

Local 802 Survey Analysis

Results as of 7.16.21

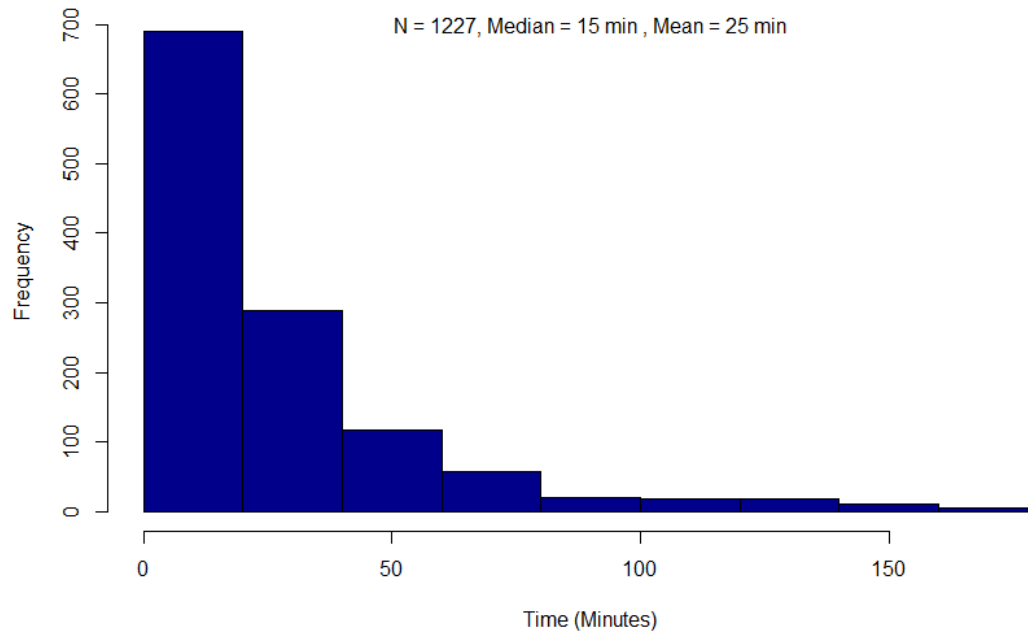
Time spent on Survey

Time spent on survey (min), N =1227

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0.07	2.84	15.37	25.26	34.45	179.33

* Based on people who answered this question

Time Spent Taking the Survey



Music Work Characteristics

How do you describe yourself?



What instruments have you played under Local 802 contract? (check all that apply)?

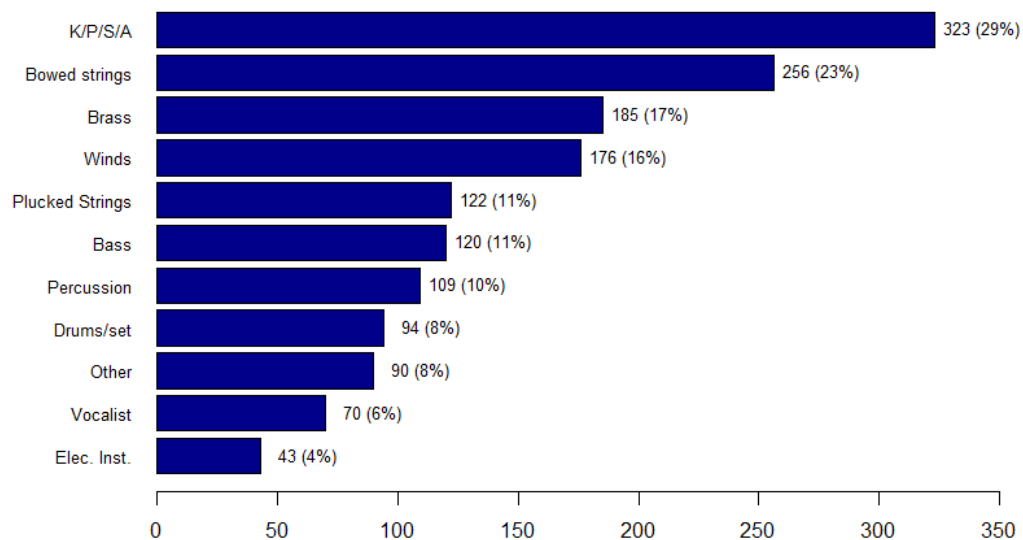
Instruments played under 802 contract

	N (%)
Bowed strings	256 (23%)
Winds	176 (16%)
Brass	185 (17%)
Percussion (drums/set)	94 (8%)
Percussion (hand/orchestral)	109 (10%)
Plucked strings (guitar/mandolin/bouzouki etc).	122 (11%)
Bass (upright and electric)	120 (11%)
K/P/S/A (keyboards/piano/synthesizer/accordion)	323 (29%)
Other electronic instruments	43 (4%)
Vocalist	70 (6%)
Other	90 (8%)

* Percentages based on people who answered this question

Instruments Played Under 802 Contract

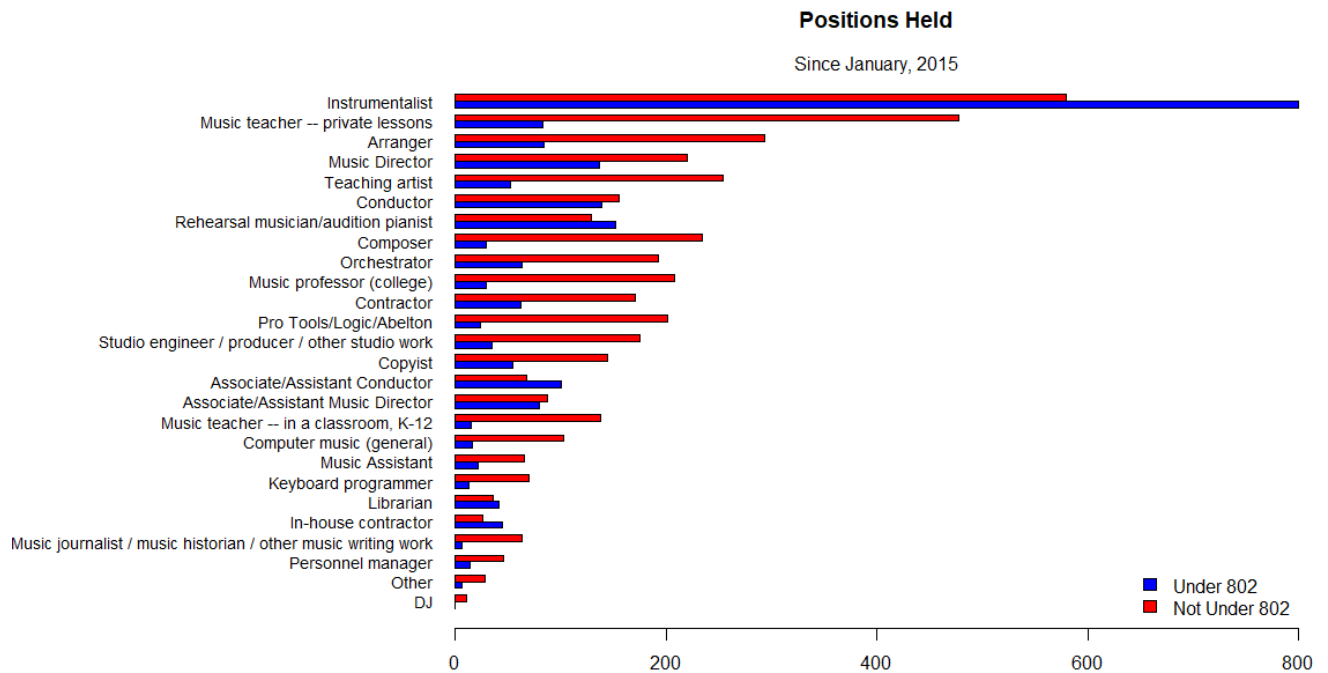
Percentages of people with at least one response



List specific instruments played under 802 contract



What music jobs have you had since January 2015? (check all that apply)



Positions Held

Position	Under 802	Not Under 802
Instrumentalist	800 (79%)	580 (57%)
Music teacher -- private lessons	83 (8%)	477 (47%)
Arranger	84 (8%)	293 (29%)
Music Director	137 (14%)	220 (22%)
Teaching artist	52 (5%)	254 (25%)
Conductor	139 (14%)	155 (15%)
Rehearsal musician/audition pianist	152 (15%)	129 (13%)
Composer	29 (3%)	234 (23%)
Orchestrator	63 (6%)	192 (19%)
Music professor (college)	29 (3%)	208 (21%)
Contractor	62 (6%)	171 (17%)
Pro Tools/Logic/Abelton	24 (2%)	201 (20%)
Studio engineer / producer / other studio work	35 (3%)	175 (17%)
Copyist	54 (5%)	144 (14%)
Associate/Assistant Conductor	100 (10%)	67 (7%)
Associate/Assistant Music Director	79 (8%)	87 (9%)
Music teacher -- in a classroom, K-12	15 (1%)	138 (14%)
Computer music (general)	16 (2%)	102 (10%)
Music Assistant	21 (2%)	65 (6%)
Keyboard programmer	13 (1%)	70 (7%)
Librarian	41 (4%)	36 (4%)
In-house contractor	44 (4%)	26 (3%)
Music journalist / music historian / other music writing work	6 (1%)	63 (6%)
Personnel manager	14 (1%)	46 (5%)
Other	6 (1%)	28 (3%)
DJ	0 (0%)	10 (1%)

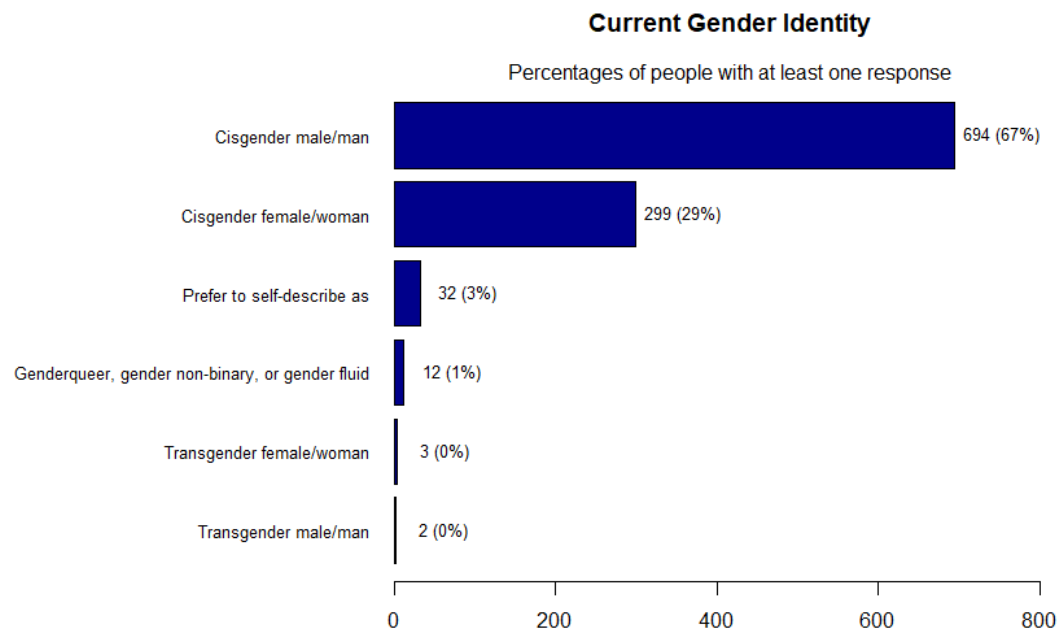
* Percentages based on people who answered this question

Demographic Questions

Which of these best describes your current gender identity? (check all that apply)

Current Gender Identity	
	N (%)
Cisgender female/woman	299 (29%)
Cisgender male/man	694 (67%)
Genderqueer, gender non-binary, or gender fluid	12 (1%)
Transgender female/woman	3 (0%)
Transgender male/man	2 (0%)
Prefer to self-describe as	32 (3%)

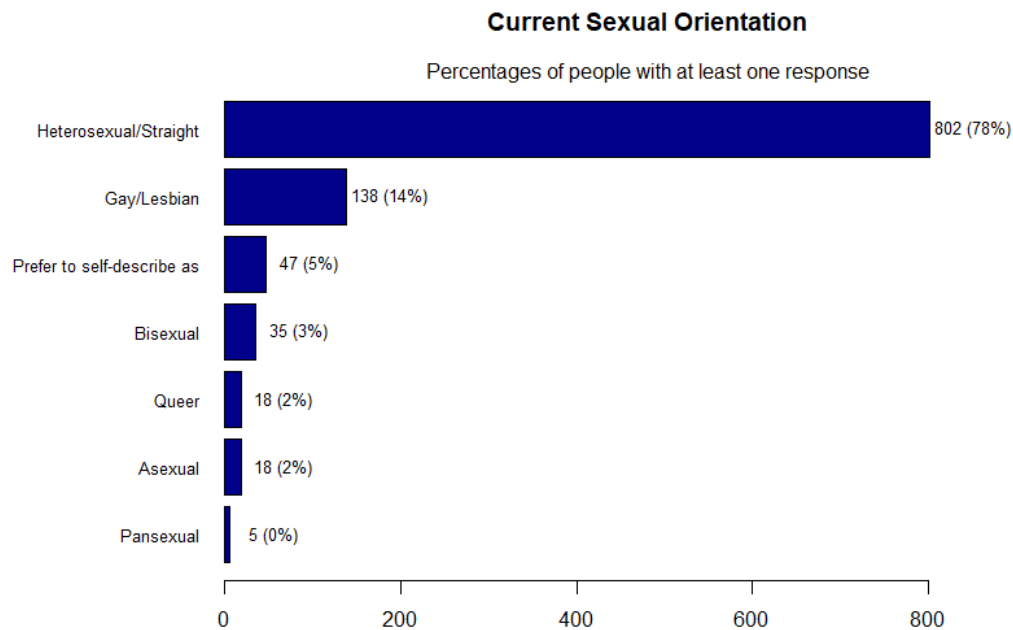
* Percentages based on people who answered this question



Which of the following best describes your current sexual orientation? (check all that apply)

Current sexual orientation	
	N (%)
Asexual	18 (2%)
Bisexual	35 (3%)
Gay/Lesbian	138 (14%)
Heterosexual/Straight	802 (78%)
Pansexual	5 (0%)
Queer	18 (2%)
Prefer to self-describe as	47 (5%)

* Percentages based on people who answered this question



What is your Age?

Age	
	N (%)
Under 18	0 (0%)
18 - 24	6 (1%)
25 - 34	109 (10%)
35 - 44	185 (18%)
45 - 54	169 (16%)
55 - 64	254 (24%)
65 - 74	262 (25%)
75 - 84	56 (5%)
85 or older	13 (1%)

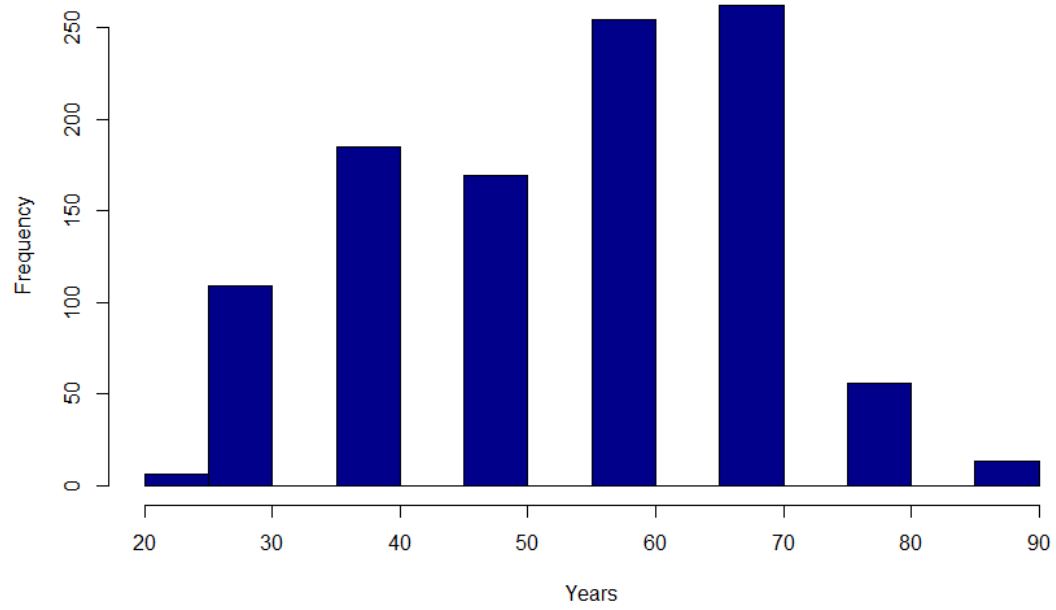
* Percentages based on people who answered this question

Age (Years), N =1054					
Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
22.5	39.5	59.5	54.99	69.5	89.5

* Based on people who answered this question

Approximate Age Distribution

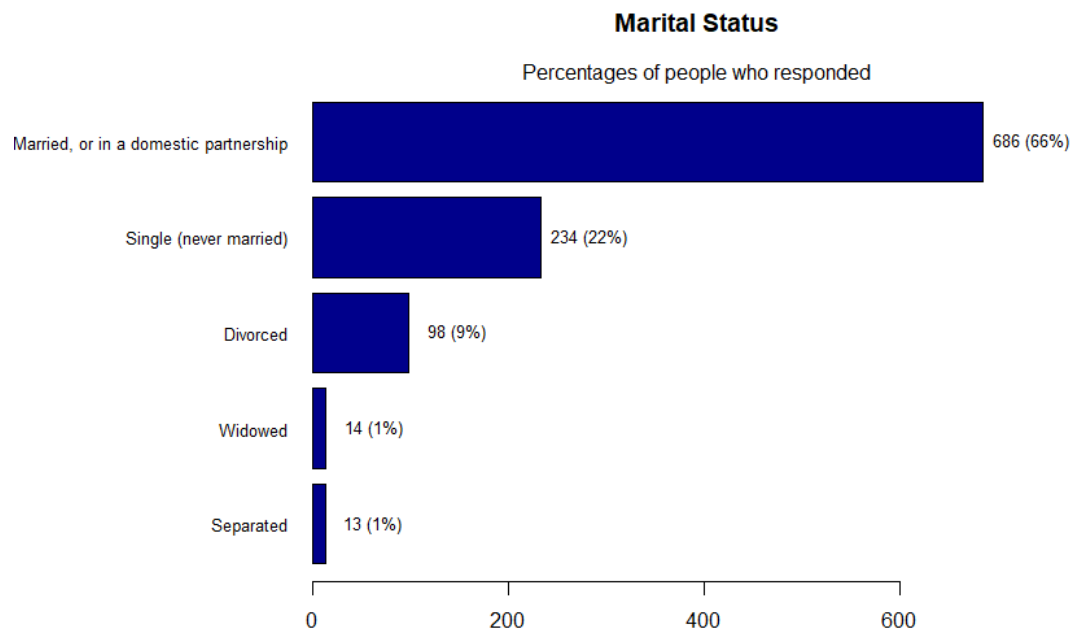
N = 1054, Median = 59.5 Years, Mean = 55 Years



What is your marital status?

