

Meeting of the Freelance Musicians Association

Via Videoconference
January 7, 2026

Nate Omdal, President, Local 76-493, Seattle, WA, called the meeting to order at 5:07 PM, EST.

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Omdal stated there were not yet minutes to approve from previous meeting in November. Omdal added there would be no reports from any of the standing committees for this meeting as these groups had not met since the previous meeting. Omdal announced that approval and adoption of the draft bylaws would be the focus of the meeting.

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Ken Hatfield, member Local 802, New York, NY, expressed concern about communication regarding committees' meetings and information regarding their directives and activities. Wages Argott, AFM Director of Freelance Services, and member Local 802, New York, NY, explained that information regarding standing committees, along with other relevant information, would now be posted to the new FMA website at afmfreelance.org. Argott reiterated that the site would also be the portal for new membership joins as well as the upcoming FMA elections.

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Omdal shared the draft bylaws via screenshare and briskly read through the entire document to those in attendance.

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Following the reading, several suggestions were raised, including adding additional executive offices, creating a fund for delegate travel expenses to the triennial AFM International Convention and Locals Conference Council-Players' Conference Council (LCC-PCC), and increasing the size of the Executive Board to prevent an even-numbered deadlock.

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Marc Sazer, President Local 47, Los Angeles, CA, engaged those in attendance in a discussion regarding officer compensation. Following the discussion, a motion was made and carried to add the following language to Article IV, designated as Section 10:

“Compensation: No Officer shall receive any salary, stipend, or other compensation for the performance of official duties. Each Officer shall, however, be reimbursed for all reasonable and necessary expenses incurred in the performance of those duties. For official travel outside of their city of residence, Officers may receive all transportation expenses plus a per diem for each day away from home, calculated at the daily rates established by the U. S. General Services Administration for locations within the United States or at the rates established by the U. S. Department of State for locations outside the United States. No payment for expenses shall be made for expenses submitted more than six months after the expense was incurred.”

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After further discussion regarding Executive Board size, a motion was made and carried to increase the number of Executive Board Members-at-Large from three to six, with the amended language to Article VI, Section 1, as follows:

“*Composition:* The officers of the FMA shall constitute the Executive Board and six (6) Members-at-Large.”

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Kathryn Engelhardt, member Local 802, New York, NY, suggested splitting the offices of Secretary and Treasurer. The attendees discussed but no changes were suggested.

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Following a discussion regarding future amendments to the bylaws, a motion was made and carried to adopt the following language in Article XI, Section 1:

"The Bylaws shall be amended exclusively by the action of an FMA Conference on a duly introduced Resolution."

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Discussion followed regarding the timing and frequency of the conference, as well as the potential need for bylaw amendments throughout the year. A motion was made and carried to approve the following addition to Article VII, Section 1:

"The Bylaws shall be amended exclusively by the action of an FMA Conference on a duly introduced Resolution."

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Sohrab Saadat Ladjevardi, member Local 802, New York, NY, and President of Musicians For Musicians (MFM), made a statement regarding unity and partnership with fellow musical advocacy groups like Music Workers Alliance (MWA) and United Musicians and Allied Workers (UMAW).

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Hatfield led a discussion regarding conference voting criteria. After additional debate, a motion was made and carried to amend Article VII, Section 2, as follows:

"Members: All FMA members in good standing may attend the Conference, with criteria for full voice and vote on the floor of the Conference sessions. Eligibility to vote at the conference requires that one be a member of FMA in good standing and that they have attended at least two meetings within a six month period prior to the conference."

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Aaron Lack, International Representative, Southern US Locals, and member Locals 23, San Antonio, TX, and 433, Austin, TX, noted a discrepancy in the sequence of roman numerals which was corrected in the draft bylaws.

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A motion was made and carried to adopt the bylaws as amended,

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Gene Perla, member Local 802, New York, NY, discussed access to minutes from previous meetings and questioned how important information and documents would be made available moving forward. Argott added that both approved and draft minutes would also be hosted at afmfreelance.org, along with redundant information shared in the Action Network mailings.

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The attendees engaged in further dialogue, including an introduction and invitation by Will Kimsey, member Local 7, Orange County, CA, for their podcast Music Outlook LA.

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A motion was made and carried to adjourn the meeting at 6:27 PM EST.