



# A Look into the Freelance Services Department

EMPOWERING INDEPENDENT MUSICIANS  
WITH AFM RESOURCES AND SERVICES

# Benefits of Union Membership

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## **Fair Treatment:**

Ensures fair wages, working conditions, and benefits for musicians.

## **Advocacy and Support:**

Champions musicians' rights for a stronger voice in the industry.

## **Access to Resources:**

Retirement benefits, programs to enhance the musical profession, and exclusive discounts for financial and personal stability

## **Community Building:**

Connect with over 60,000 musicians for collaboration and mutual support.

## **Protection:**

Safeguards against unfair practices through union agreements.

# Why Join the AFM?

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## *Talking Points for Members*

“Union membership is about joining a collective voice advocating for musicians’ dignity and livelihood.”

“The AFM ensures fair pay, protection, and stability so musicians can focus on their art.”

“Join the AFM and become part of a union that’s dedicated to advocating for musicians’ rights, fair pay, and community empowerment.”

# What Does Freelance Service and Membership Development Department Do?

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- Assists Locals in efforts to connect with new members and engage current members
- Supports AFM-created programs:
  - AFM Entertainment
  - Venuology
  - AFM Signatory Booking Agents Program
  - GoPro Hosting/ AFM Quartet for Locals
  - GoPro Tunes
- Assists Locals in connecting with other third-party benefits for members
  - Insurance Programs exclusive to AFM
  - Union Plus programs via AFL-CIO affiliation
- Administers Freelance Co-Funding to grow local programs
- Acts as a conduit and collaborator with additional AFM Departments/Staff to collaborate on freelance adjacent issues

# Resources For Freelance Musicians

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AFM  
Entertainment

Venuology

GoPro Hosting

Fair Trade Music

Single-Engagement  
Contracts

AFM Signatory  
Booking Agents

GoPro Tunes

*International  
Musician  
Magazine*

Third-Party  
Programs Exclusive  
to AFM Members

MPTF Events



# EVERY GIG WILL BE A UNION GIG!

AFM Entertainment is accepting registration from AFM members who are solo artists or leaders of self-contained bands and ensembles, in every genre of music.

**SIGN UP TODAY**

Visit [AFMentertainment.org/login](https://AFMentertainment.org/login) to create an account

**DON'T MISS ANOTHER GIG**

**AFM**Entertainment.org  
THE FIRST FEDERATION-OPERATED INTERNATIONAL BOOKING AGENCY



# AFM Entertainment

EXPAND YOUR  
REACH WITH  
AFM ENTERTAINMENT

# AFM Entertainment

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## WHAT IS AFM ENTERTAINMENT?

- Online booking and referral service for AFM members, accepting solo artists, bands, and ensembles across all music genres.
- Designed to help musicians secure new gigs with ease.



## WHAT SETS IT APART

- Net wages are at or above the local union's wage scales.
- AFM Entertainment manages all communication with potential purchasers.
- Work dues and contracts are processed through your Local (if applicable).

# AFM Entertainment

Learn more at [AFMEntertainment.org](http://AFMEntertainment.org)

## WHAT'S REQUIRED?

- A well-written bio for the musician/group
- High-quality audio recordings
- Professional photos
- At least one polished YouTube video showcasing the act
- A detailed song list or repertoire

The screenshot displays the AFM Entertainment website interface. At the top, there's a navigation bar with the AFM logo, contact information (800.762.3444 x 235), and links for 'Music Is Our Business', 'Quick Quote', and 'Musicians' Area'. Below this is a search bar and a menu with categories: Bands, Ensembles, Soloists, World Music, and Weddings. The main content area is titled 'Atlanta Ragtime band' and includes a 'Request a Quote' button. A large photo of the band members is featured. Below the photo, there are audio player controls for three tracks: 'Tiger Rag - Atlanta Ragtime Band', 'Alexander's Ragtime Band - Atlanta Ragtime Band', and 'Wang Wang Blues - Atlanta Ragtime Band'. To the left of the main content, there's a sidebar with links for 'Concert Bands', 'Early Jazz / Dixieland', and 'Ragtime', followed by a 'Listed under' section with links for 'Alabama', 'Huntsville', 'Birmingham', 'Georgia', 'Atlanta', 'Savannah', and 'Rome'. On the right side of the main content, there's a section titled 'Watch Atlanta Ragtime band' with a video player, and a text block titled 'Ragtime: A Tapestry of American Spirit' describing the history of ragtime music. At the bottom, there's a section for 'Unique Concerts Tailored to Your Audience:' with a bullet point for 'Marches & Rags of Atlanta: This program features music with'.



# Venue Reviews

— by Musicians,  
for Musicians

## Venuology

**Knowledge  
is power.**

Musicians on  
**Venuology.com**

anonymously  
review venues  
they've played.

