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| Job Title | Eastern Regional Director/Counsel |
| Reports To | National Executive Director |

Position Summary

The Eastern Regional Director/Counsel (Eastern RD/Counsel) for the American Guild of Musical Artists, AFL-CIO (AGMA) is a labor lawyer and negotiator, with at least 5+ years' experience working for a union-side labor law firm, in-house at a labor union, or in a labor or worker advocacy organization. They will represent AGMA members and conduct negotiations for primarily New York-based performing arts companies and support union-wide legal work related to contract enforcement, including arbitrations, NLRB elections and unfair labor practice charges, and other federal and state claims related to workplace rights, union governance and compliance. The Eastern RD/Counsel will routinely work with and report to AGMA's National Legal and Policy Director, as well as the National Executive Director (NED). This is an in-office job at the Union's New York City National Headquarters, with possible hybrid options pursuant to Union policy.

AGMA Overview

AGMA is small, but growing, high-profile, member-led union of singers, dancers, and staging staff working at 80 of the most iconic opera, ballet, contemporary dance, and choral concert companies in the U.S. The Union is governed by a large, diverse Board of Governors comprised of elected member leaders. The NED is responsible for managing the day-to-day affairs of the Union consistent with the Board's directives. The Eastern RD/Counsel will work with a passionate and talented team of worker advocates, many of whom are former performing artists, will provide advice and support to the Union's elected leaders as directed by the NED, and will routinely engage with colleagues to implement the Union's strategic plans and priorities at the national and regional levels. The Union's non-hierarchical structure and small size allow for immediate engagement across the Union.

In addition to legal and representational work, the Eastern RD/Counsel will develop and maintain working relationships with their management counterparts, work in solidarity with AGMA's sibling entertainment unions, and engage with the AFL-CIO, the Department for Professional Employees, the Arts, Entertainment and Media Industries Committee, and various state and local bodies as appropriate. They will care deeply about workers' rights and labor rights and will have the experience, judgment, and skills to deliver significant contractual and legal gains for AGMA's working artists.

Essential Duties and Responsibilities

- Serve as lead negotiator for high-profile signatories involving large bargaining units, multiple employment categories, and complex dynamics; manage all aspects of representation, including relevant administrative functions.



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- Handle legal matters relating to AGMA's representational and policy work across the Union, including arbitrations and administrative agency proceedings, legal research and writing, and litigation support; prepare clear, well-written memos, presentations, and be prepared to speak with confidence and authority about collective bargaining and legal developments.
- Work collaboratively with the NED, National Directors, regional representational and headquarters staff to achieve the goals and priorities of AGMA's elected member leaders.
- Demonstrate knowledge and support for the priorities set by AGMA's elected member leaders, including but not limited to the Union's Inclusion, Diversity, Equity, and Accessibility efforts, working with signatory companies to manage extraordinary political circumstances, industry challenges, such as the use of potentially harmful products to create theatrical smoke and haze effects, artificial intelligence, public and private sources of funding for the arts, access to health care for itinerant artists, regional, national, and global solidarity.
- Develop and maintain excellent relationships with AGMA's working artists at assigned signatory companies; plan and deliver well-organized meetings with AGMA artists; train delegates (shop stewards) and negotiation committees.
- Conduct periodic on-site visits to AGMA shops, attend shop meetings, rehearsals, and performances as necessary.
- Create and maintain collaborative, problem-solving relationships with signatory company leaders and points of contact to the maximum extent possible.
- Develop and implement highly coordinated solidarity actions, including legal strategies, to deliver the best possible contract gains for working artists during challenging times.
- Demonstrate clear understanding and comfort with the role and interpersonal dynamics of professional staff in member-led union; understand the role of advisor as opposed to decision-maker.
- Perform other duties as assigned by the NED.

Qualifications

- Demonstrated knowledge of labor law, other workers' protection laws, the collective bargaining process, filing grievances, conducting arbitrations, handling routine agency proceedings, including filing election petitions, unfair labor practice charges, position statements, handling all aspects of representation and ULP case hearings, assisting with federal court litigation, and preparing legal memoranda and other advice to the Union's member leaders.
- Excellent organizational and analytical skills, sound judgment, discretion, and ability to compare and evaluate potential courses of action to further the interests of AGMA's strategic goals.
- Excellent oral and written communications skills, including the ability to present information persuasively and engage diverse groups of various sizes.
- Ability to creatively solve problems, resolve disputes, and address member concerns.
- Demonstrated ability to manage time and self-direct in an unstructured work environment under tight deadlines and rapidly shifting priorities. Must be able to prioritize tasks, multitask, and organize time effectively, maintain detailed records, file reports in a timely manner, and follow through on a plan.
- Excellent interpersonal skills, including demonstrated ability to manage up and down and work successfully with people from diverse cultures and backgrounds.
- Demonstrated ability to speak publicly, deliver training, and monitor the work of others.
- Demonstrated computer literacy and ability to work with specialized software, social media platforms, and communication technologies.



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- Ability to work long hours independently to accomplish the union's objectives.
- Demonstrated understanding of how to work collaboratively within labor organization structure.
- Ability to make effective use of resources available to the Union; help inform and work within budget.
- Demonstrate highly developed active listening skills, ability to deliver clear instructions and provide constructive feedback.
- Previous experience as a performing artist or labor activist or deep interest and familiarity with the performing arts and labor movement required.

Working Conditions

- Flexible work schedule (not "9-5") with night and weekend work as required to accommodate the work schedules and needs of AGMA's performing artists members.
- Attend meetings and performances at signatory companies, as needed.
- Travel, as needed.
- Bargaining unit position represented by the National Organization of Legal Services Workers, UAW Local 2320, AFL-CIO.

Compensation

- Salary range of \$125,000 to \$160,000 commensurate with experience; full benefits package including medical, vision, dental, retirement savings plan with generous employer contribution, long-term disability, life insurance, and transit benefits.

Submission Instructions

Submit cover letter and resume via email to: careers@musicalartists.org

As a labor union, AGMA is committed to combatting injustice and inequality in our members' workplaces, as well as our own workplace. AGMA is committed to building a staff that represents a variety of backgrounds, perspectives, and skills, and we value a diverse workforce and an inclusive culture. We seek to employ staff that reflects the diversity of our membership, and strongly encourage women, BIPOC, LGBTQIA+, people with disabilities, veterans, and other people who identify as members of marginalized communities to apply. AGMA is an equal opportunity employer, and, as such, does not discriminate against an employee or applicant on the basis of race, creed, color, age, sex, national origin, marital status, sexual orientation, gender identity, religious affiliation, disability, or any other classification protected from discrimination under applicable law