



LOCAL 802 BYLAW VOTER'S GUIDE

with Executive Board
recommendations

*Feb. 4, 2026
membership meeting*

WELCOME!

We're glad you're here. Open and robust membership meetings are the hallmark of any democratic union, and by showing up, you're making your union even stronger. YOU are the union!

Tonight's meeting will consider several proposed amendments to the Local 802 bylaws. Because they involve union policy and will have a significant impact on the union's operations, your Executive Board has considered them carefully and would like to make recommendations to the meeting.

This handout contains a summary of the proposed bylaw amendments resolutions grouped in the order they are scheduled to be addressed on the meeting agenda. Your Executive Board has reviewed the proposals and reported some favorably and some unfavorably.

LINKS

- Tonight's bylaw proposals are posted in full at www.local802afm.org/proposals
- A version of this voter's guide was e-mailed to all Local 802 members on Feb. 3, 2026. (If you didn't receive it, you can resubscribe to Local 802 e-mail blasts at www.local802afm.org/signup)
- To download Local 802's current bylaws, log in to info.local802afm.org, click on MEMBER DOCS, then LOCAL 802 CONSTITUTION & BYLAWS.

“CHARGES AGAINST OFFICERS” PROPOSALS

All proposals posted at local802afm.org/proposals or scan each code below

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✓ **The Executive Board has REPORTED FAVORABLY** on the “Charges Against Officers” proposal from member John O’Connor (*agenda item #2-A-1*) to ensure fair consideration by the trial board to deal with all pending charges against officers, depoliticizing the adjudication process while giving more transparency to members.



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✗ **The Executive Board has REPORTED UNFAVORABLY** on “Charges Against Officers” proposals from Harvey Mars (*agenda item #2-A-2*): The AFM International Executive Board (IEB) found Harvey Mars guilty of violating Local 802’s bylaws by causing financial harm to a fellow member. The IEB confirmed that its decision was never intended to override the requirement in Local 802’s bylaws mandating the removal from office of an officer found guilty of violating the bylaws. Not satisfied with this result, Mars has proposed an amendment that not only would modify the provisions of the bylaws that mandated his removal, but also that would require the union to hire an outside arbitrator to adjudicate all charges against officers. The cost for the arbitrator and American Arbitration Association processing fees could run between \$5,000 and \$10,000 for each set of charges that would have to be adjudicated. This, of course, would have to be paid with member dues. The Executive Board considered this resolution and **UNANIMOUSLY REPORTED IT UNFAVORABLY**. Mars’ proposal would take considerable time and resources from the union at a time when we should be focused on critical contract negotiations and supporting a pro-arts agenda in New York City. Additionally, we believe that the union is fully capable of handling internal members’ charges.



“CHARGES AGAINST OFFICERS” PROPOSALS (continued)

All proposals posted at local802afm.org/proposals or scan each code below

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✗The Executive Board UNANIMOUSLY REPORTED UNFAVORABLY a related proposal from Harvey Mars and Andy Schwartz (*agenda item #2-A-3*): that would have the effect of summarily removing the current recording vice president, Sarah Haines, without due process and who has not been charged with any wrongdoing, and replacing her with Harvey Mars, who has been found guilty of violating Local 802’s bylaws. Allowing **anyone** to return as an officer immediately after they were found by the AFM IEB to have interfered with another member’s employment would legitimize this behavior. It is contrary to our bylaws and values as a union.



MEMBERS LEGAL SERVICES FUND

All proposals posted at local802afm.org/proposals or scan each code below

✓ **The Executive Board has REPORTED FAVORABLY** on “Members Legal Services Fund” Proposal from President Dan Point (*agenda item #2-B-1*): President Dan Point has submitted a resolution to update the amount of legal fees paid through the Members Legal Services Fund by increasing the amount of funding available to bargaining units who opt to retain outside counsel for negotiations. At the same time, according to a preliminary analysis done by an independent financial services firm, the proposal protects the union’s treasury and, hence, its ability to service all members’ needs. *(NOTE: Local 802 has worked with the Broadway Theater Committee, the Lincoln Center Orchestras, and many other stakeholders to identify friendly amendments to further improve this proposal, which will be presented on the floor of the meeting.)*



✗ **The Executive Board has REPORTED UNFAVORABLY** on all other “Members Legal Services Fund” Proposals (*agenda item #2-B-2*) that are in order, which significantly increase the financial burden on the union, requiring either potential service cuts or dues increases to maintain services to all members



GENERAL PROPOSALS

All proposals posted at local802afm.org/proposals or scan each code below

✓ **The Executive Board has REPORTED FAVORABLY** on “General Bylaws” Proposal to Bring Bylaws into Alignment with Robert’s Rules (*agenda item #2-C-1*): This proposal from Andrew Bove and Diva Goodfriend-Koven would place a limit on the time that the Executive Board may act on proposed bylaw amendments introduced at a membership meeting in the absence of a quorum.

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✗ **The Executive Board has REPORTED UNFAVORABLY** on “General Bylaws” Proposal That Limits the Union’s Ability to Use Union Vendors (*agenda item #2-C-2*): The union already adheres to all legal requirements and rules from the Department of Labor on the expenditure of union monies. Additionally, the Executive Board has adopted a financial policy that prevents conflicts of interests with vendors and ensures good stewardship of member dues. For example, the union already spends considerable funds each year to retain an independent outside auditor to review the union’s finances and financial controls. It also files a lengthy publicly-available report with the Department of Labor that itemizes all the union’s expenditures and revenue received (the LM-2). Approving this proposal would require new staff to manage a cumbersome and time-consuming vendor selection process, perhaps more appropriate in large corporations but unnecessary given the extensive regulation of unions under the federal labor laws.