Any musician can  
review a venue he

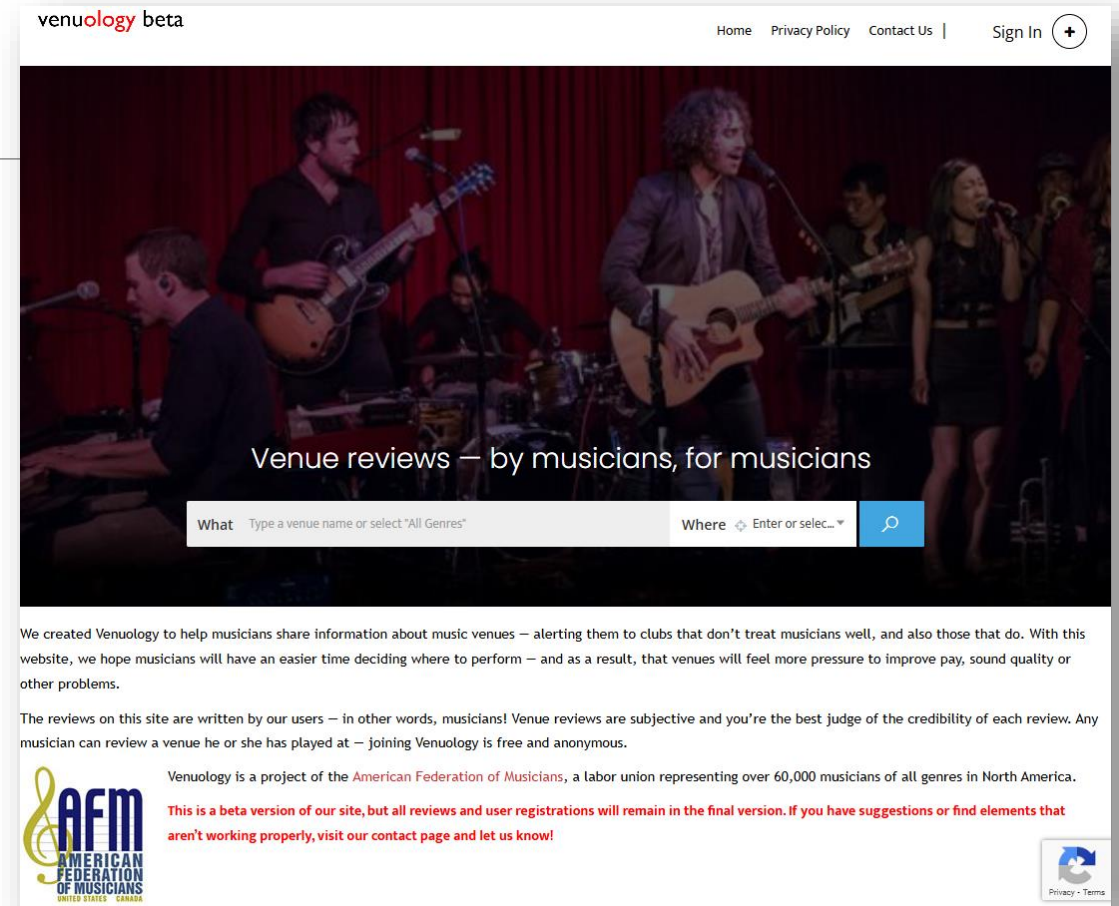
## Venuology

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- Venuology empowers musicians to advocate for themselves and their peers by creating a community-driven space that fosters fair treatment in the live music industry.
- Brings transparency to the live music industry.
- Motivates venues to provide better conditions for performers.

# What is Venuology?

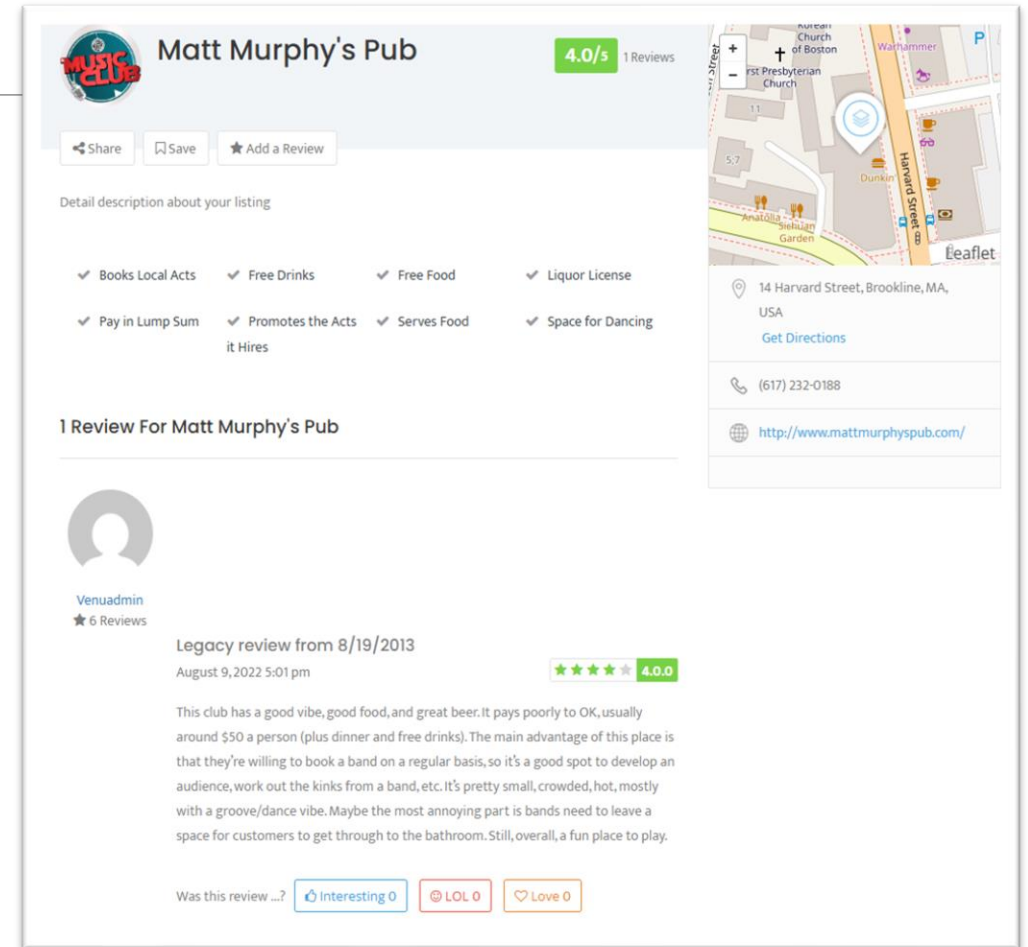
- A platform designed to help musicians share valuable information about music venues.
- Highlights venues that treat musicians well and alerts them to those that don't.
- Simplifies the decision-making process for musicians when selecting venues.
- Encourages venues to improve pay, sound quality, and overall musician experience.



