

Status of the IMA

Bargaining began in June of 2022 for the successor to the 2019-2022 IMA.

We have a national media committee representing you which includes both the ROPA and ICSOM media committees along with AFM staff, counsel and President Hair.

We have been bargaining on and off for the entire year. We started very far apart.

After many months of bargaining, we felt we were close to a deal at the last round of face-to-face meetings in February.

There were a few outstanding issues that still needed to be resolved but we were working hard towards resolution.

We have now hit an unexpected snag that is going to delay us a bit, but we continue to work towards reaching agreement.

For the time being, if your orchestra is working under the 2019-2022 IMA, they should continue to do so. Just as a heads up, at the moment there is no access to Exhibit E which is the portion of the IMA that deals with a limited ability to create content with a non-classical featured artist. This provision had a sunset clause in June of 2022, so it is no longer active. If you are approached to do one of these types of projects, you can inform your employer that the Exhibit is not available as we have passed the sunset date.

When we do finally reach agreement on a new IMA, there will first be a ratification vote for all orchestras that are members of the EMA. The national office will administer that vote with help from the locals. It will probably be handled by Election Buddy as we did the last time. Please make sure your personnel manager has up to date contact info for the rostered musicians including preferred email addresses as we will be asking for their assistance in providing rosters to use for the vote.

We will also be asking your locals to confirm which musicians on the roster are AFM members in good standing as they are the only ones eligible to vote on a national agreement. Please make sure you are current in your membership in order for you to be able to vote.

There will be notice circulated in advance of the vote so you will know to look for the emails you will ultimately receive from Election Buddy. For those of you who have used it before, the process should look familiar. If you haven't used it before, please make sure you check your spam and junk folders in case your ballot ends up there instead of in your inbox.

For those orchestras that are not members of the EMA and are signed to the Individual Employer IMA, we will start contacting each orchestra once the EMA version is ratified. Each orchestra that wishes to move into the new Individual Employer version of the IMA will be contacted for a walk-through of the changes in the new agreement. We will ask that we do the walk-through with the Employer, the committee and the local. Once the employer gives the AFM the green light, we will hold a ratification vote with that particular orchestra. This version is signed by the employer and the AFM. There is no EMA unit involved but it is the same agreement being offered to each of these individual employers who choose to remain outside the EMA circle.

If you have questions about whether your orchestra is a member of the EMA group, please stop by and see me and I can check my records.

Does anyone have any questions?