Marital status	
	N (%)
Single (never married)	234 (22%)
Married, or in a domestic partnership	686 (66%)
Widowed	14 (1%)
Divorced	98 (9%)
Separated	13 (1%)

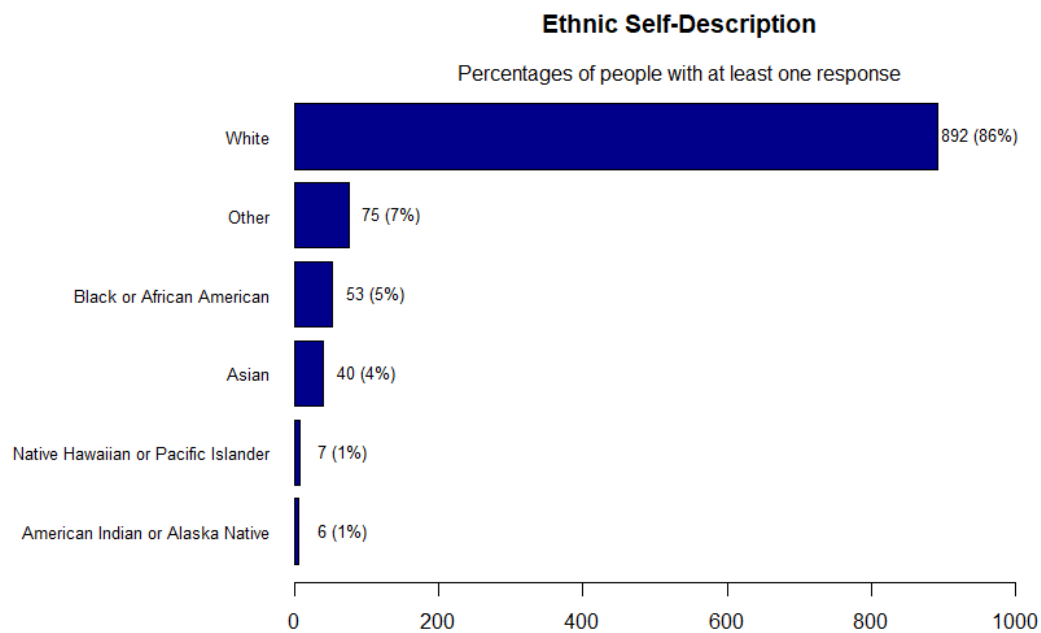
* Percentages based on people who answered this question



How would you describe yourself? Please select all that apply.

Ethnic self-description	
	N (%)
Black or African American	53 (5%)
American Indian or Alaska Native	6 (1%)
Asian	40 (4%)
Native Hawaiian or Pacific Islander	7 (1%)
White	892 (86%)
Other	75 (7%)

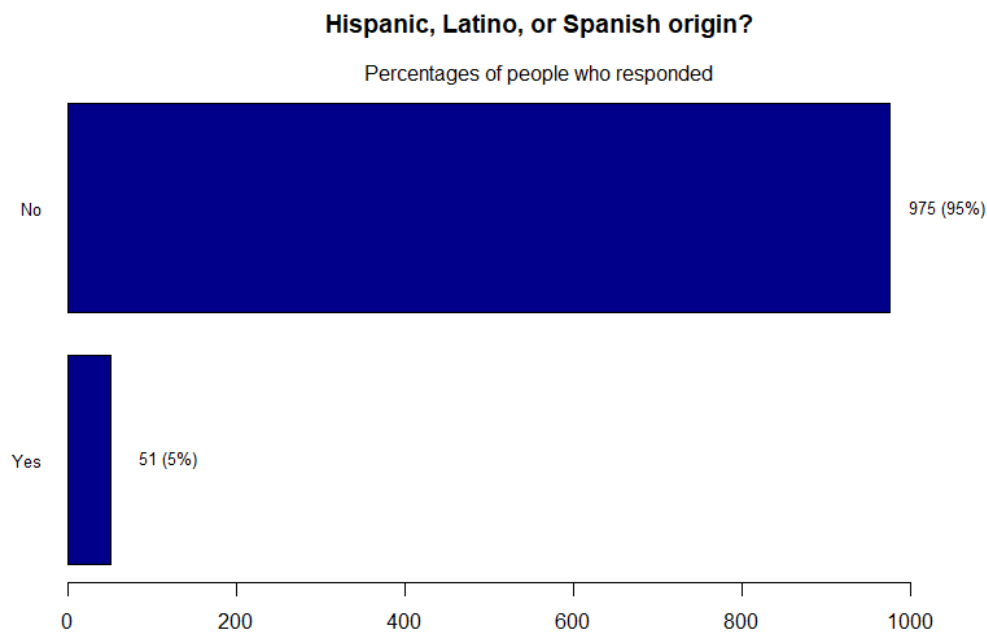
* Percentages based on people who answered this question



Are you of Hispanic, Latino, or Spanish origin?

Hispanic, Latino, or Spanish origin?	
	N (%)
Yes	51 (5%)
No	975 (95%)

* Percentages based on people who answered this question

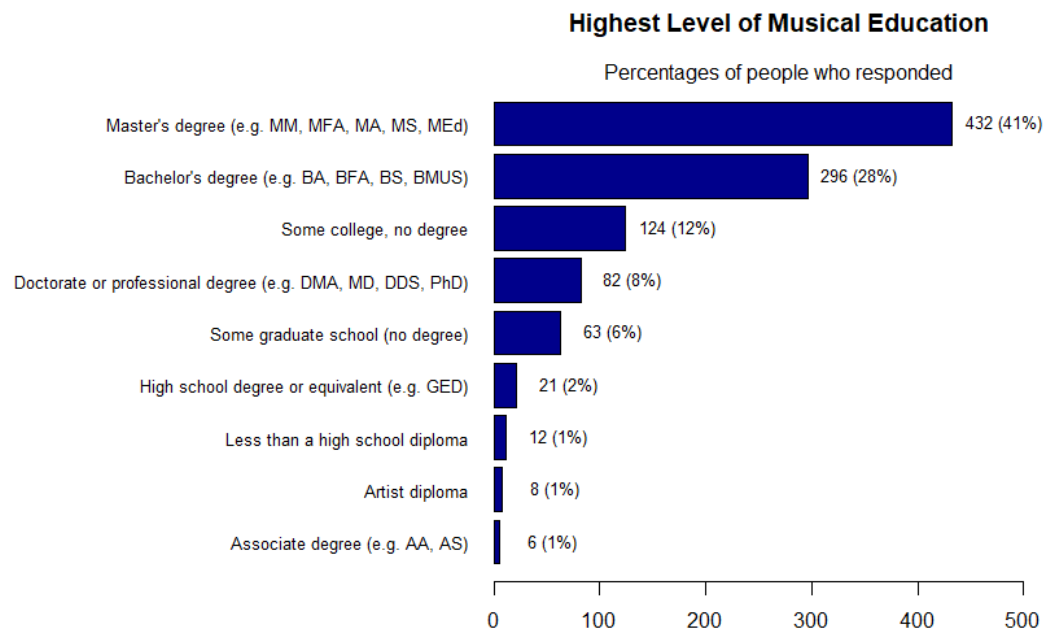


What is the highest degree or level of MUSICAL education you have completed?

Highest level of musical education

	N (%)
Less than a high school diploma	12 (1%)
High school degree or equivalent (e.g. GED)	21 (2%)
Some college, no degree	124 (12%)
Associate degree (e.g. AA, AS)	6 (1%)
Bachelor's degree (e.g. BA, BFA, BS, BMUS)	296 (28%)
Artist diploma	8 (1%)
Some graduate school (no degree)	63 (6%)
Master's degree (e.g. MM, MFA, MA, MS, MEd)	432 (41%)
Doctorate or professional degree (e.g. DMA, MD, DDS, PhD)	82 (8%)

* Percentages based on people who answered this question



Music Divisions and Specific Music Work

What percentage of all your music work would you estimate falls under Local 802 contract?

Percent of work under Local 802 contract, N =842

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	10	50	50.53	90	100

* Based on people who answered this question

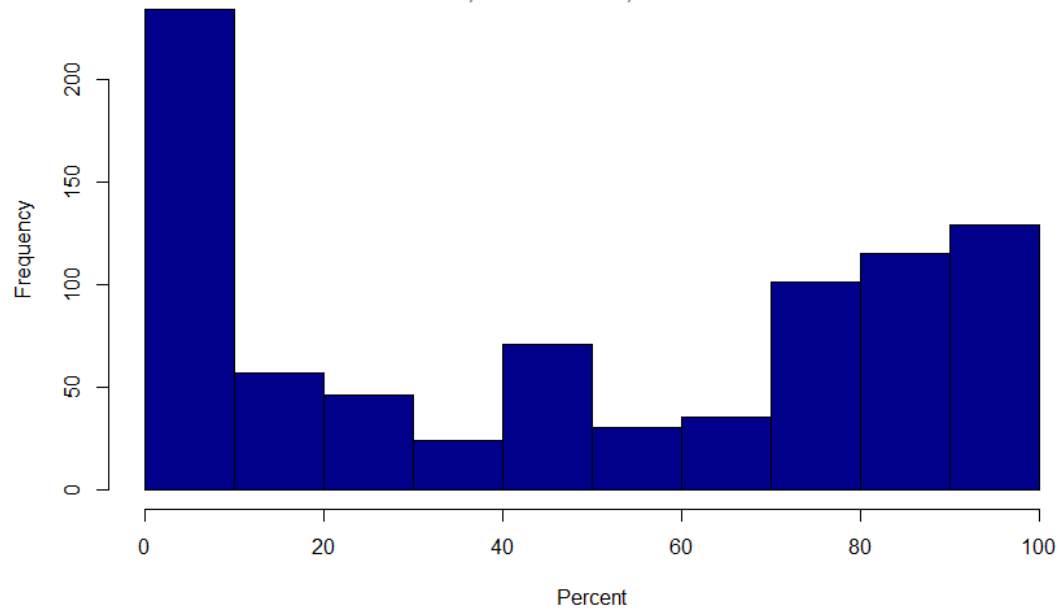
Percent of Work Under Local 802 Contract

	N (%)
0% - 10%	234 (28%)
10% - 20%	57 (7%)
20% - 40%	70 (8%)
40% - 60%	101 (12%)
60% - 80%	136 (16%)
80% - 90%	115 (14%)
90% - 100%	129 (15%)

* Percentages based on people who answered this question

Percent of Work Under Local 802 Contract

N = 842, Median = 50 Pct, Mean = 50.5 Pct



In 2019, approximately what percentage of your music work happened in each area

Mean Percent of 2019 Work

Category	Mean %
Broadway or Off Broadway under Local 802 contract	28.7
Classical under Local 802 contract	13.6
Teaching NOT under Local 802 contract	13.1
Jazz/indie/club date NOT under Local 802 contract	9.2
Other (specify)	9.2
Classical NOT under Local 802 contract	9.0
Recording or studio music (including late-night bands) NOT under Local 802 contract	5.1
Broadway or Off Broadway NOT under Local 802 contract	4.8
Recording or studio music (including late-night bands) under Local 802 contract	3.9
Jazz/indie/club date under Local 802 contract	2.3
Teaching under Local 802 contract	1.0

* Percentages based on people who answered this question

Percent of 2019 work - Classical under Local 802 contract, N =889

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	13.57	10	100

* Based on people who answered this question

Percent of 2019 work - Classical NOT under Local 802 contract, N =889

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	8.98	5	100

* Based on people who answered this question

Percent of 2019 work - Broadway or Off Broadway under Local 802 contract, N =889

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	5	28.73	60	100

* Based on people who answered this question

Percent of 2019 work - Broadway or Off Broadway NOT under Local 802 contract, N =889

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	4.77	0	100

* Based on people who answered this question

Percent of 2019 work - Jazz/indie/club date under Local 802 contract, N =889

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	2.34	0	100

* Based on people who answered this question

Percent of 2019 work - Jazz/indie/club date under Local 802 contract, N =889

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
Percent of 2019 work - Jazz/indie/club date NOT under Local 802 contract, N =889					
Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	9.21	5	100

* Based on people who answered this question

Percent of 2019 work - Recording or studio music (including late-night bands) under Local 802 contract, N =889

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	3.88	3	100

* Based on people who answered this question

Percent of 2019 work - Recording or studio music (including late-night bands) NOT under Local 802 contract, N =889

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	5.15	5	100

* Based on people who answered this question

Percent of 2019 work - Teaching under Local 802 contract, N =889

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	1.03	0	75

* Based on people who answered this question

Percent of 2019 work - Teaching NOT under Local 802 contract, N =889

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	13.14	15	100

* Based on people who answered this question

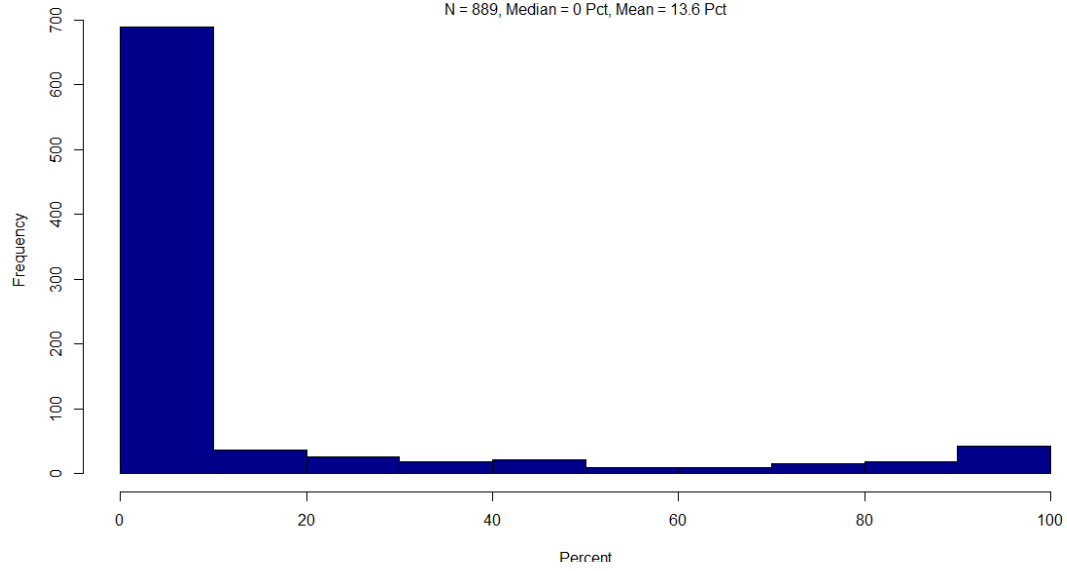
Percent of 2019 work - Other (specify), N =889

