



MUSICIANS' ASSOCIATION OF SEATTLE

Local 76–493, American Federation of Musicians

Hiring Hall Rules

GENERAL

1. The Musicians Local 76-493, AFM (Union)'s Hiring Hall provides labor services for musical performances for a variety of employers in Washington. The day-to-day operations of the Hiring Hall are run by the Hiring Hall Executive Board, which shall consist of the elected officials of Local 76-493.
2. The Hiring Hall will be a list of names, what primary instrument(s) and style(s) of music they play, and their years of professional experience on each primary instrument performing the styles of music they have listed.
3. The List will be comprised of those individuals who have joined the Hiring Hall and have paid a one-time registration fee. The fee is set by the Executive Board.
4. Upon the written consent of the registrant, which is a requirement of participation in the Hiring Hall, musicians who receive work through the Hiring Hall will be charged a percentage portion of what they earn in work dues. This amount will be retained by the employer and remitted to the Union. The percentage to be withheld is set by the Executive Board.
5. A master list will contain all the members of the Hiring Hall.

POLICIES

The following policies will apply to individuals who desire work through the Hiring Hall.

6. For purposes of registration on the Musicians Local 76-493, AFM (Union) list, the Union recognizes two types of registrants for referral:
 - a. Registrants who are members of the Union;
 - b. Registrants who are not members of the Union.
7. Registration in the Union's Hiring Hall is open to all qualified musicians, without discrimination based on union membership, non-membership, race, religion, sex, or national origin.

8. To register, musicians will send either an email to warren@local76-493.org and or info@local76-493.org or a letter mailed or hand delivered to Musicians' Association of Seattle, 3209 Eastlake Ave. E., Seattle, WA 98102, specifying their instrument, their type of music, the number of years they have performed professionally, their contact information, and their desire to be placed on the Hiring Hall list. The registrant will pay the Hiring Hall fee in order to be eligible to receive work through the Hiring Hall.

DISPATCHING

9. When an employer requests musicians from the Union, the Union will provide the employer the entire Hiring Hall list or a sub-set of the list relevant to the employer's request. The employer will contact the musician directly if they want to hire that musician for a performance.
10. If a musician accepts work from an employer through the Hiring Hall list, they are expected to arrive at the job site on time and prepared for the work.

DUES DEDUCTION

11. When a musician accepts work from an employer through the Hiring Hall list they will be required to sign a Payroll Dues Deduction Authorization form. The employer will then deduct a portion of the musician's earnings as work dues.
12. Work dues will be remitted from the employer to the Union. Work dues will be a set percentage of earnings. Work dues are set by the Executive Board.

DISCIPLINE

13. Individuals may be removed or suspended from the Hiring Hall list for any of the following:
 - a. Failure to appear for a job;
 - b. Failure to adequately prepare for a job;
 - c. Failure to perform adequately;
 - d. Being under the influence of alcohol or drugs or believed to be;
 - e. Failure to work effectively with other musicians;
 - f. Failure to exhibit appropriate behavior on a job site;
 - g. Arriving late for a job;

- h. Threatening or committing any act of violence, sexual harassment, or other inappropriate behavior;
- i. Failure to execute documents necessary to ensure work dues get remitted to the Union;
- j. Any other behavior that the Union deems to render the musician unfit for future work through the Hiring Hall.

14. If the Executive Board receives information that an individual has committed any of the above on a job site, the Executive Board will 1) inform the individual of the alleged behavior; 2) give the individual an opportunity to be heard and present their case to the Executive Board; 3) inform the registrant of its decision whether to dismiss the allegation, remove or suspend the individual from the Hiring Hall. The decision of the Executive Board shall be final.

HIRING HALL RULES SIGNOFF SHEET

I have received and understand the Hiring Hall Rules and agree to abide by the rules and conditions contained therein.

NAME (print): _____

SIGNATURE: _____

DATE: _____