## How It Works

- Reviews are written by musicians for musicians.
- Free and anonymous registration ensures a safe and open platform.
- Potential for Local mapping of venues and identification of organizing opportunities
- Assists acts in planning tours across fair venues in a specific region

**Learn more at Venuology.org**



# AFM GoPro Hosting

WEBHOSTING BY AND  
FOR MUSICIANS

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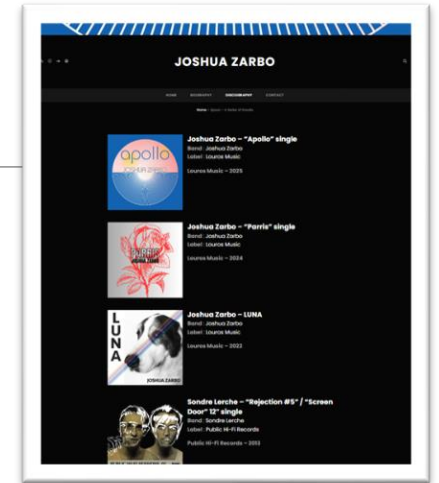
# GoPro Hosting

## WHAT IS GOPRO HOSTING?

- In-house webhosting service provided by AFM, designed exclusively for freelance and independent musicians.
- Affordable plans tailored to meet the unique needs of artists

## WHY IT MATTERS

- Helps freelance musicians build an online presence without needing technical expertise.
- Offers a platform to showcase their talent and connect with audiences directly.



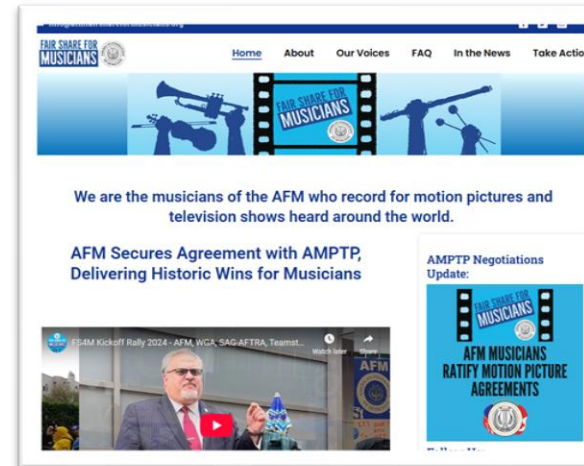


# Impact on Musicians

- Strengthens the digital presence of independent musicians, boosting outreach and opportunities.
- Provides reliable hosting backed by the AFM's commitment to empowering artists.



Learn more at [GoProHosting.com](https://GoProHosting.com)



GoPro Hosting is more than a webhosting service—it's a tool that supports musicians in sharing their craft with the world. Affordable, accessible, and designed for artists, it empowers freelancers to stand out in the digital space.

# Fair Trade Music

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## WHAT IS FAIR TRADE MUSIC?

Intersects musicians, venues, and fans to ensure fair wages.

Certifies venues meeting fair standards of pay and working conditions, promoting respect for musicians.