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	9.2	0	100

* Based on people who answered this question

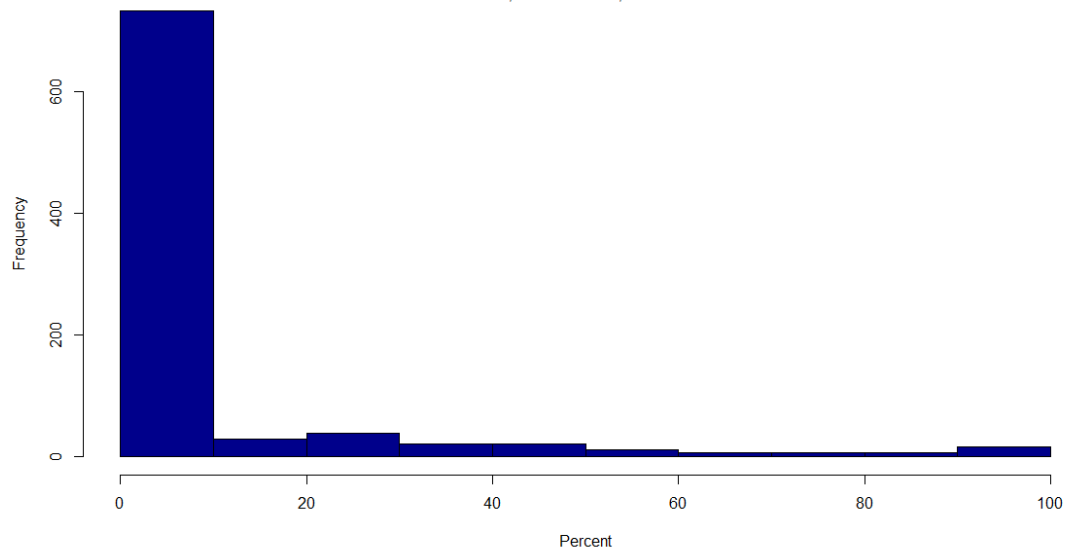
Percent of 2019 work - Classical under Local 802 contract

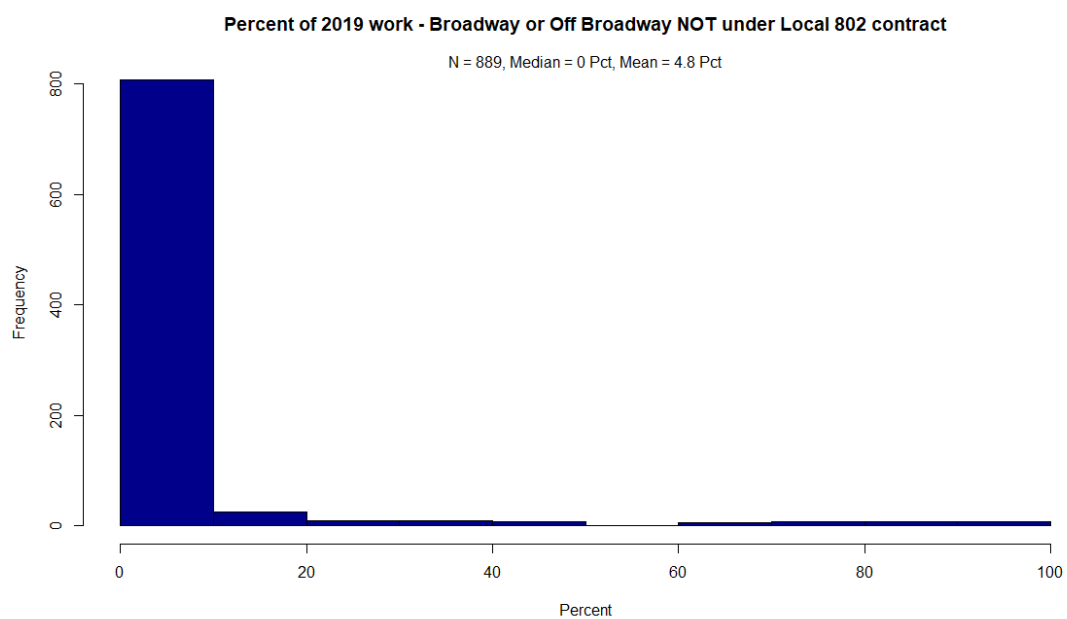
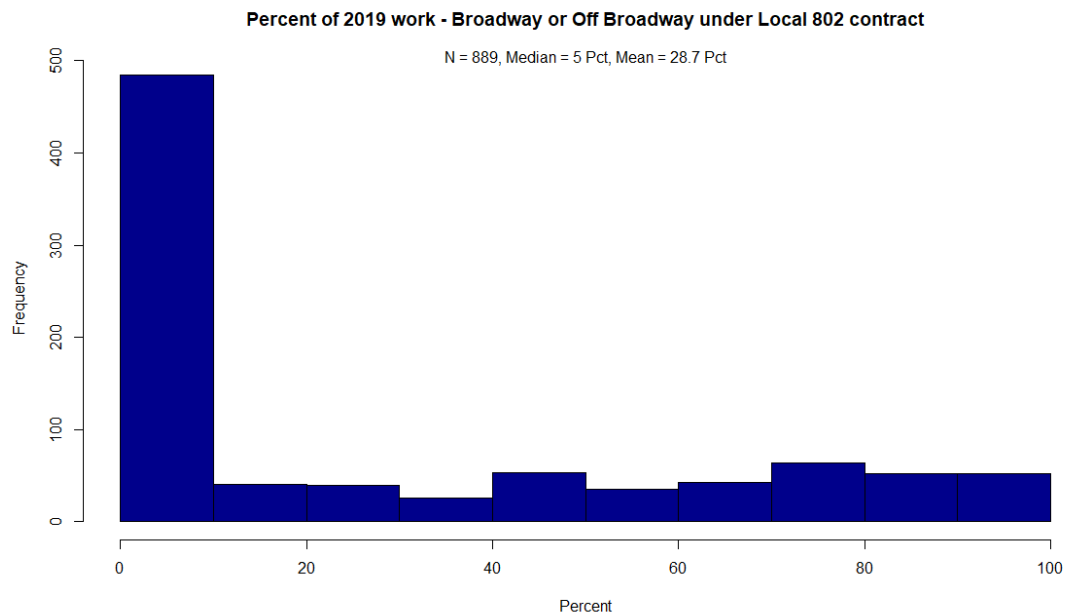
N = 889, Median = 0 Pct, Mean = 13.6 Pct



Percent of 2019 work - Classical NOT under Local 802 contract

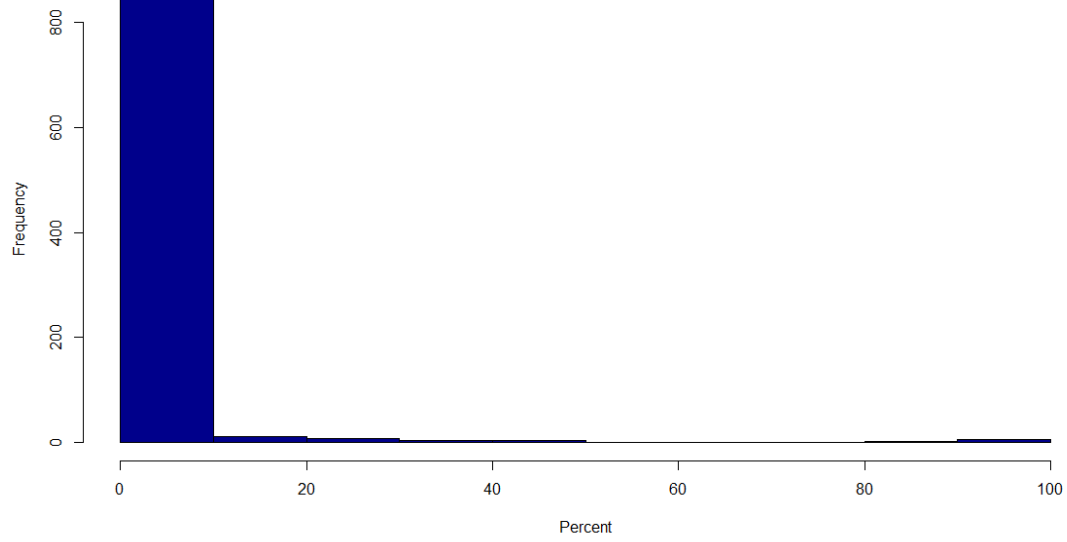
N = 889, Median = 0 Pct, Mean = 9 Pct





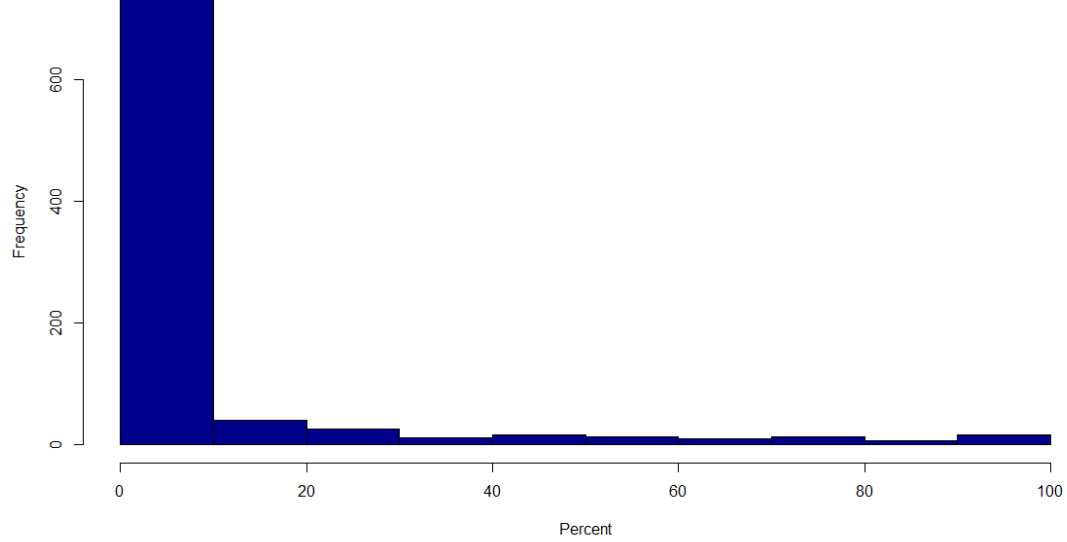
Percent of 2019 work - Jazz/indie/club date under Local 802 contract

N = 889, Median = 0 Pct, Mean = 2.3 Pct



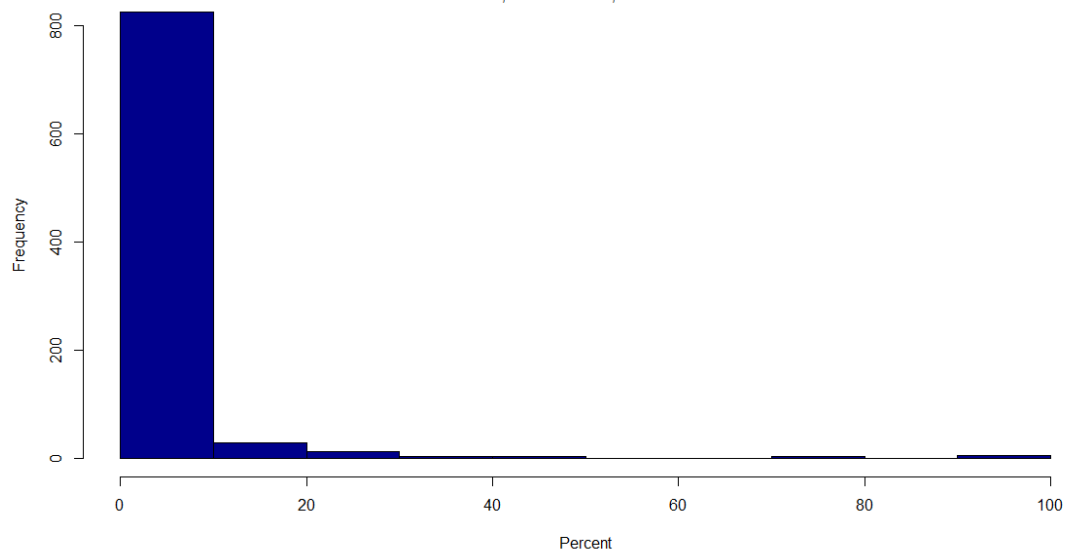
Percent of 2019 work - Jazz/indie/club date NOT under Local 802 contract

N = 889, Median = 0 Pct, Mean = 9.2 Pct



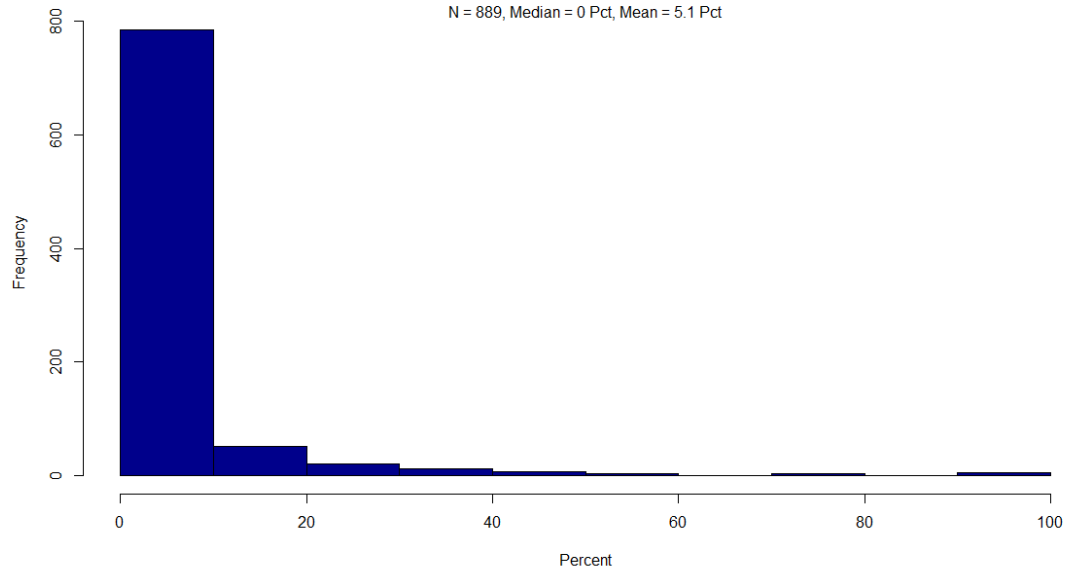
Percent of 2019 work - Recording or studio music (including late-night bands) under Local 802 contract

N = 889, Median = 0 Pct, Mean = 3.9 Pct



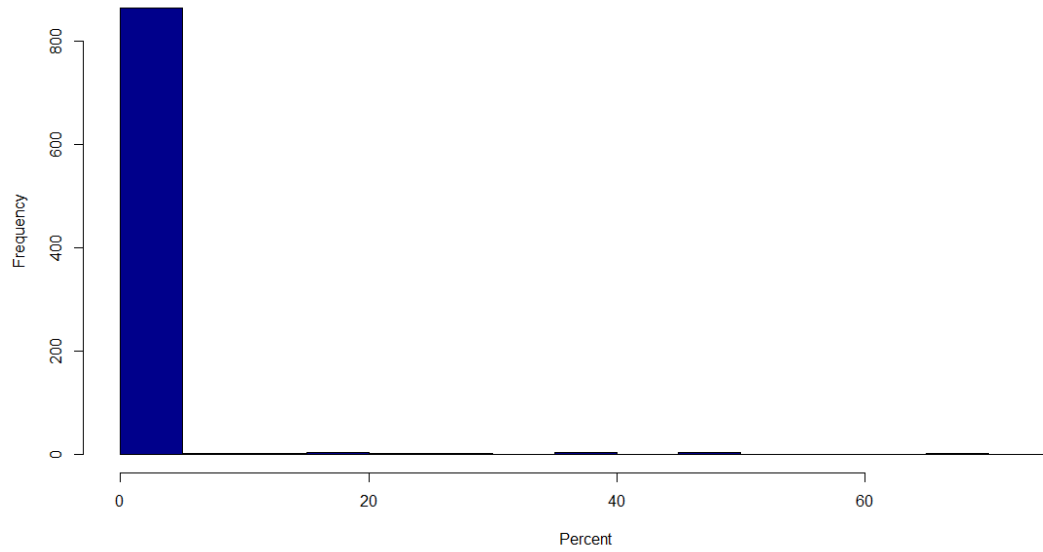
Percent of 2019 work - Recording or studio music (including late-night bands) NOT under Local 802 contract

