a membership dues payment you are given a **customized casual contract** for your use. If you want it customized further, just let us know. It's that easy! The officers and staff can go over each item of the contract and make suggestions for including additional terms or conditions. Use this contract each time you act as a leader on a casual. It's your passport to professional treatment.

BOOK 'EM!

... Use Authorized Booking Agents Only

Only agents who have signed AFM agreements are authorized to book AFM members and use AFM contracts. Authorized AFM agents have agreed to use AFM contracts, secure scale pay or better, and charge no more than stipulated commission percentages. Check with Local 7 for the names and numbers of authorized agents in your area.

*** Be sure your Agent is filing your contracts!**

FIGHTING BACK

... Claims for Unpaid Wages

- The phone rings just as you leave your hotel for your gig. "We don't need you," explains the purchaser. "We got Johnny B. Goode instead." You've been cancelled before you even took the stage after signing a contract and traveling a thousand miles.

- You walk off the stage after a show during a two-week gig, and the manager grabs you to say he's closing and can't pay you for the rest of your performances. He's cancelled his live entertainment policy, and you with it.

- You've completed your engagement and are sitting down with the owner to collect your fee. But then you're paid less money than had been agreed upon in the contract. "But we signed a contract," you remind him. "Well," he says, "I thought we'd make more gate. I can't afford to pay you that much. It's this or nothing."

We hope for the best, but it is possible that experiences such as these will befall a professional musician sometime in his or her professional career. While it is possible that you will never experience a cancelled or unpaid engagement, your Local and the Federation have established procedures. If you don't have a signed, filed contract, your claim could fail!

...Close to Home

If you have a claim resulting from an engagement that took place in the jurisdiction of Local 7, contact your local. An officer of Local 7 will examine your situation and follow these procedures:

1. You will be asked to write a claim letter or fill out a claim form.
2. The Local will attempt to collect the claim or reach a settlement through direct contact with the purchaser.
3. A hearing may be scheduled at Local 7, which you may attend.
4. If the Local processes the claim through the courts, you will be asked to attend.
5. Most Locals absorb partial or complete lawyer and court fees. Talk with Local 7 officers who can bring you up to date on policy. You may be covered.

...Member Dispute

If you have a claim against a Local member, it must be processed through Local 7.

1. You must write a claim letter or fill out a claim form.
2. A Local hearing will be held by a **Local Board (often called a Trial Board)** at which you and the other member(s) will be asked to appear and testify.
3. The Local Board will make a judgment, which must be honored by the member(s) involved, unless either party appeals the decision.
4. The **International Executive Board of the Federation (IEB)**, which can uphold, overturn or modify the Locals' decision, hears appeals from local decisions.
5. The Federation's decision is final and binding and will be enforced by Local 7.

...On the Road

All wage claims for contracted traveling engagements fall under the jurisdiction of the Federation.

For all claims resulting from an engagement that took place outside your home Local's jurisdiction (**run-outs**), contact an officer in the jurisdiction where you're working or contact the New York office at **1-800-ROAD-GIG**.

1. You will be asked to complete a claim form and write a claim letter.
2. If you wish, the officers in the jurisdiction where you performed may contact the purchaser directly and attempt to collect or settle. If they are unsuccessful, your claim will be forwarded to the New York office for collection.
3. Or, you may forward your traveling claim directly to New York. In any case, when New York receives your claim, they will attempt to collect/settle through mail or by telephone with the purchaser.
4. If the claim is not paid or settled, the New York office will appoint a lawyer in the area where the claim occurred who will take the claim to court for you. Your attendance at a court hearing may be required.
5. The Federation will absorb all court and legal expenses.

* Keep in mind:

- **Phone a Local Officer at the first sign of trouble. Don't wait until the purchaser has taken action.**
- **Don't sign a settlement with a purchaser until you consult with a Local Officer.**

YOUR AFM LOCAL

...On Your Side, Day By Day

Local 7 is responsible for the standards and services that most affect your every-day professional life. Local 7 negotiates the scales and contracts for your area and is responsible for enforcing these contracts and minimums with purchasers.

The jurisdiction of Local 7 incorporates all of Orange County.

*****LOCAL 7 WILL HANDLE ALL PROBLEMS YOU ENCOUNTER WHILE PERFORMING WITHIN THAT GEOGRAPHIC AREA.*****

Every AFM Local is charged with an array of significant jobs that include establishing and maintaining the Bylaws (Local rules) for your area; administering Local services and benefits to local and traveling AFM members; servicing Local wage claims and enforcing AFM contracts; encouraging the employment of AFM members and promoting a professional music industry; establishing events and services that build solidarity among professional musicians in your area.