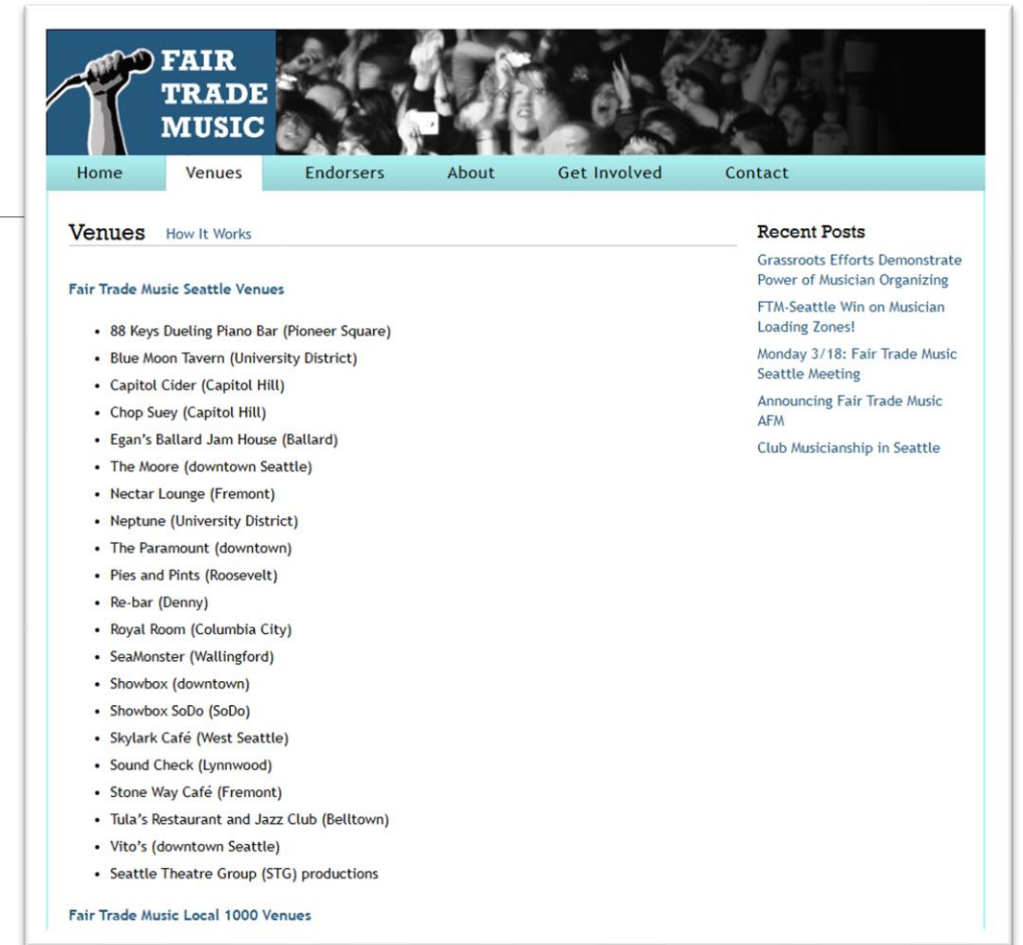
## WHY AFFILIATE?

Align with AFM's tools, expertise, and reach to raise standards locally.



# Fair Trade Music

- Open to All: Supports both union and non-union musicians.
- Offers adaptable agreements and guidance from a greater network of participants.
- Encourages collaboration via participation in monthly international calls.
- Talking Point: "Fair Trade Music is a grassroots campaign uniting musicians, patrons, and venues to build a fairer music industry."



**To learn more, visit [AFM.org](http://AFM.org) > What We are Doing > Current Campaigns > Fair Trade Music**



# Single Engagement Contracts

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PROTECTING MUSICIANS FOR  
EVERY PERFORMANCE

# Single Engagement Contracts

The AFM offers form-fillable gig contracts. These easy-to-use contracts were developed to protect musicians' live gigs as well as their streaming/recording products.

These contracts provide the security of knowing the full weight of the membership has their back if an employer tries to take advantage of them.

When members file signed copies of contracts with the local, the local can help enforce the contract if anything goes wrong. Our time-tested contracts hold up in court.

**All single engagement contracts are available in the  
“Document Library” at [members.afm.org](http://members.afm.org)**

**AMERICAN FEDERATION OF MUSICIANS OF THE UNITED STATES AND CANADA**

(HEREIN CALLED "FEDERATION")

**CONTRACT**

(Form L-1)

**FOR LOCAL ENGAGEMENTS ONLY  
(NOT FOR USE IN CANADA)**

Whenever the term "The Local Union" is used in this contract, it shall mean Local Union No. \_\_\_\_\_ of the Federation.

THIS CONTRACT for the personal services of musicians on the engagement described below is made this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, between the undersigned purchaser of music (herein called "Purchaser") and the undersigned musician or musicians.

1. Name and Address of Place of Engagement: \_\_\_\_\_

Name of Band or Group: \_\_\_\_\_

Number of Musicians: \_\_\_\_\_ Number of Vocalists: \_\_\_\_\_

2. Date(s) of Engagement; daily or weekly schedule and daily clock hours: \_\_\_\_\_

3. Type of Engagement (specify whether dance, stage show, banquet, etc.): \_\_\_\_\_

4. Compensation Agreed Upon: \$ \_\_\_\_\_ (Enclosed and Terms)

5. Purchaser Will Make Payments As Follows: \_\_\_\_\_ (Specify when payments are to be made)

(Continued on reverse side)

IN WITNESS WHEREOF, the parties hereto have hereunto set their names and seals on the day and year first above written.

Print Purchaser's Full and Correct Name  
(If Purchaser is Corporation, Full and Correct Corporate Name)

Signature of Purchaser (or Agent Thereof)

Street Address

City

State

Zip Code

Telephone

Booking Agent

Agreement No.

Print Name of Signatory Musician

Home Local Union No.

Signature of Signatory Musician

Musician's Home Address

City

State

Zip Code

Telephone

Address

Names of All Musicians

Local Union No.

U.S. Social Security Nos.

Direct Pay

\$



# Single Engagement Contracts



 **Canadian Federation of Musicians (CFM)**  
An Organization of the American Federation of Musicians of the United States and Canada

National Office:  
150 Fennell Drive, #202  
Toronto, ON M3C 3E5  
(416) 391-5161  
FAX: (416) 391-5165  
afmcan@afm.org

## Live Performance Contract

(FOR CANADA)

THIS AGREEMENT is for the personal services of musicians, made this \_\_\_\_\_ day of \_\_\_\_\_ 20\_\_\_\_ between the undersigned purchaser (hereinafter called the "Purchaser") and \_\_\_\_\_ musicians (hereinafter called "Musicians") represented by the undersigned "Leader".