N = 889, Median = 0 Pct, Mean = 5.1 Pct



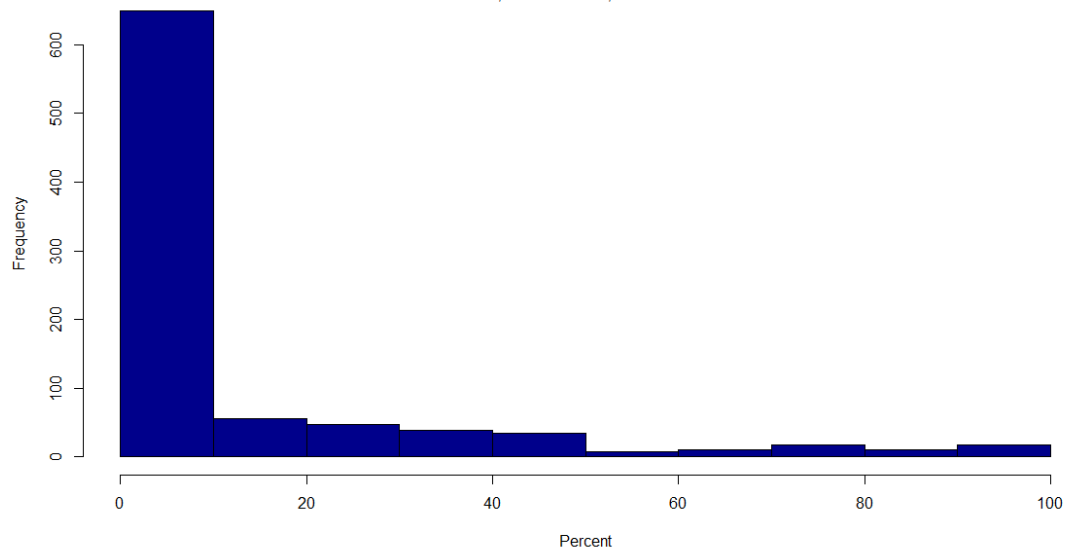
Percent of 2019 work - Teaching under Local 802 contract

N = 889, Median = 0 Pct, Mean = 1 Pct



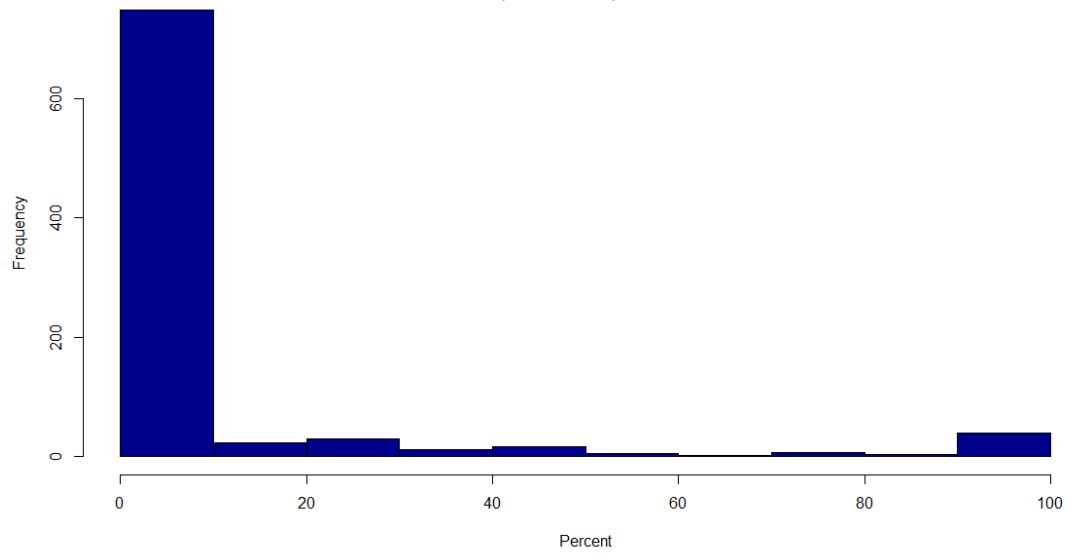
Percent of 2019 work - Teaching NOT under Local 802 contract

N = 889, Median = 0 Pct, Mean = 13.1 Pct



Percent of 2019 work - Other (specify)

N = 889, Median = 0 Pct, Mean = 9.2 Pct



We're interested in learning about musicians' experience subbing for other musicians. Regardless of whether you had/have a permanent position (tenured, chairholder, rostered, etc.), in a typical month prior to March 2020, about how many times per month were you a substitute under Local 802 contract in the following areas?

Sub calls per month - Symphonies/Orchestras, N =888

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	1	0	90

* Based on people who answered this question

Sub calls per month - Broadway, N =886

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	3.65	4	100

* Based on people who answered this question

Sub calls per month - Off Broadway, N =888

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	0.26	0	15

* Based on people who answered this question

Sub calls per month - Teaching, N =887

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	0.5	0	80

* Based on people who answered this question

Sub calls per month - Recording or Studio Music, N =886

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	0.39	0	100

* Based on people who answered this question

Sub calls per month - Recording or Studio Music, N =886

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
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Sub calls per month - Jazz/club gig, N =886

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	0.21	0	20

* Based on people who answered this question

Sub calls per month - Other, N =885

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	1.56	0	100

* Based on people who answered this question

Between January 2015 and March 2020, did you play in any capacity with the New York Philharmonic, the Met Opera Orchestra, or the NYC Ballet Orchestra under Local 802 contract?

Played under Local 802 contract with New York Philharmonic, the Met Opera Orchestra, or the NYC Ballet Orchestra (2015-2020)

	N (%)
Yes	131 (15%)
No	746 (85%)

* Percentages based on people who answered this question

Between January 2015 and March 2020, did you play with any other classical ensembles under Local 802 contract?

Played under Local 802 contract with any other classical ensembles (2015-2020)

	N (%)
Yes	309 (35%)
No	568 (65%)

* Percentages based on people who answered this question

Between January 2015 and March 2020, did you work on any shows on Broadway, Off Broadway, or on a Pamphlet B touring production under AFM contract?

Played under AFM contract on Broadway, Off Broadway, or on a Pamphlet B touring production (2015-2020)

	N (%)
Yes	517 (59%)
No	360 (41%)

* Percentages based on people who answered this question

Between January 2015 and March 2020, did you work as a jazz/club date/indie musician including cabaret or other special events?

Worked as a jazz/club date/indie musician including cabaret or other special events (2015-2020)

	N (%)
Yes	445 (51%)
No	432 (49%)

* Percentages based on people who answered this question

Between January 2015 and March 2020, did you work as a teaching artist or music teacher/educator?

Worked as a teaching artist or music teacher/educator (2015-2020)

	N (%)
Yes	556 (63%)
No	325 (37%)

* Percentages based on people who answered this question

Please indicate if you've ever been asked to provide examples of your work (audio or video clips/headshots) - Please check the box if you've ever been asked to provide the following when working in this field.

Requested to provide work or headshot		
Organization	Examples of work	Picture/headshot
Freelance ensemble	138 (33%)	135 (32%)
Jazz/club date/indie	130 (31%)	117 (28%)
Broadway or Off Broadway	140 (34%)	96 (23%)
Other (specify)	70 (17%)	76 (18%)
NY Phil, Met Opera, NYC Ballet	19 (5%)	18 (4%)

* Percentages based on people who answered this question

Jazz/Club/Indie Musicians

In 2019, estimate the percentages by which you generally get jazz/club date/indie work.

Mean Percent of 2019 Jazz/Club Date/Indie Work

Category	Mean %
Recommendation	83.0
Other (specify)	13.1
Submitted recording	2.9
Audition	0.9

* Percentages based on people who answered this question

Percent of 2019 jazz/club date/indie work - Audition, N =426

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	0.94	0	100

* Based on people who answered this question

Percent of 2019 jazz/club date/indie work - Recommendation, N =426

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	90	100	83.02	100	100

* Based on people who answered this question

Percent of 2019 jazz/club date/indie work - Submitted recording, N =426

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	2.89	0	100

* Based on people who answered this question

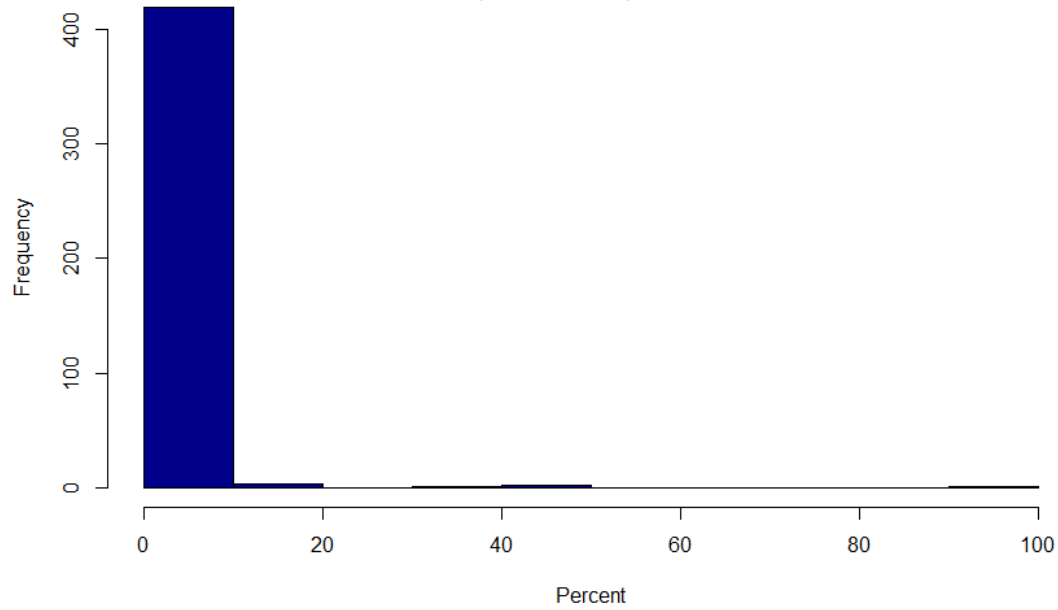
**Percent of 2019 jazz/club date/indie work - Other (specify),
N =426**

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	13.15	0	100

* Based on people who answered this question

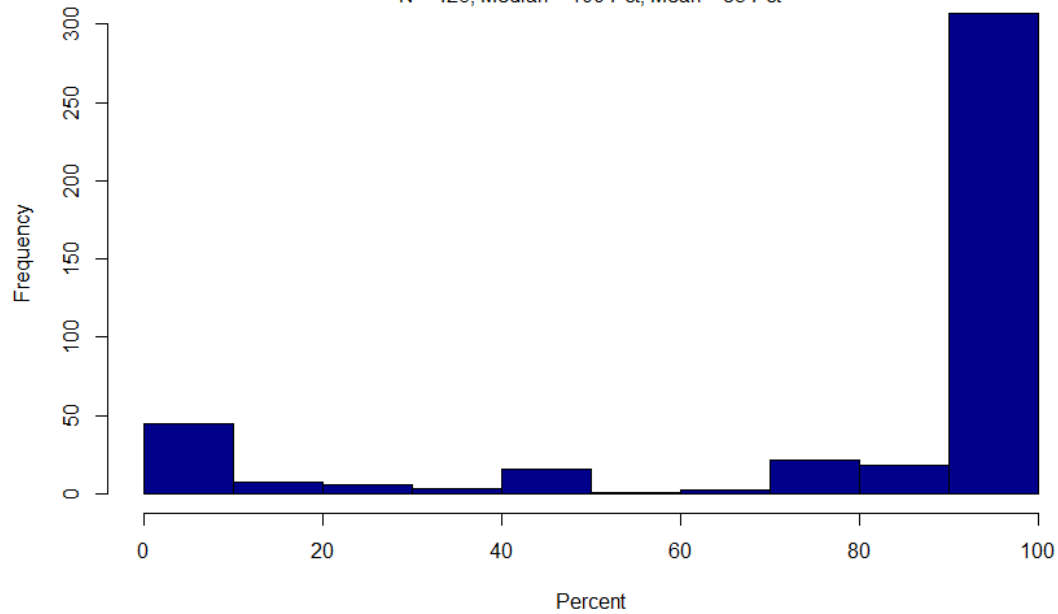
Percent of 2019 Jazz/Club Date/Indie Work - Audition

N = 426, Median = 0 Pct, Mean = 0.9 Pct

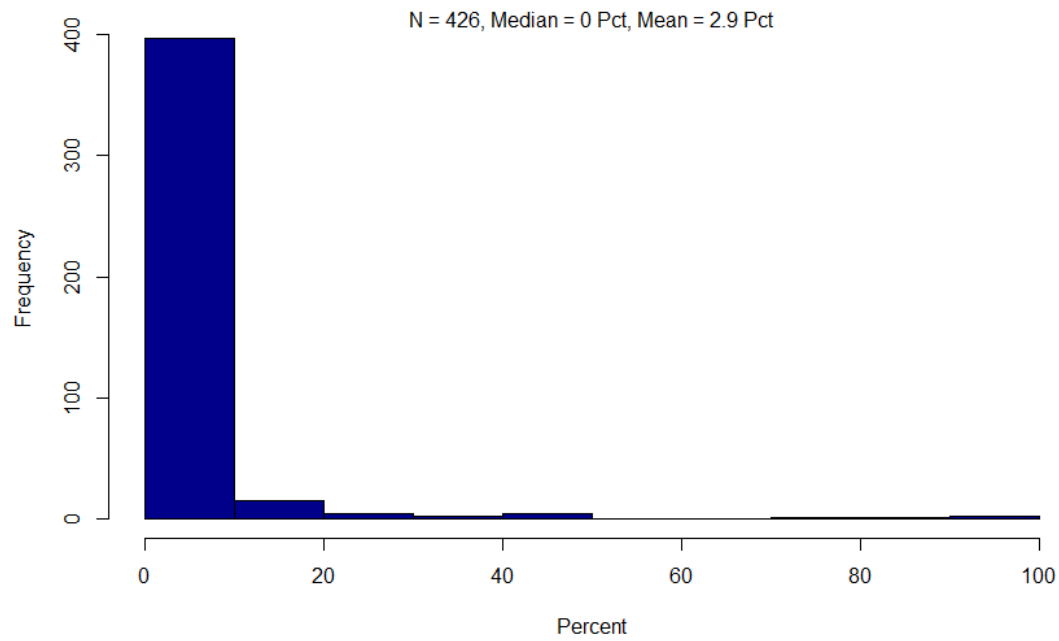


Percent of 2019 Jazz/Club Date/Indie Work - Recommendation

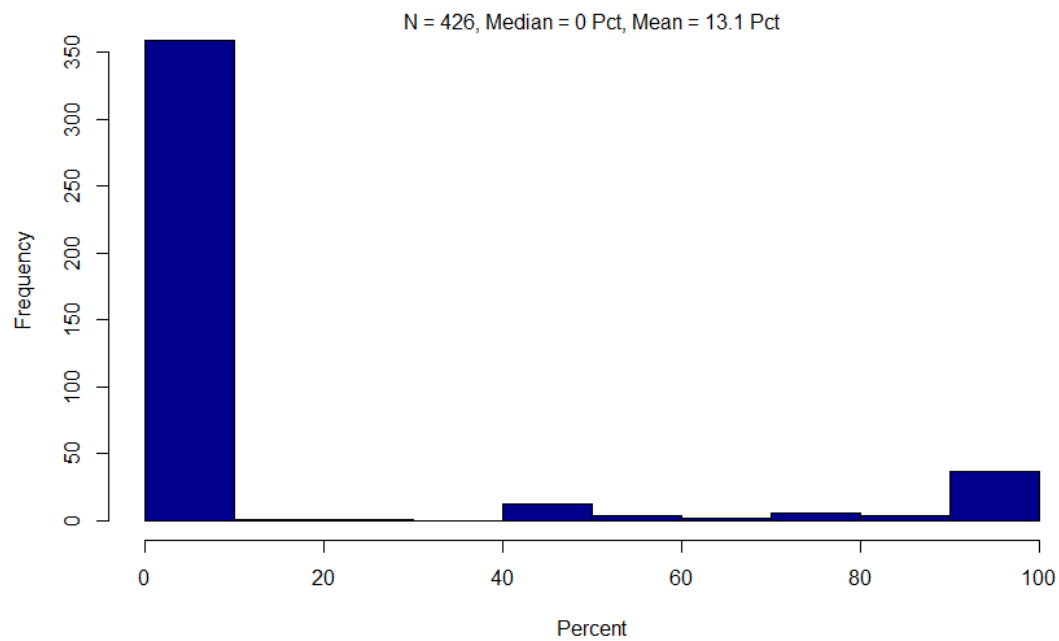
N = 426, Median = 100 Pct, Mean = 83 Pct



Percent of 2019 Jazz/Club Date/Indie Work - Submitted recording



Percent of 2019 Jazz/Club Date/Indie Work - Other (specify)



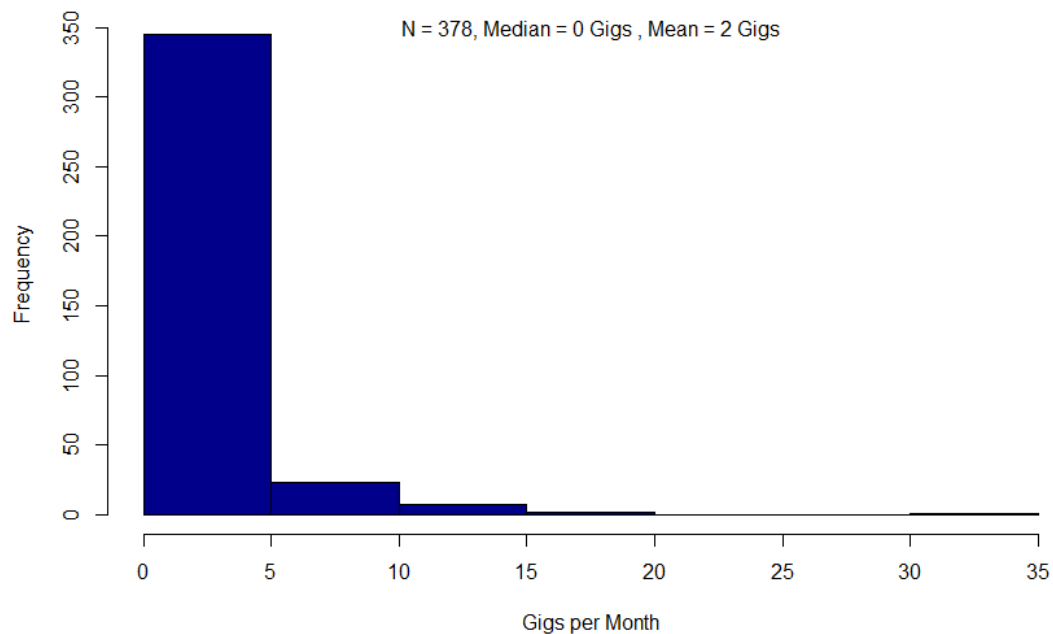
Prior to March 2020, how many regularly occurring jazz/club date/indie gigs did you have in a typical month?

