

Dallas Fort Worth Professional
Musicians Association
1939 Stadium Oaks Court
Arlington, TX 76011

Why We Belong

A Message From Our Members

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We Have The Power To Help You

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Most every professional musician's life story includes occasions when an employer unfairly exploited him or her for the employer's personal gain, called off an engagement without notice or compensation, refused to pay the agreed wages, or used intimidation tactics to coerce acceptance of unfair terms.

There are those music directors who demand extra services without extra pay. Many of us have seen alien students performing with orchestras without proper work authorization for a fraction of what citizen musicians earned.

A band can provide live music for a packed nightclub right here in Dallas only to be told at the end of the evening that they won't be paid after all. It seems that musicians' livelihoods are consistently targeted for cost reduction despite the economic value they provide to local businesses and cultural institutions.

Individually, musicians are defenseless against an intransigent employer because the imbalance of power results in the denial of a level playing field necessary to achieve a fair working agreement. Competition among individual interests gives the employer a market advantage that drives down wages and eliminates favorable working conditions.

Employers have an informational advantage in that they know what wage their budgets could actually support. Many employers are highly organized corporate entities with political connections that demand all available resources to further their narrow agenda.

Many musicians are willing to accept any terms just to have a job. In an environment where it's every man for himself, there will always be someone more desperate around the corner. Often, employers can simply say, "take it or leave it" rather than negotiate fairly.

Those who have the power advantage seem inevitably to use it in ways that oppress the people on whose shoulders the advantage is gained.

On the other hand there are those who just want everybody to get along. If we

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treat others with kindness and respect, the reasoning goes, we will get the same in return.

However, power is essential to "getting along."

How do we, as musicians, get the power to negotiate a fair bargain? Where does this power come from?

It comes from us. The key is to be as well organized as our counterparts across the table. We have to know not only our own needs, but also what the company can't do without. We have to maintain a solidarity that will preclude an employer from replacing any of us for demanding decent wages and working conditions. And, while we must be skilled negotiators, we must also be prepared to bargain hard or even inflict damage when necessary.

United States laws give workers the right to self-organize and to engage in concerted activities for the purpose of collective bargaining or other mutual aid or protection. The legal protection of concerted activities can even extend to those activities that are designed to hurt the employer, such as a strike. Our government recognizes that a balance of bargaining power is necessary for a free economy to function smoothly.

The Dallas-Fort Worth Professional Musicians Association is the largest and most powerful entertainment Union in the Southwest. We are a well-organized network of support for professional musicians. What affects any one of us affects us all. We care about each other.

We are more than 1700 of the finest musicians in the world. There are skilled negotiators among us, and health care practitioners, doctors, lawyers, realtors, financial planners, yoga instructors, and much more.

We are not afraid to do what it takes to force an employer to recognize the value of the musicians they employ. If you have a dispute with an employer or a purchaser of your services, we will back you up, not sell you out.

We have the power to make musicians' lives better. ***We can make it work for you, too.***

Membership Drive Special

**NOW EXTENDED
THROUGH OCTOBER
2006!**

**JOIN IN OCTOBER FOR
ONLY \$134.50**

**Includes dues and fees to 2008!
Save \$165!**

For a limited time, the Dallas-Fort Worth Professional Musicians Association, Local 72-147 of the American Federation of Musicians – the largest entertainment Union in the Southwest – has waived local and national initiation fees. Musicians can join for only \$134.50, and remain in good standing through January 1, 2008 - a savings of \$165!

**HURRY! THIS
OFFER EXPIRES
SOON!**

Join us for online booking and referral and a long list of other important benefits only possible from the AFM. We're musicians working for musicians ...100,000 strong ... in tune with all facets of the music industry. Call the Union office – (M) 817-469-6040 (toll free in TX and OK – 1-800-635-0072) to request your special membership application, or go to www.musiciansdfw.org, and click - "How to Join". Material will be sent to you immediately. You can even download the online forms, and pay online by credit card.

***OUR WORK HAS WORKED
FOR MORE THAN
100 YEARS.
WE'LL MAKE IT WORK FOR
YOU, TOO.***