It is acknowledged by all parties named herein that the Purchaser contracts for the personal services of the Musicians, as musicians severally, and the Musicians severally, through their Representative, agree to render collectively services as musicians under the leadership of \_\_\_\_\_, according to the following terms and conditions:

**Artist/Group Name:** \_\_\_\_\_

**Place of engagement:** \_\_\_\_\_

**Date(s) of engagement:** \_\_\_\_\_

**Hours of engagement and starting time:** \_\_\_\_\_

**Type of engagement: (Specify whether Dance, Stage Show, Banquet, Steady, etc.)** \_\_\_\_\_

**Fee Agreed Upon (by purchaser) \$** \_\_\_\_\_ + HST/GST (if applicable) \$ \_\_\_\_\_ **Total Amount Payable \$** \_\_\_\_\_

Disbursed the amount of \$ \_\_\_\_\_ payable to leader (musicians' fee) and the amount of \$ \_\_\_\_\_ as follows: payable to Musicians' Pension Fund Canada (MPF Canada) by the leader on behalf of the Purchaser.

The Parties hereto acknowledge that the total amount payable includes the Purchaser's contribution to the Musicians' Pension Fund of Canada on behalf of the musicians named herein with the amount stipulated being \_\_\_\_\_% of the pensionable earnings (as approved by the Fund) applicable to this engagement.

**To be paid:** \_\_\_\_\_  
(Specify when/how payments are to be made and to whom)

**The terms and conditions set out in SCHEDULE 1 hereof are part of this agreement.**

Purchaser's Name _____		Leader's Name or Agent _____	
Signature of Purchaser or Designee _____		Signature of Leader or Agent _____	
Street Address _____		Street Address _____	
City / Province / Postal Code _____		City / Province / Postal Code _____ GST/HST Number _____	
Phone _____	Email _____	Phone _____	Email _____

Surname	Name of Musicians Given Name	Initials	Local No.	Social Insurance No.	Pensionable Earnings	MPF

NOTICE: THIS FORM OF AGREEMENT IS PROTECTED BY COPYRIGHT AND THE USE OF THIS FORM TO COVER THE SERVICES OF ANY MUSICIAN WHO IS NOT A MEMBER OF THE AMERICAN FEDERATION OF MUSICIANS OF THE UNITED STATES AND CANADA IS STRICTLY PROHIBITED.

AFM Entertainment and MPTF events both employ Live Performance Single Engagement Contracts, and these avenues are an excellent introduction for musicians who have never used an AFM contract or may have never worked under a written agreement of any kind.

**\*\*Just a reminder, non-member self-contained bands who may be interested in MPTF performances and/or are attracted to Federation membership by access to these contracts may find the Local and Federation initiation fees prohibitive to joining. These individuals may be eligible under AFM Bylaws to join together and waive these fees\*\***

# AFM Signatory Booking Agents

- Professional agents adhering to AFM standards.
- Ensures reliable gigs, fair contracts, and strong collaborations.
- Talking Point: “AFM signatory booking agents help freelance musicians secure high-quality gigs and ensure fair treatment.”

**Learn more at [AFM.org/AFM-Booking-Agents](https://AFM.org/AFM-Booking-Agents)**



# AFM MEMBERS WE NEED YOUR MUSIC

GoPro Tunes, AFM's new online music store, offers a diverse mix of recorded music made possible by the talent of our 70,000 members.

- 100% of net sales revenues go back to the musician.
- Musicians can set their own prices for tracks and albums.
- Only AFM members can sell their music on GoPro Tunes.
- Customers can purchase music in MP3 or lossless FLAC format.



## GoPro Tunes

WHERE MUSICIANS AND FANS CONNECT

# GoPro Tunes

Learn more at [GoProTunes.com](https://GoProTunes.com)

## WHAT IS GOPRO TUNES?

- Online store offering music from AFM members
- Artists set their prices and retain 100% of sales revenue (minus credit card fees).
- GoPro Tunes gives musicians full control over their music while ensuring they earn fairly.

## WHAT'S NEW?

Responsive storefront, expanding album listings, and streamlined upload processes.





# International Musician Magazine

- Industry Insights: Updates on music trends, emerging opportunities, and union-related topics.
- Legislative News: Information on labor laws, policies, and advocacy efforts affecting musicians
- Audition Listings: Comprehensive lists of audition notices for orchestras, shows, and other performance opportunities.
- Local Happenings: Showcase how your Local is connecting with members in your community.
- Membership Spotlights: Celebrates achievements and contributions of AFM members.
- Career Tips: Advice to help musicians navigate their careers and maximize union benefits

**Learn more at [InternationalMusician.org](https://InternationalMusician.org)**







# Third-Party Programs Exclusive to AFM Members

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TAILORED SOLUTIONS FOR  
UNION MEMBERS

# HUB Insurance



## COMMERCIAL LINES

- Equipment
- General Liability
- Business Owner's (BOP)
- Errors & Omissions
- Cyber Insurance

**Learn more about all of HUB's AFM Insurance Products at [AFM.org/Insurance-Products](https://AFM.org/Insurance-Products)**



PROTECT YOUR LIVELIHOOD,  
INSTRUMENTS, AND BUSINESS WITH  
***THE BEST INSURANCE***  
***FROM TOP-RATED COMPANIES.***

AFM and HUB International are  
partnering to offer customized policies  
that cover what you value.