Regularly Occurring Jazz/Club Date/Indie Gigs per Month, N =378

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	1.96	2	35

* Based on people who answered this question

Regularly Occurring Jazz/Club Date/Indie Gigs per Month



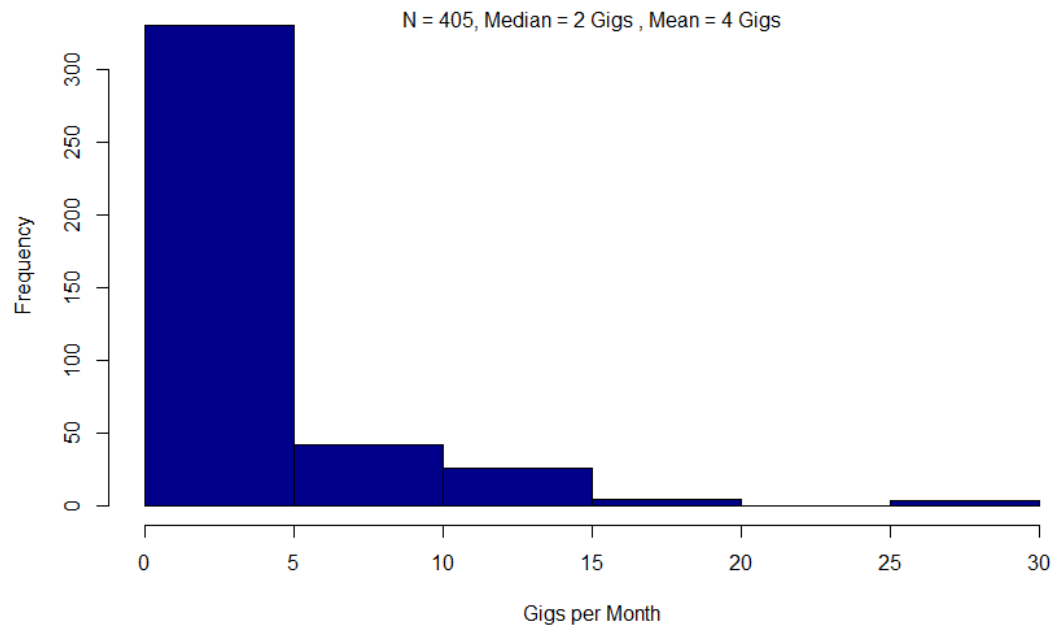
Prior to March 2020, how many one-time jazz/club date/indie gigs did you have in a typical month?

One-Time Jazz/Club Date/Indie Gigs per Month, N =405

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	1	2	3.73	5	30

* Based on people who answered this question

One-Time Jazz/Club Date/Indie Gigs per Month



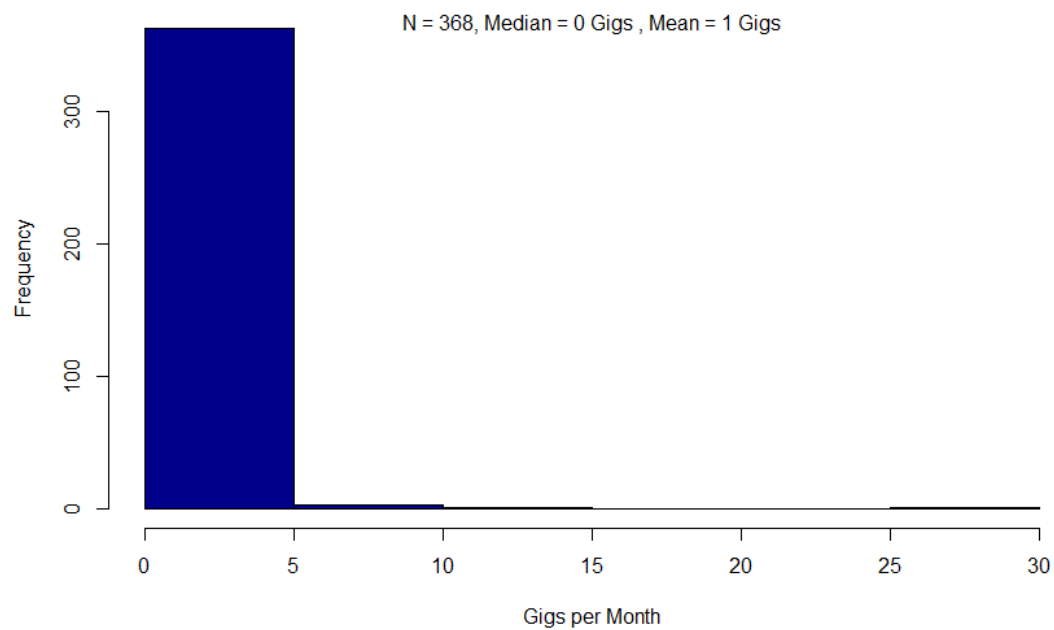
Prior to March 2020, how many jazz/club date/indie gigs did you sub for in a typical month?

Subbed Jazz/Club Date/Indie Gigs per Month, N =368

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	0.8	1	30

* Based on people who answered this question

Subbed Jazz/Club Date/Indie Gigs per Month



Teaching Musicians

Indicate any full or part time teaching jobs you've held since January 2015.

This information will be analyzed during phase 2

Do you teach private lessons?

Do you teach private lessons?

	N (%)
Yes	391 (76%)
No	123 (24%)

* Percentages based on people who answered this question

How many private students do you typically have?

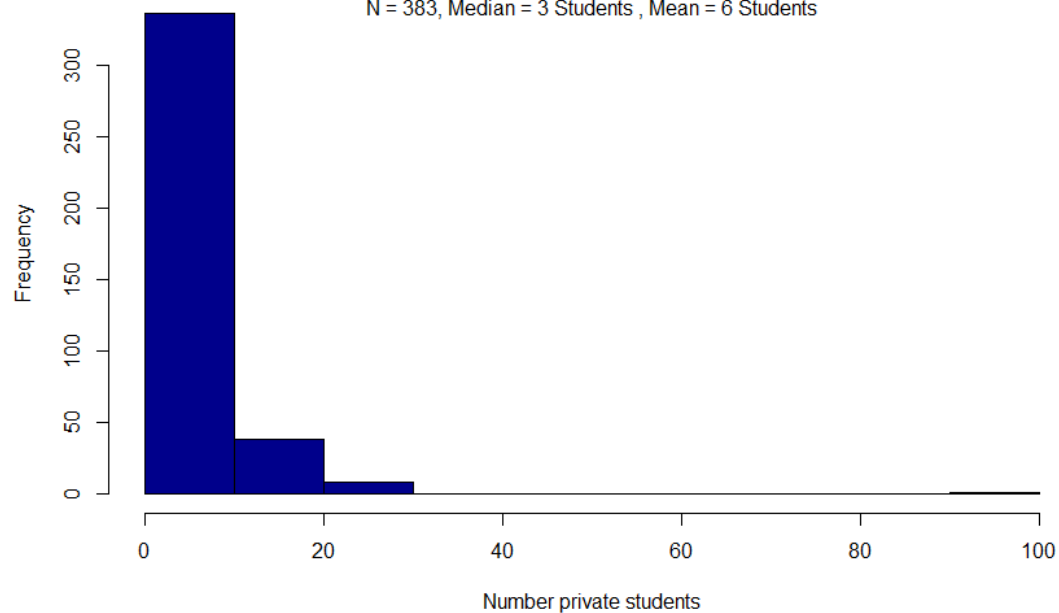
Typical number of private students, N =383

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	2	3	5.8	7	100

* Based on people who answered this question

Typical number of private students

N = 383, Median = 3 Students , Mean = 6 Students



How many times do you typically substitute teach in a classroom per month? (leave blank if zero)

Typical times substitute teach per month, N =66

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	2.05	1	23

* Based on people who answered this question

Lincoln Center Ensembles

Please provide information if you were a TENURED musician with the NY Philharmonic, the Met Opera Orchestra, or the NYC Ballet Orchestra

This information will be analyzed during phase 2

Classical Ensembles

Please list information for any freelance ensembles for which you've been a ROSTERED (with or without tenure) musician between January 2015 and March 2020.

This information will be analyzed during phase 2

Broadway Musicians

Please list information for Broadway, Off Broadway, or Pamphlet B shows for which you've been a Chairholder, etc.

This information will be analyzed during phase 2

Hiring

By what means do you acquire work which is under union contract? (estimate percentages)

Mean Percent of How Aquire Work

Category	Mean %
Sub work by referral from chairholder/principal	21.0
Contractor direct contact	17.3
Community referral	16.3
Other	15.7
Contractor referral	11.2
Audition	7.6
Sub work by referral from non-chairholder/non-principal	4.3
My online profile/presence	3.7
I submit my work for consideration	2.9

* Percentages based on people who answered this question

How aquire work - Audition, N =744

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	7.58	0	100

* Based on people who answered this question

How aquire work - Contractor referral, N =744

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	11.18	10	100

* Based on people who answered this question

How aquire work - Contractor direct contact, N =744

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	17.28	25	100

* Based on people who answered this question

How aquire work - I submit my work for consideration, N =744

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	2.94	0	100

* Based on people who answered this question

How aquire work - My online profile/presence, N =744

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	3.71	0	100

* Based on people who answered this question

How aquire work - Sub work by referral from chairholder/principal, N =744

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	21.02	40	100

* Based on people who answered this question

How aquire work - Sub work by referral from non-chairholder/non-principal, N =744

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	4.31	0	100

* Based on people who answered this question

How aquire work - Community referral, N =744

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	16.26	20	100

* Based on people who answered this question

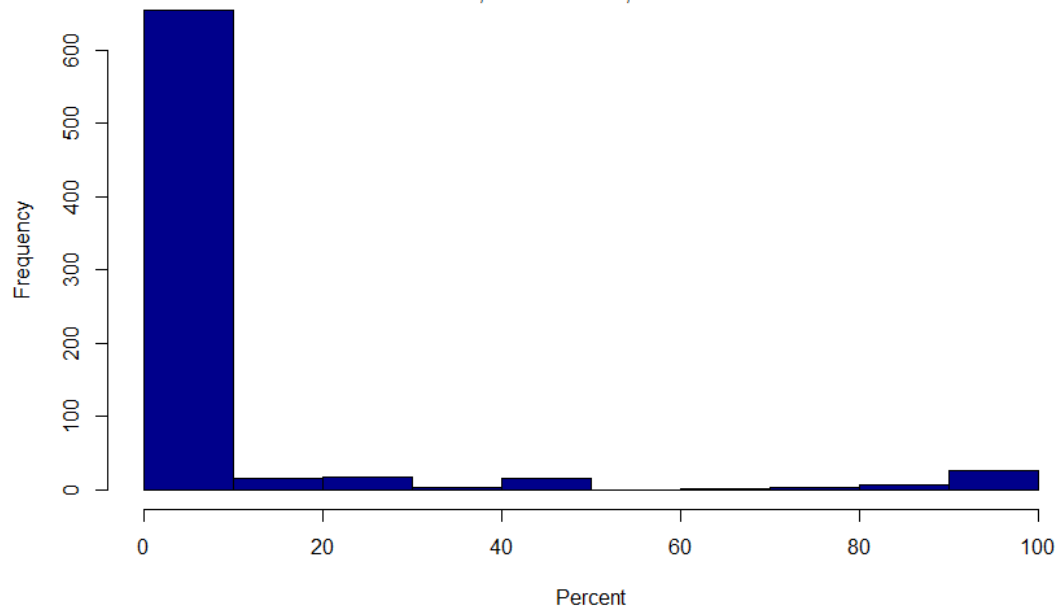
How aquire work - Other, N =744

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	0	0	15.73	0	100

* Based on people who answered this question

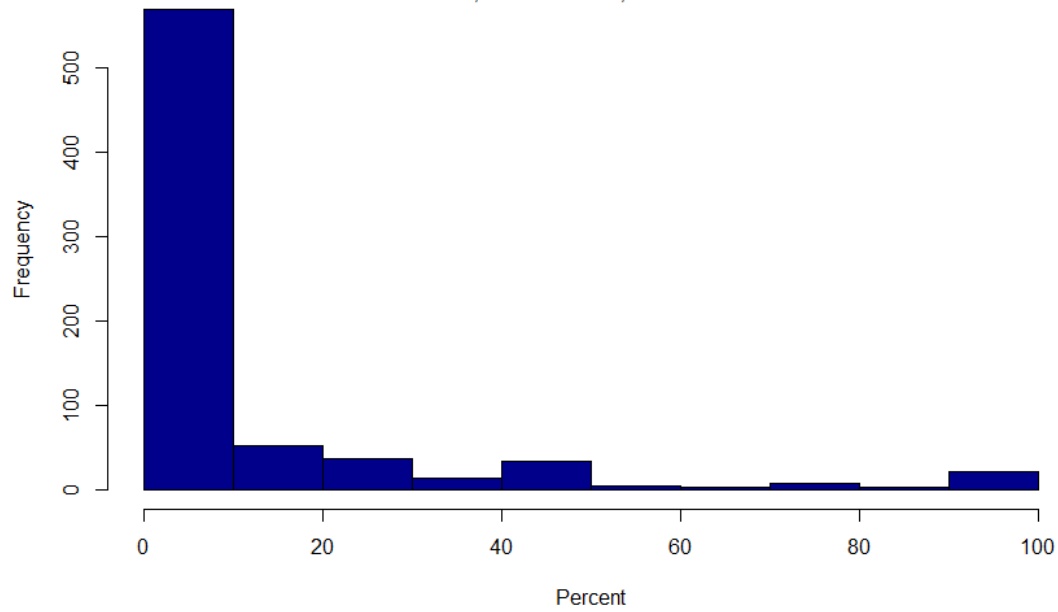
Percent of How Aquire Work - Audition

N = 744, Median = 0 Pct, Mean = 7.6 Pct



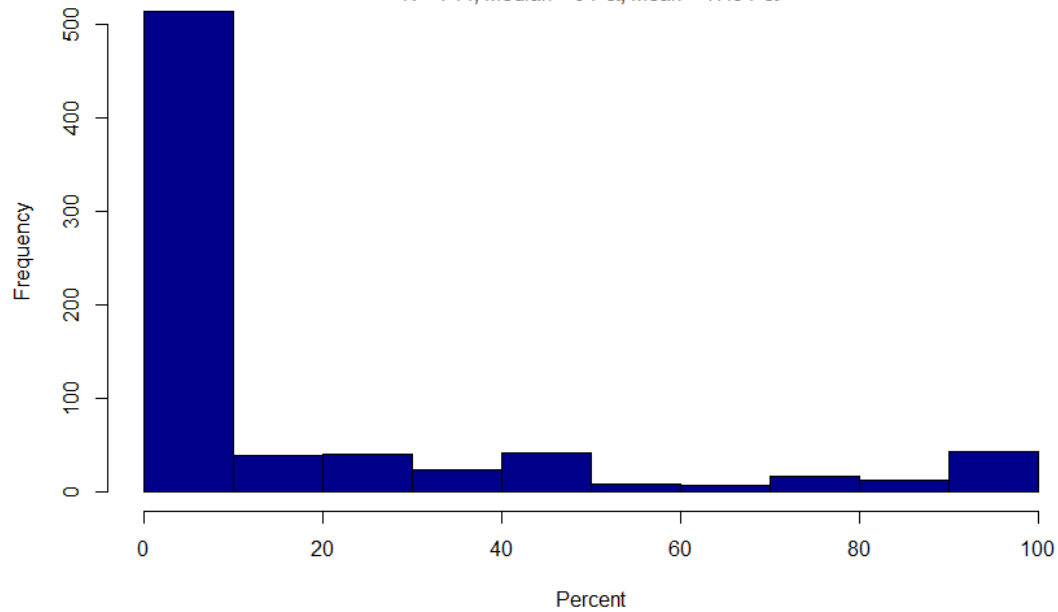
Percent of How Aquire Work - Contractor referral

N = 744, Median = 0 Pct, Mean = 11.2 Pct

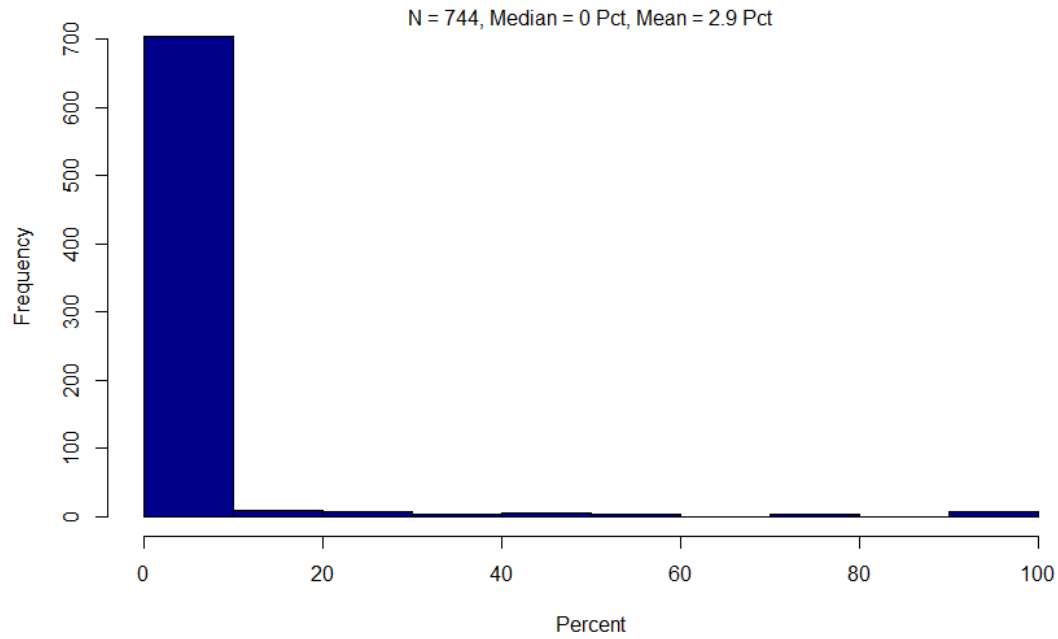


Percent of How Aquire Work - Contractor direct contact

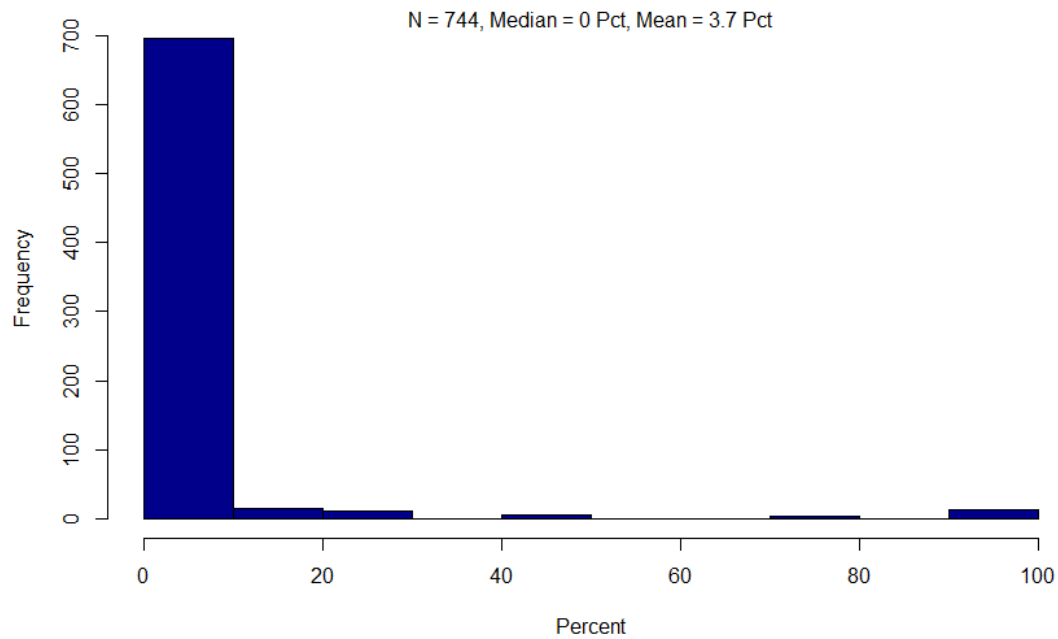
N = 744, Median = 0 Pct, Mean = 17.3 Pct



Percent of How Aquire Work - I submit my work for consideration

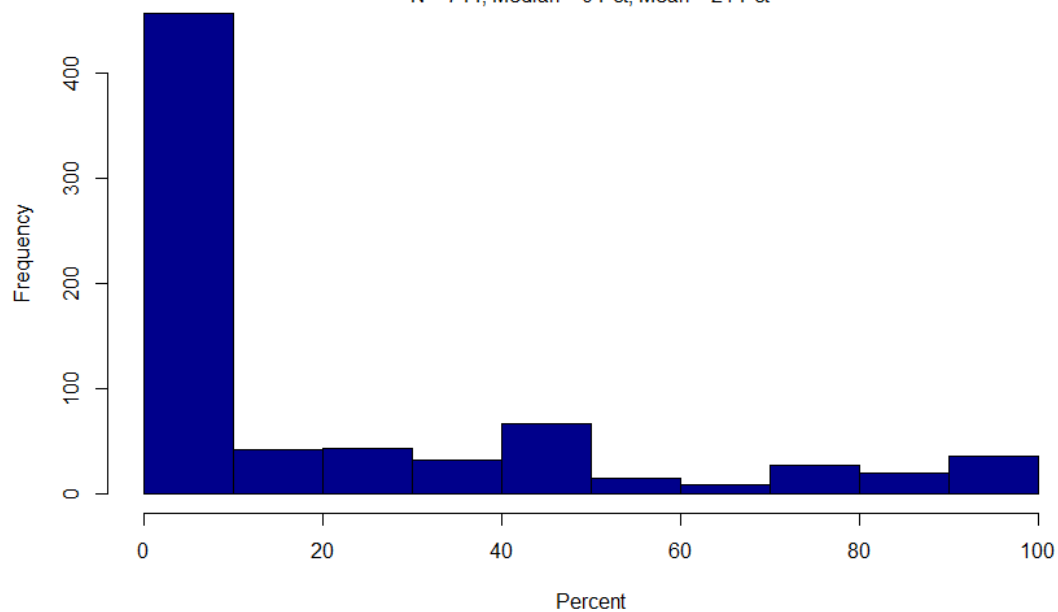


Percent of How Aquire Work - My online profile/presence



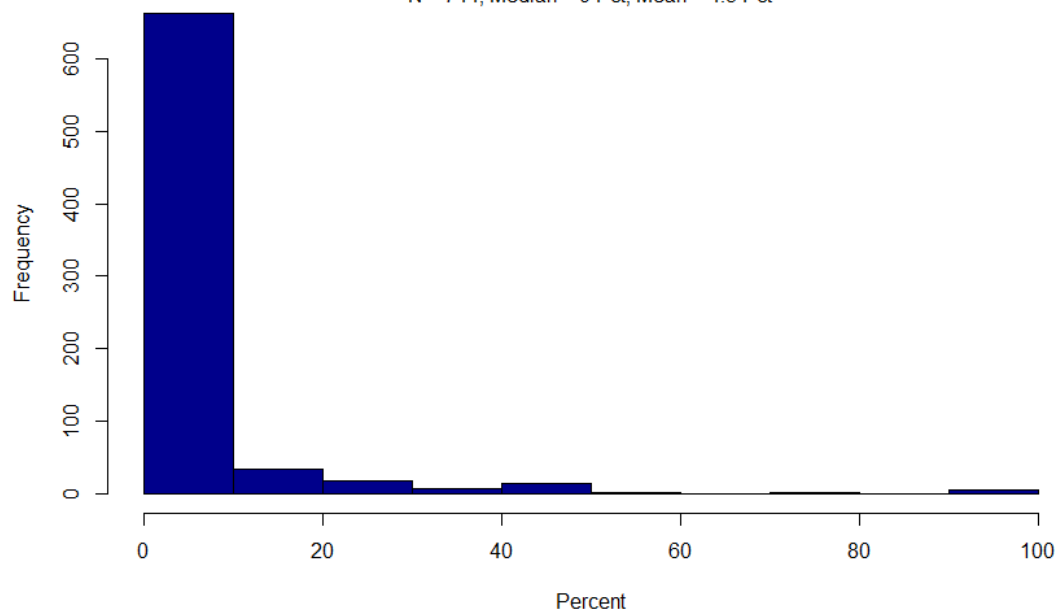
Percent of How Aquire Work - Sub work by referral from chairholder/principal

N = 744, Median = 0 Pct, Mean = 21 Pct



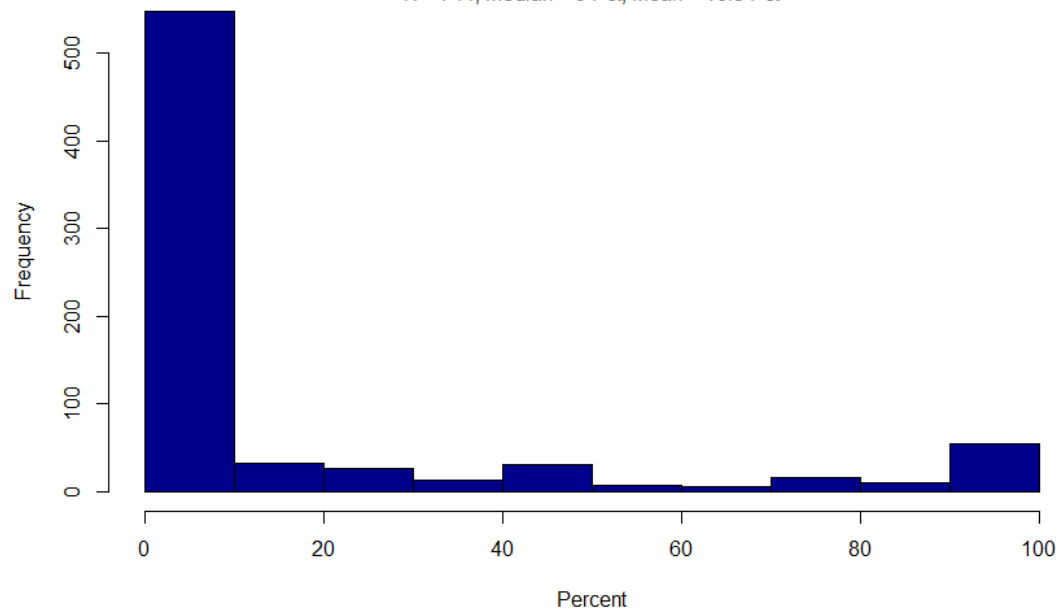
Percent of How Aquire Work - Sub work by referral from non-chairholder/non-principal

N = 744, Median = 0 Pct, Mean = 4.3 Pct



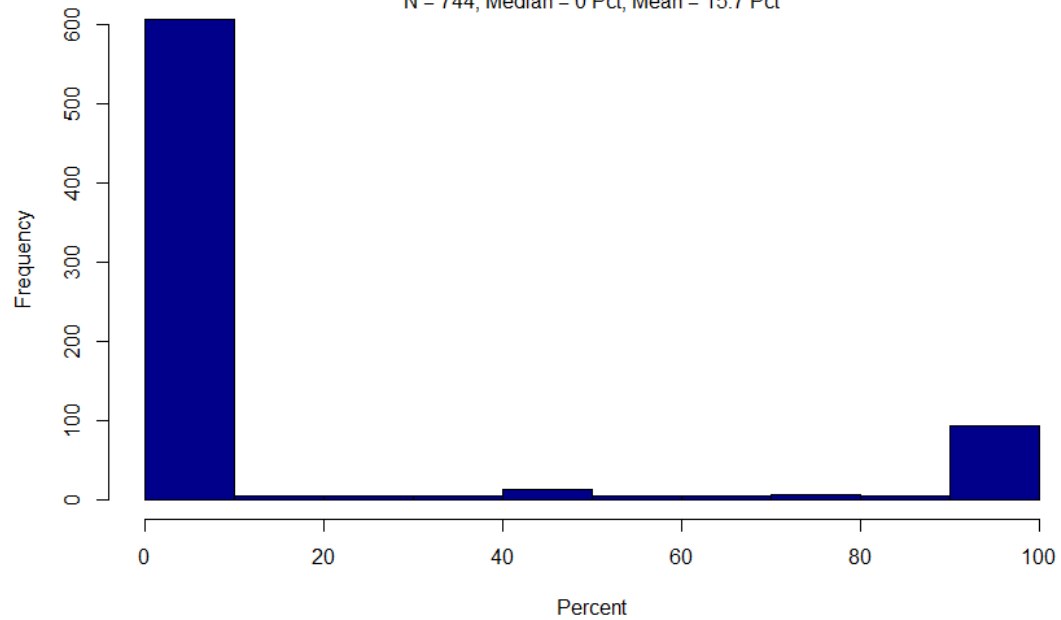
Percent of How Aquire Work - Community referral

N = 744, Median = 0 Pct, Mean = 16.3 Pct



Percent of How Aquire Work - Other

N = 744, Median = 0 Pct, Mean = 15.7 Pct



What do you think are your greatest assets/skills that have led to your being hired for work?



A word cloud of skills and assets, with the words arranged in a roughly circular shape. The words are in various colors and sizes, with 'ability' and 'skills' being the largest and most prominent. Other words include 'prepared', 'musicianship', 'experience', 'musical', 'playing easy', 'reliable', 'professional', 'attitude', 'music', 'time', 'versatility', 'player', 'play', 'professionalism', 'personality', 'skill', and 'reputation'.

prepared
musicianship
musical experience
playing easy reliable
professional ability reliability
attitude
music skills time
versatility player play
professionalism
personality skill
reputation

What do you think are the greatest barriers to your not being hired for more work?



Indicate the relative importance of what you think should be considered during a hiring process.

Hiring importance of musical ability

	N (%)
Extremely important	341 (47%)
Very important	371 (51%)
Moderately important	17 (2%)
Slightly important	1 (0%)
Not important	0 (0%)

* Percentages based on people who answered this question

Hiring importance of ability to work with others

	N (%)
Extremely important	312 (43%)
Very important	384 (53%)
Moderately important	31 (4%)
Slightly important	3 (0%)
Not important	0 (0%)

* Percentages based on people who answered this question

Hiring importance of racial diversity

	N (%)
Extremely important	70 (11%)
Very important	227 (36%)
Moderately important	240 (39%)
Slightly important	85 (14%)
Not important	0 (0%)

* Percentages based on people who answered this question

Hiring importance of gender diversity

	N (%)
Extremely important	71 (12%)
Very important	224 (37%)
Moderately important	230 (38%)
Slightly important	88 (14%)
Not important	0 (0%)

* Percentages based on people who answered this question

Hiring importance of age diversity

	N (%)
Extremely important	58 (10%)
Very important	169 (28%)
Moderately important	254 (43%)
Slightly important	112 (19%)
Not important	0 (0%)

* Percentages based on people who answered this question

Hiring importance of other

	N (%)
Extremely important	28 (35%)
Very important	37 (46%)
Moderately important	11 (14%)
Slightly important	4 (5%)
Not important	0 (0%)

* Percentages based on people who answered this question

What issues are important to you in terms of contractual requirements?