### Coverage includes:

- *Equipment Insurance* — Protect your musical equipment and gear.
- *Auto/Home Insurance* — Full line of personal insurance products from auto to home
- *General Liability* — Protect your business from claims of property damage or injury.
- *Business Owner's Policy* — Protects you against personal and property damage at the workplace.
- *Errors & Omissions* — Protection for AFM Local officers and union officials.
- *Cyber Insurance* — Protecting AFM Locals from the high costs of a data breach or cyberattack.

***And more!***

For more information, visit [AFM.org/insurance-products](https://AFM.org/insurance-products)  
Available for AFM Members Only.



# HUB Insurance



## PERSONAL LINES

- Auto
- Homeowners
- Renters
- Life
- Pet



For shareable HUB insurance materials  
visit [AFM.org/AFM-Insurance-Information](https://AFM.org/AFM-Insurance-Information)

## Insurance has never been this easy

As AFM's trusted insurance partner, VIU by HUB is here to help you find personalized auto, homeowners, renters, condo insurance and more. As a brokerage, VIU by HUB is able to offer neutral advice to tailor your insurance to match your needs—today and tomorrow.



Home



Auto



Life



Pet



Motorcycle

With expert advice and fast quotes that match your needs, insurance has never been this easy.

**Scan the QR code to compare insurance quotes online,  
or call 833-643-6796 (Mon–Fri, 8 am to 9 pm ET)  
for additional options.**



**Get a Quote Today**

[www.quote.viubyhub.com](https://www.quote.viubyhub.com)





# UNIONPLUS

## Union Plus Benefits

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- Discounts on financial services, travel, entertainment, insurance, and education.
- Scholarships and tuition benefits for members and families.
- Talking Point: “Union Plus provides practical benefits and discounts that enhance the professional and personal lives of AFM members.”
- Personalized Assistance Navigating ACA Marketplace
- Assistance with navigating student loan debt
- Mortgage Services with Wells Fargo
- Ever popular AT&T Discount
- Movie Tickets and Car Rentals
- Pet Insurance
- Discounted Tuition with several higher learning institutions

**To learn more visit [unionplus.org](https://unionplus.org)**

**Shareable materials available at  
[unionplus.org/page/leaders](https://unionplus.org/page/leaders)**





# Programs for Locals

RESOURCES FOR LOCALS TO CONNECT WITH  
YOUR FREELANCE COMMUNITY



# Freelance Co-Funding

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EMPOWERING LOCAL  
INITIATIVES FOR  
FREELANCERS

# Freelance Co-Funding

## PURPOSE AND GOALS

- Encourage and enable locals to participate in campaigns to organize freelance musicians, in collaboration with the AFM's Organizing & Education Department.
- Increase membership retention and recruitment.
- Support the appropriate, efficient and innovative operation of locals.
- Seek active involvement of officers and rank-and-file membership in the development and implementation of local based benefits or services.
- Enable the continuation of existing local benefits and services that are being considered for elimination as a result of an unexpected temporary decrease in revenue.

UP TO \$5,000 FOR A SINGLE INITIATIVE!



# Freelance Co-Funding

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Per-Capita Members	Co-Funding Allocation
Locals up to 250	= 65%
Locals of 251–500	= 55%
Locals of 501–1000	= 45%
Locals of 1001–2500	= 30%
Locals over 2500	= 20%

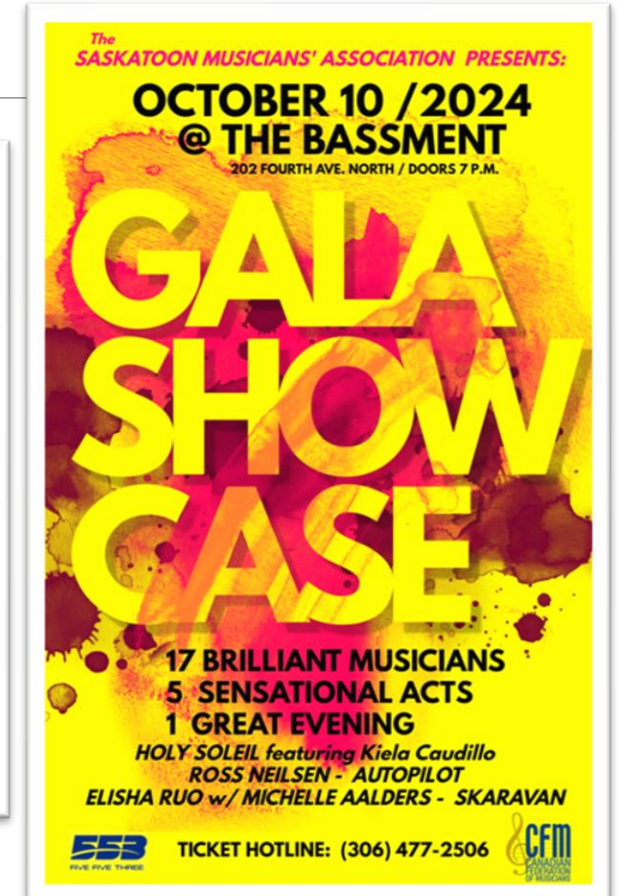
All written applications for the Co-Funding program (electronic submissions in .pdf or .doc format) must include the following:

- A complete description of the program, service or benefit, with rationale, purpose and goals, and a complete plan of implementation.
- A reasonable estimate of how long the program, service, or benefit will be maintained by the Local and publicized to membership and/or the public.
- A brief resume of local officers and or members involved in the project and what their roles and responsibilities will be, along with a total net budget for the project.