Contractual importance of salary/compensation

	N (%)
Extremely important	260 (36%)
Very important	387 (53%)
Moderately important	71 (10%)
Slightly important	7 (1%)
Not important	0 (0%)

* Percentages based on people who answered this question

Contractual importance of pay equity

	N (%)
Extremely important	234 (34%)
Very important	334 (49%)
Moderately important	96 (14%)
Slightly important	20 (3%)
Not important	0 (0%)

* Percentages based on people who answered this question

Contractual importance of gender equity

	N (%)
Extremely important	184 (29%)
Very important	267 (41%)
Moderately important	151 (23%)
Slightly important	43 (7%)
Not important	0 (0%)

* Percentages based on people who answered this question

Contractual importance of race equity

	N (%)
Extremely important	178 (28%)
Very important	266 (42%)
Moderately important	156 (24%)
Slightly important	40 (6%)
Not important	0 (0%)

* Percentages based on people who answered this question

Contractual importance of job security

	N (%)
Extremely important	183 (27%)
Very important	292 (42%)
Moderately important	173 (25%)
Slightly important	42 (6%)
Not important	0 (0%)

* Percentages based on people who answered this question

Contractual importance of health care

	N (%)
Extremely important	196 (29%)
Very important	304 (45%)
Moderately important	120 (18%)
Slightly important	49 (7%)
Not important	0 (0%)

* Percentages based on people who answered this question

Contractual importance of ability based audition process

	N (%)
Extremely important	104 (17%)
Very important	190 (32%)
Moderately important	211 (35%)
Slightly important	95 (16%)
Not important	0 (0%)

* Percentages based on people who answered this question

Contractual importance of retirement security

	N (%)
Extremely important	156 (23%)
Very important	285 (42%)
Moderately important	169 (25%)
Slightly important	74 (11%)
Not important	0 (0%)

* Percentages based on people who answered this question

Contractual importance of working conditions

	N (%)
Extremely important	180 (25%)
Very important	380 (53%)
Moderately important	137 (19%)
Slightly important	16 (2%)
Not important	0 (0%)

* Percentages based on people who answered this question

Contractual importance of other

	N (%)
Extremely important	15 (33%)
Very important	24 (52%)
Moderately important	5 (11%)
Slightly important	2 (4%)
Not important	0 (0%)

* Percentages based on people who answered this question

Have you had the opportunity to recommend others for work under union contracts?

**Opportunity to Recommend
Others for Work under Union
Contracts?**

	N (%)
Yes	552 (76%)
No	177 (24%)

* Percentages based on people who answered
this question

What factors determine who you recommend for work?



LOCAL 802 QUESTIONS

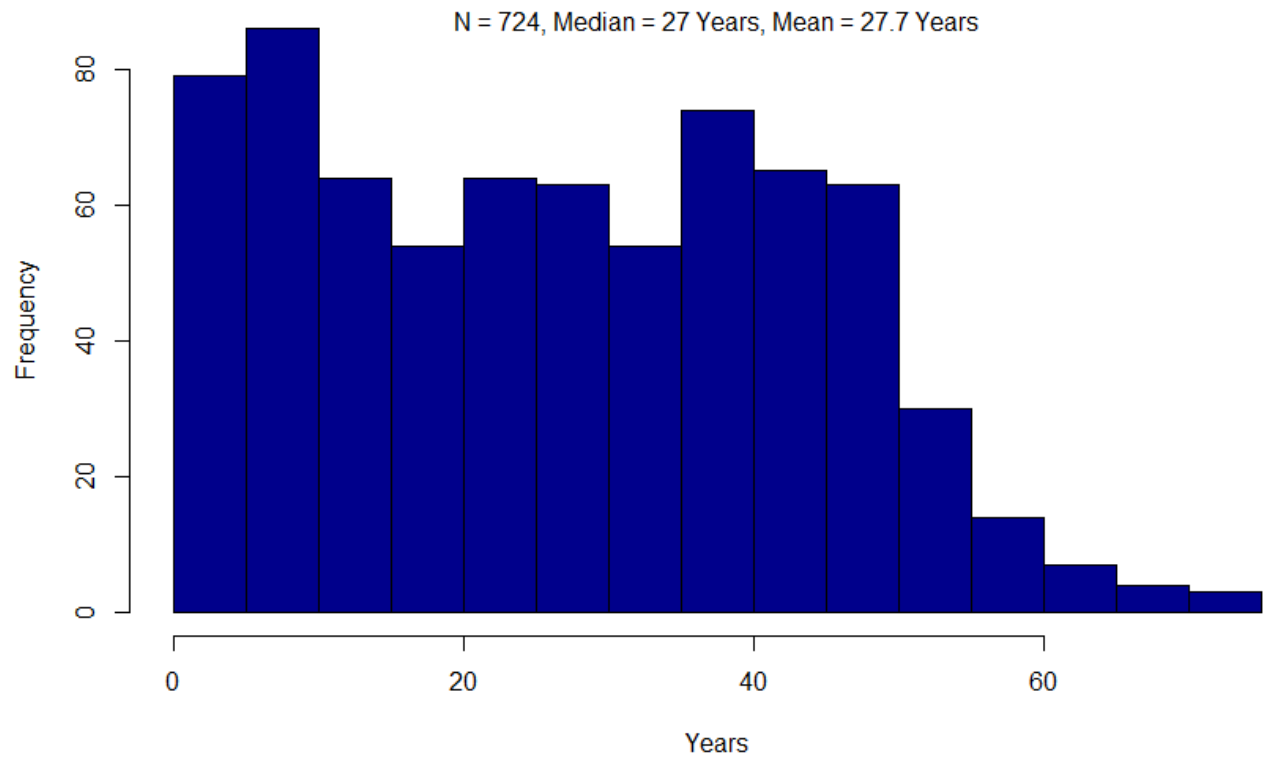
How many years have you been a member of the American Federation of Musicians? (any chapter)

Years as a member of AFM, N =724

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	12	27	27.7	41	72

* Based on people who answered this question

Years as a member of AFM



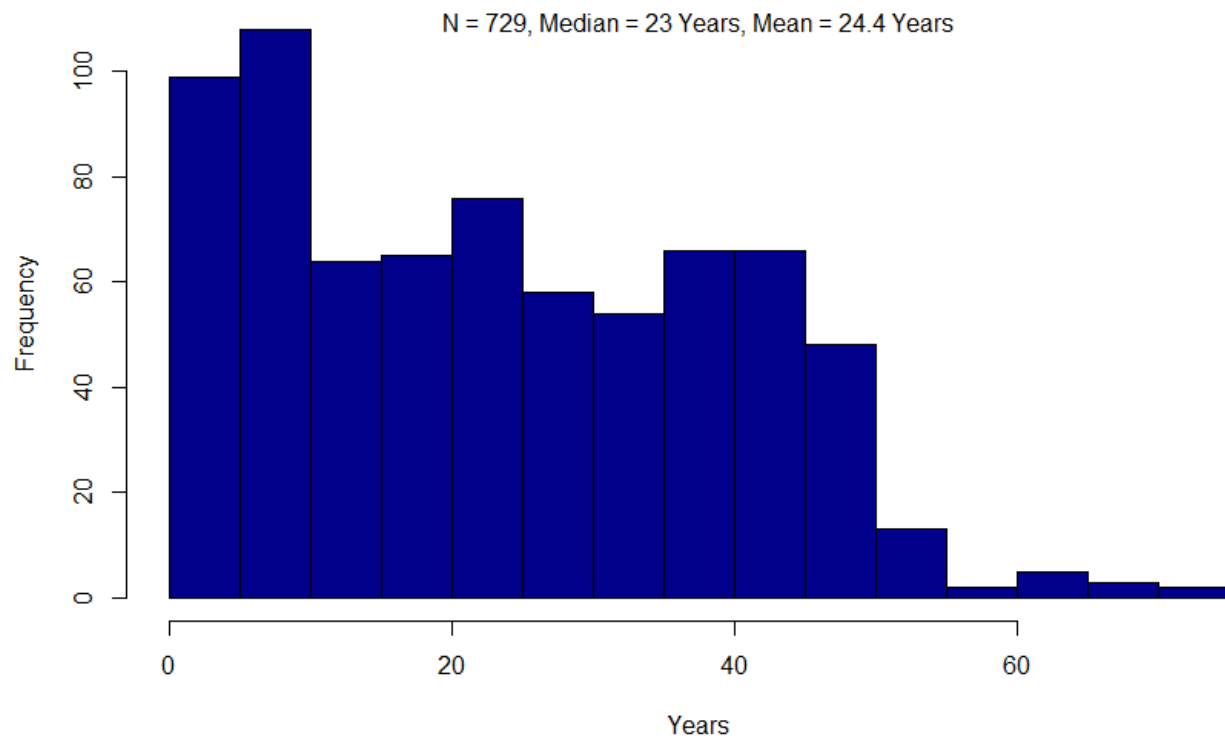
How many years have you been a member of AFM Local 802?

Years as a member of AFM, N =729

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	10	23	24.37	38	72

* Based on people who answered this question

Years as a member of AFM



Did you join Local 802 before you had a union job, or did you join because you were required to by a union job?

Reason for joining Local 802	
	N (%)
Joined voluntarily before having union job	350 (48%)
Joined because required to by union job	378 (52%)

* Percentages based on people who answered this question

At any point in the last three years, have you let your membership lapse?

Let membership lapse in past three years

	N (%)
Yes	58 (8%)
No	669 (92%)

* Percentages based on people who answered this question

Why did you let your membership lapse? (check all that apply)

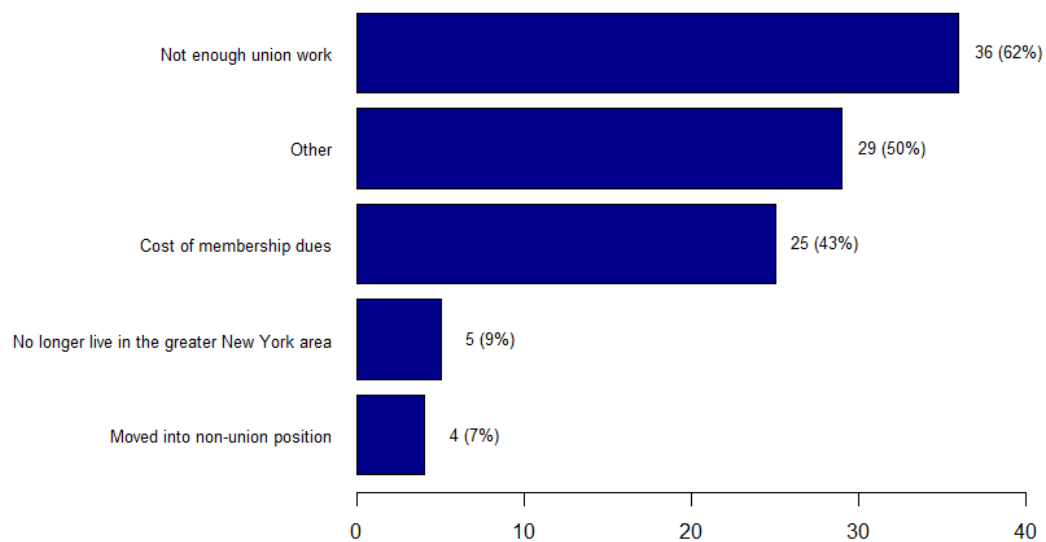
Reasons for membership lapse

	N (%)
Not enough union work	36 (62%)
Moved into non-union position	4 (7%)
No longer live in the greater New York area	5 (9%)
Cost of membership dues	25 (43%)
Other	29 (50%)

* Percentages based on people who answered this question

Reasons for Membership Lapse

Percentages of people with at least one response



Do you consider yourself an actively engaged member of Local 802?

Actively engaged in Local 802?

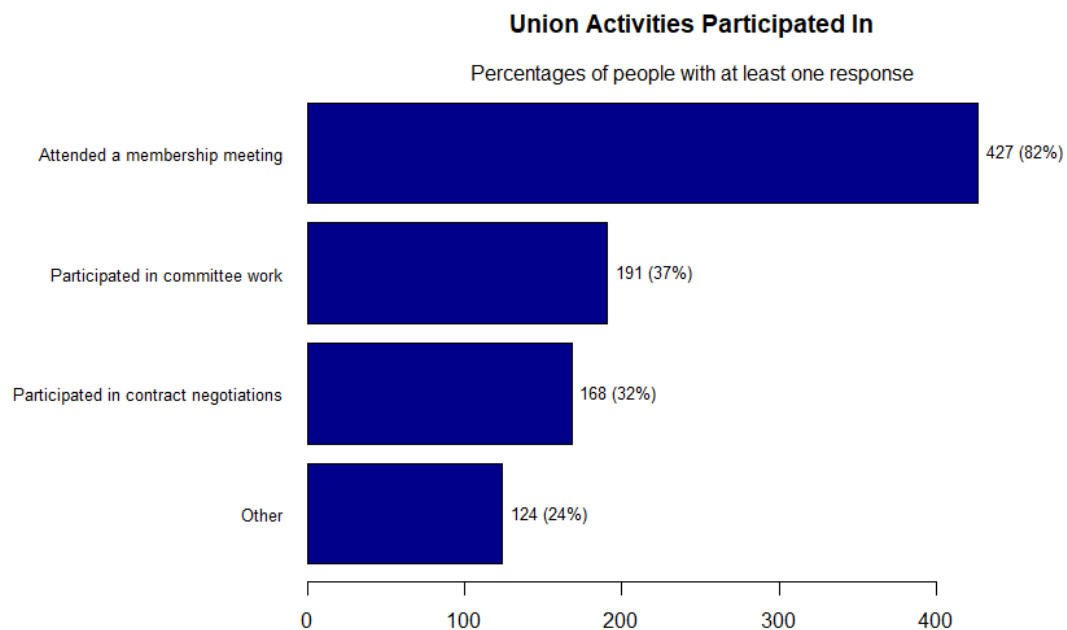
	N (%)
Yes	385 (53%)
No	341 (47%)

* Percentages based on people who answered this question

Which of the following union activities have you participated in? (check all that apply)

Union activities participated in	
	N (%)
Attended a membership meeting	427 (82%)
Participated in committee work	191 (37%)
Participated in contract negotiations	168 (32%)
Other	124 (24%)

* Percentages based on people who answered this question

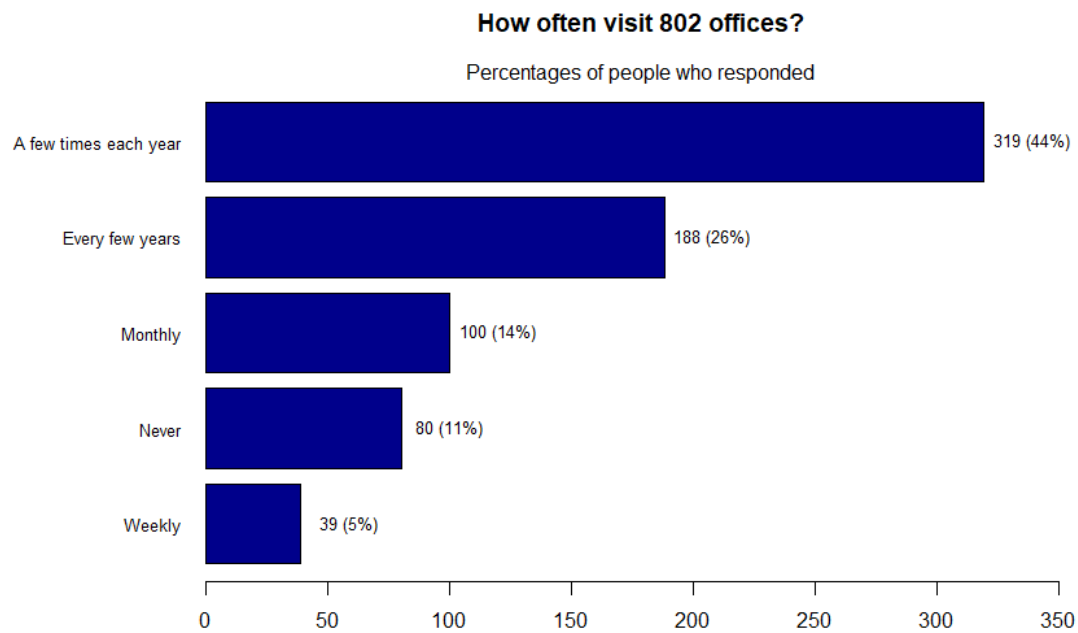


How often did you visit the Local 802 offices prior to March 2020?

How often visit 802 offices?