# Freelance Co-Funding

## RECENT ACHIEVEMENTS

- \$46,000 distributed across 16 projects in 2024.
- Supported several unique initiatives including member and community education, public outreach and awareness, local organizing, and live performance events benefitting musicians and informing local audiences.



# AFM Quartet for Locals



If your AFM Local does not have a website, or if you're considering a change to your current one, this powerful solution may be just what you're looking for.

A complete website, intuitively edited via an easy-to-use content management system (CMS) called WordPress. This software is used by millions of sites around the world.

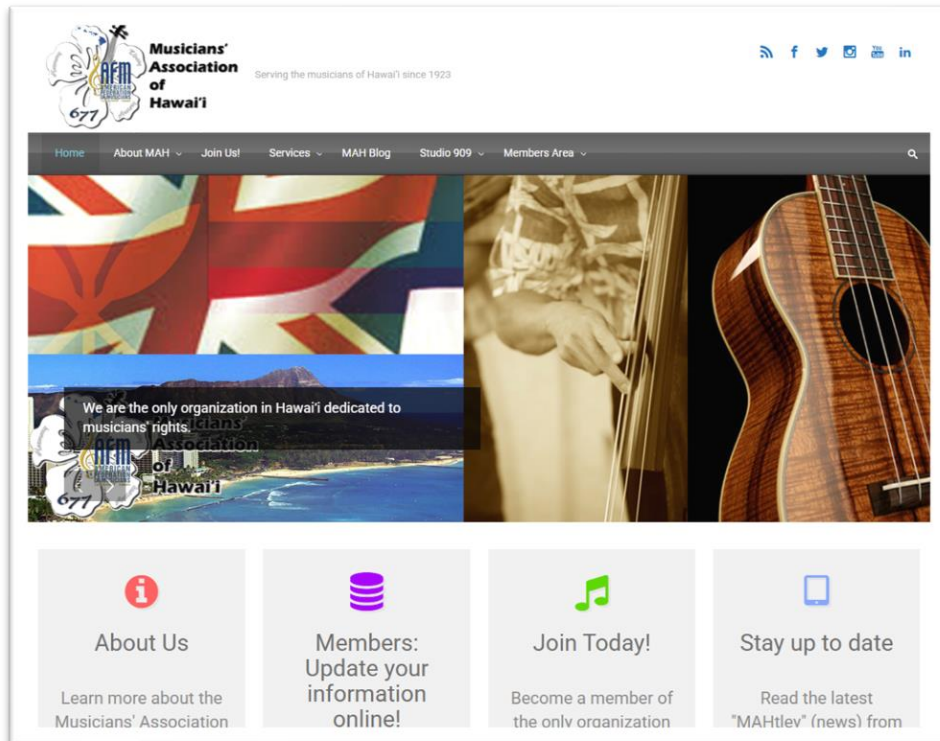
A private "Members' Area", with users authenticated by the AFM.org member database. Alternatively, you can manage access to this area yourself.

Email and phone technical support, and training for your Local's officers and staff.



# AFM Quartet for Locals

Learn more at  
[GoProHosting.com/Quartet.php](http://GoProHosting.com/Quartet.php)



Domain name  
registration and  
renewal



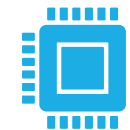
Installation and  
configuration



Technical support and  
training



Security updates and  
maintenance



Available Software  
Suite feature  
updates/improvements

# Action Network

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## WHAT IS ACTION NETWORK?

- A robust mass communication and organizing tool designed to support collective efforts and engagement.
- Enables Locals to efficiently reach members, build campaigns, and foster community action.

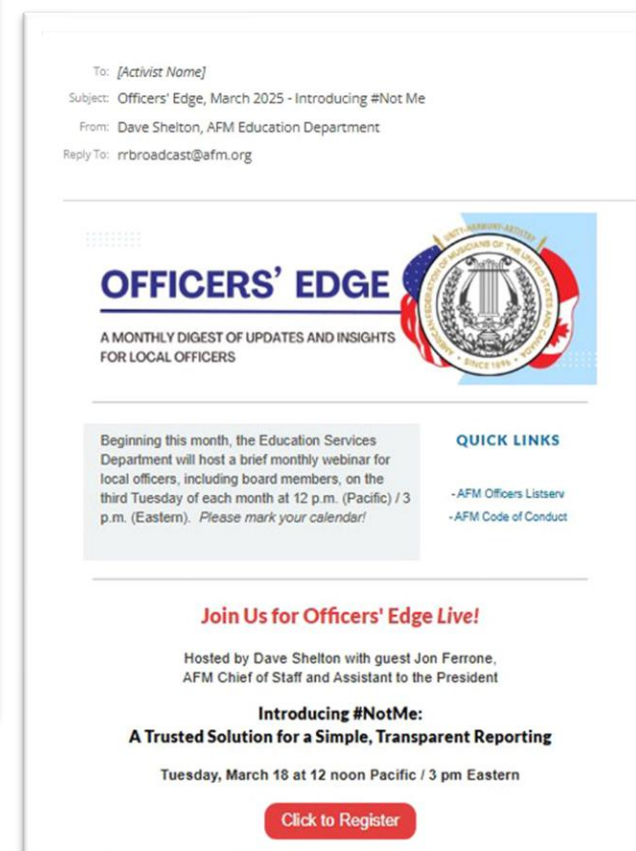
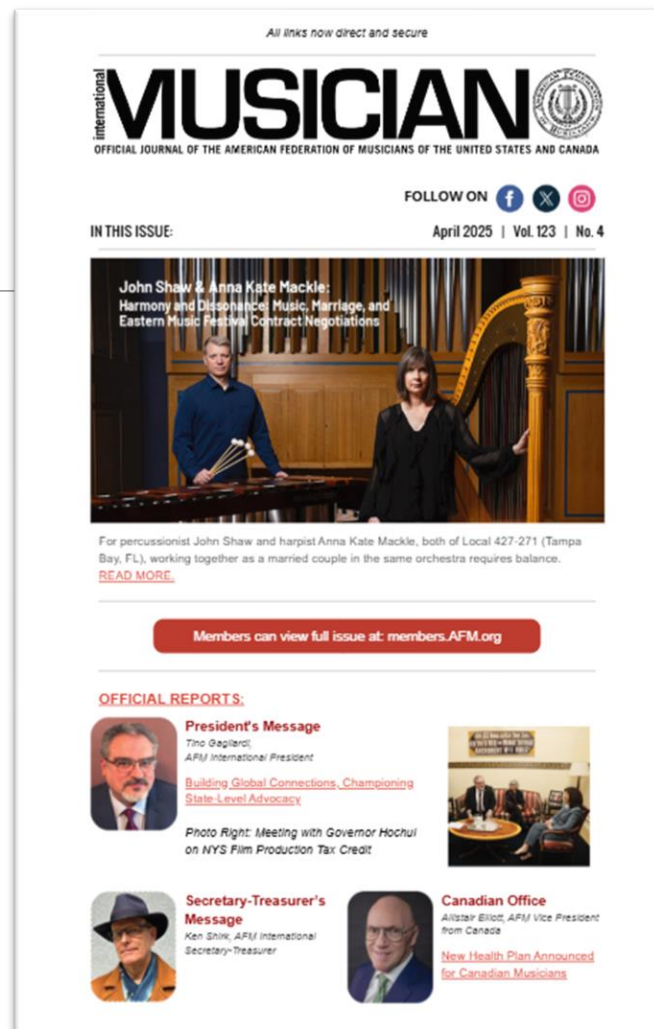


**Learn more at [ActionNetwork.org](https://ActionNetwork.org) and [ActionNetwork.blog/Events](https://ActionNetwork.blog/Events)**



## WHAT CAN ACTION NETWORK DO?

- Efficient Communication: Easily send updates, newsletters, and announcements to members.
- Member Engagement: Use targeted outreach to connect with specific groups based on location, interests, or roles.
- Data-Driven Decisions: Access detailed analytics to measure the impact of campaigns and communications.
- Higher rate of inbox deliverability.
- FREE access for AFM Locals





# Connecting with Musicians & Potential Members

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EXTENDING YOUR LOCAL'S REACH

# Conference/Tradeshow Participation



- Tradeshows and conferences help the AFM connect with musicians and venues, driving greater awareness of our mission.
- The Freelance Services Department can help support appearances at local trade shows and conferences similar to the Jazz Education Network Conference, Sphinx Connect, the NAMM Show, Folk Alliance International, Midwest Clinic, and others.
- Additional engagement and reach through direct communication and surveys via [AFMSurvey.org](https://AFMSurvey.org).



# Membership Brochures

Free brochures for locals to help promote the many benefits of AFM membership:

- **“We’ve Got You Covered”** -- Showcase the valuable protections and resources available to AFM members, including contract enforcement, access to special payment funds, and exclusive member services.
- **“Join Together”** -- Overview of the AFM, highlighting the importance of solidarity, fair wages, and having a voice in the industry.
- **“Benefits of Membership”** -- Provides a concise overview of key membership advantages.

Order at: [www.AFM.org/Brochures](http://www.AFM.org/Brochures)



# MPTF

Learn more at [MusicPF.org](https://MusicPF.org)

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MPTF events provide an opportunity to connect with nonmember musicians and educate them about the benefits of AFM membership while offering them payment for playing admission-free live performances.

**\*\*Several Locals have found success with combining MPTF Showcase Events, Freelance Co-Funding for additional expenses, and Membership Recruitment Drives waiving FIF and LIF to maximize Federation resources and boost membership.\*\***



# MPTF

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The MPTF Scholarship program also offers a way to talk to members and potential future members about the AFM.

- Music Family Scholarships of \$1,000 will be awarded to up to 75 recipients. This category is open to children of AFM members in good standing who plan to attend a college or trade school in fall 2024.
- Music's Future Scholarship is specifically for students majoring in music. A total of 30 recipients will each receive \$2,500 toward their music degree.

**Visit [MusicPF.org/home/scholarships](https://MusicPF.org/home/scholarships) for more info**



Committees supporting musicians by genre (Jazz, Classical, Folk, Hip Hop, etc.) and culturally unique or minority groups.



Genre-specific and culturally inclusive committees create a space for collaboration, representation, and mentorship.



Focus groups to discuss issues / initiatives within the musical community



Work groups to support/enhance Social Networking/ Engagement, discuss improvements to digital communication, e.g. Social Media Team

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# Committees and Focus/Work Groups

# AFM Freelance Services Department

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**Wages Argott**

Director, Assistant to the President

Email: [wargott@afm.org](mailto:wargott@afm.org)

Office: 917-229-0235

Mobile: 917-873-7029