	N (%)
Weekly	39 (5%)
Monthly	100 (14%)
A few times each year	319 (44%)
Every few years	188 (26%)
Never	80 (11%)

* Percentages based on people who answered this question

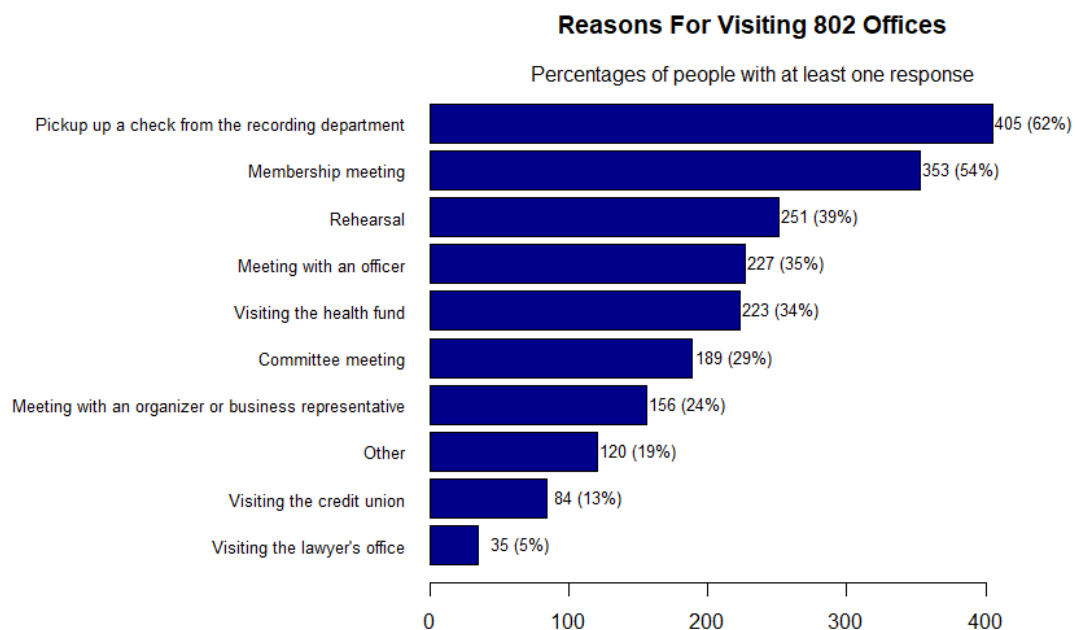


For what reasons have you visited Local 802 offices? (check all that apply)

Reasons for visiting 802 offices

	N (%)
Rehearsal	251 (39%)
Committee meeting	189 (29%)
Membership meeting	353 (54%)
Meeting with an organizer or business representative	156 (24%)
Meeting with an officer	227 (35%)
Visiting the health fund	223 (34%)
Pickup up a check from the recording department	405 (62%)
Visiting the credit union	84 (13%)
Visiting the lawyer's office	35 (5%)
Other	120 (19%)

* Percentages based on people who answered this question



How often do you contact Local 802 via email or phone?

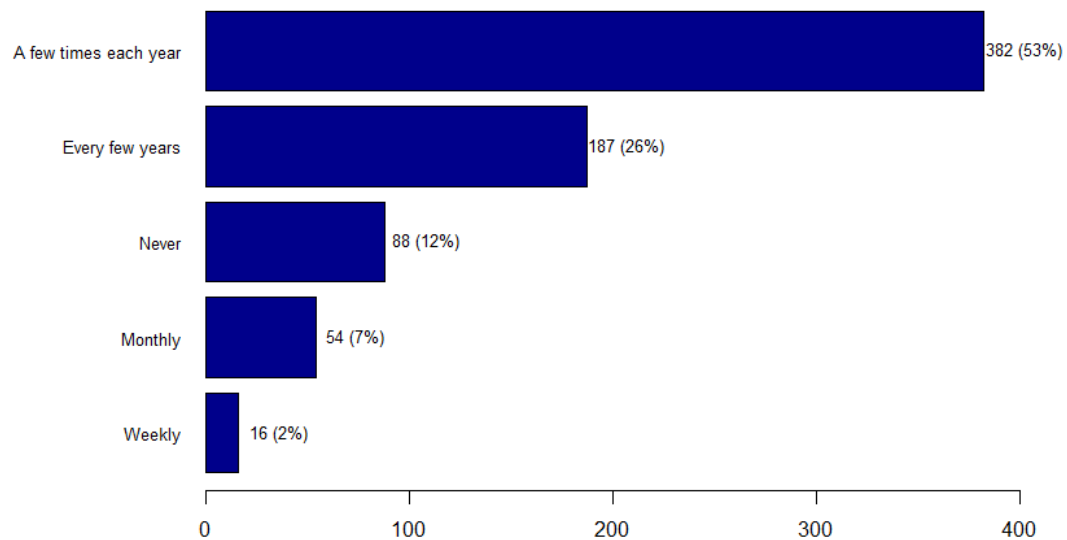
How often contact 802 by phone or email?

	N (%)
Weekly	16 (2%)
Monthly	54 (7%)
A few times each year	382 (53%)
Every few years	187 (26%)
Never	88 (12%)

* Percentages based on people who answered this question

How often contact 802 by phone or email?

Percentages of people who responded



Financial Situation

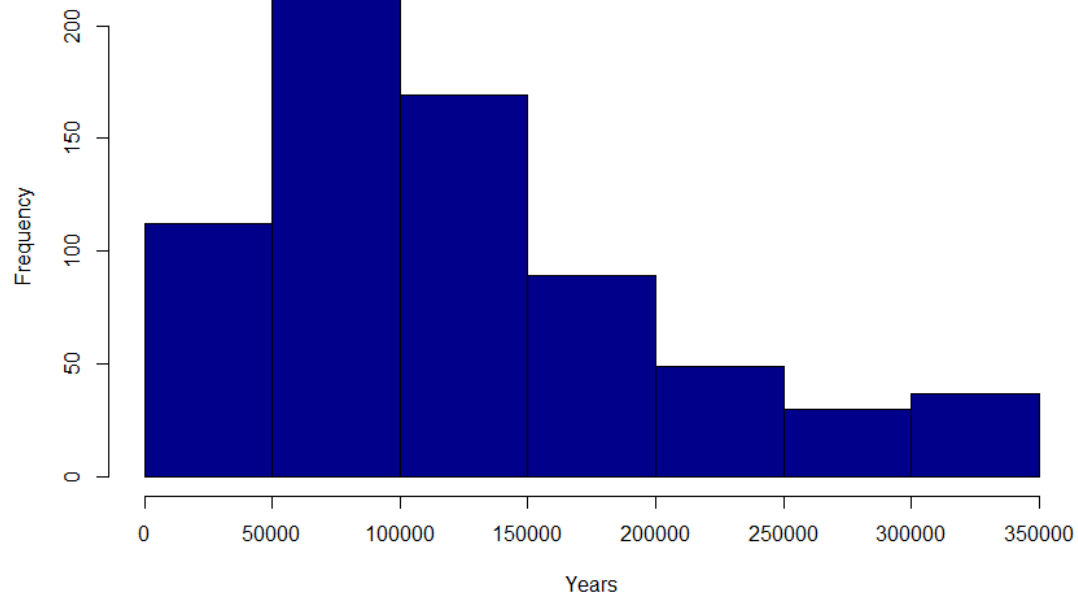
Information about income is very important to understand. Would you please give your best guess? Please indicate the answer that includes your entire household income in 2019 before taxes.

2019 household income	
	N (%)
Less than \$10,000	10 (1%)
\$10,000 - \$19,999	10 (1%)
\$20,000 - \$29,999	22 (3%)
\$30,000 - \$39,999	23 (3%)
\$40,000 - \$49,999	47 (7%)
\$50,000 - \$59,999	33 (5%)
\$60,000 - \$79,999	93 (13%)
\$80,000 - \$99,999	87 (12%)
\$100,000 - \$149,999	169 (24%)
\$150,000 - \$199,999	89 (13%)
\$200,000 - \$249,999	49 (7%)
\$250,000 - \$300,000	30 (4%)
More than \$300,000	37 (5%)

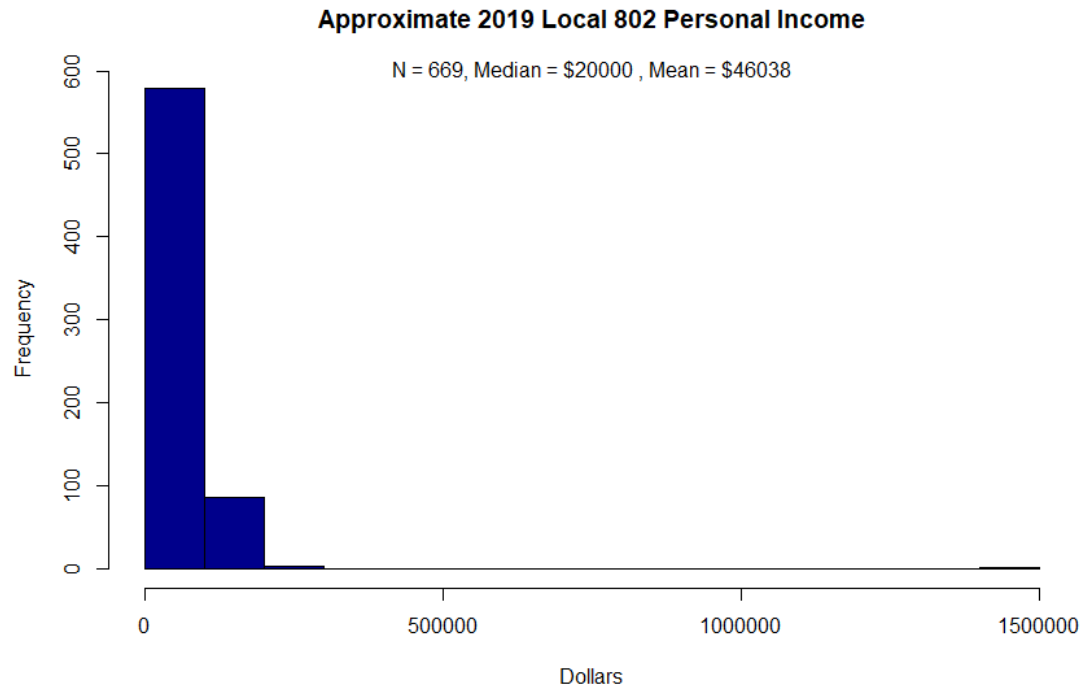
* Percentages based on people who answered this question

Approximate 2019 Household Income

N = 699, Median = \$125000 , Mean = \$125644



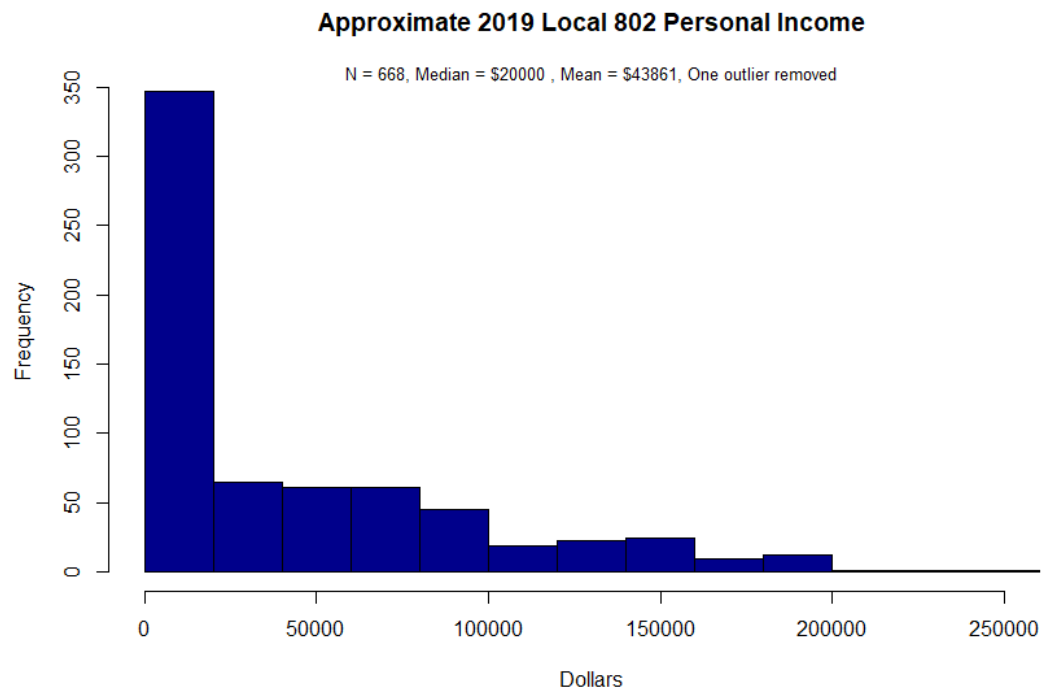
In 2019, how much do you estimate that you personally made in total under all Local 802 contracts? (round to nearest thousand or whatever value is easily obtained – for example, enter 16000 for \$16,320)



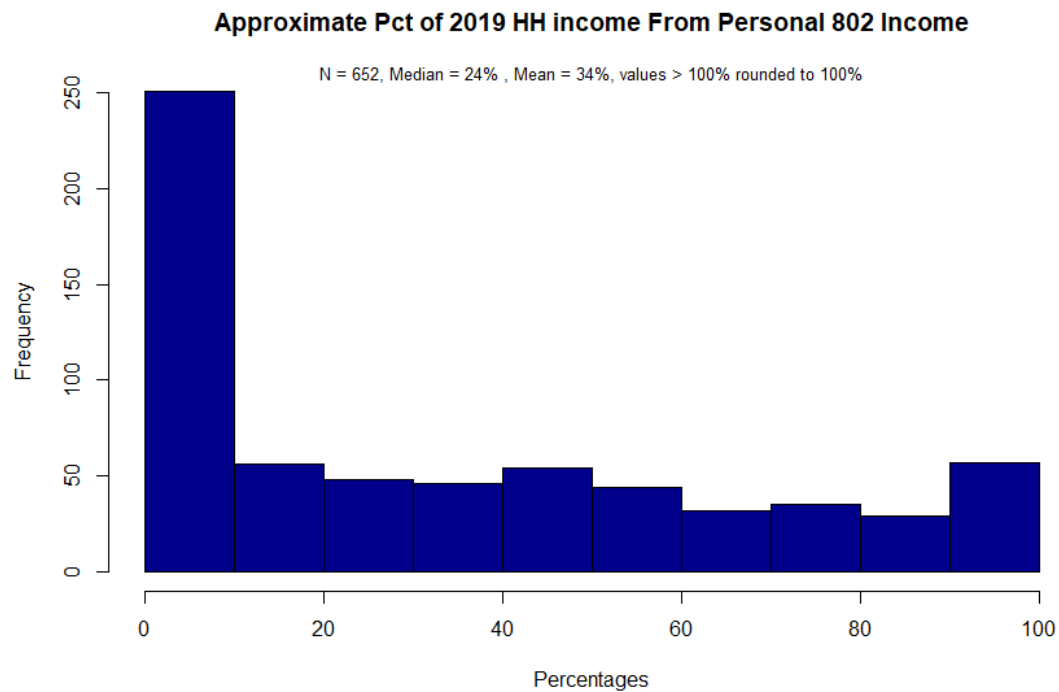
2019 Local 802 Personal Income, N =669

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	1,000	20,000	46,038	75,000	1,500,000

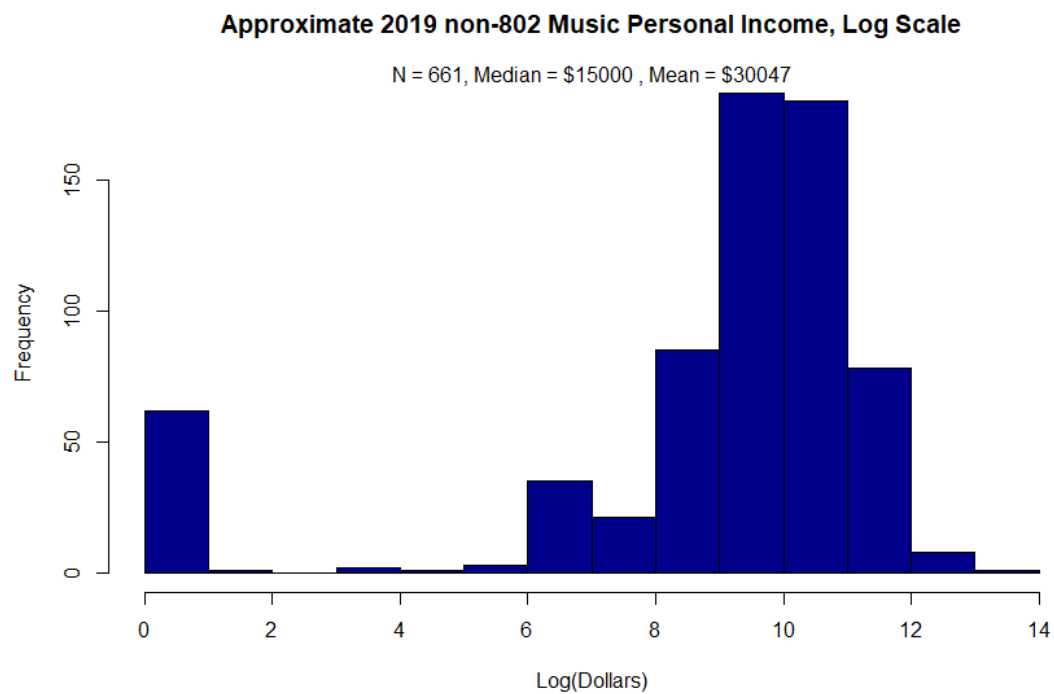
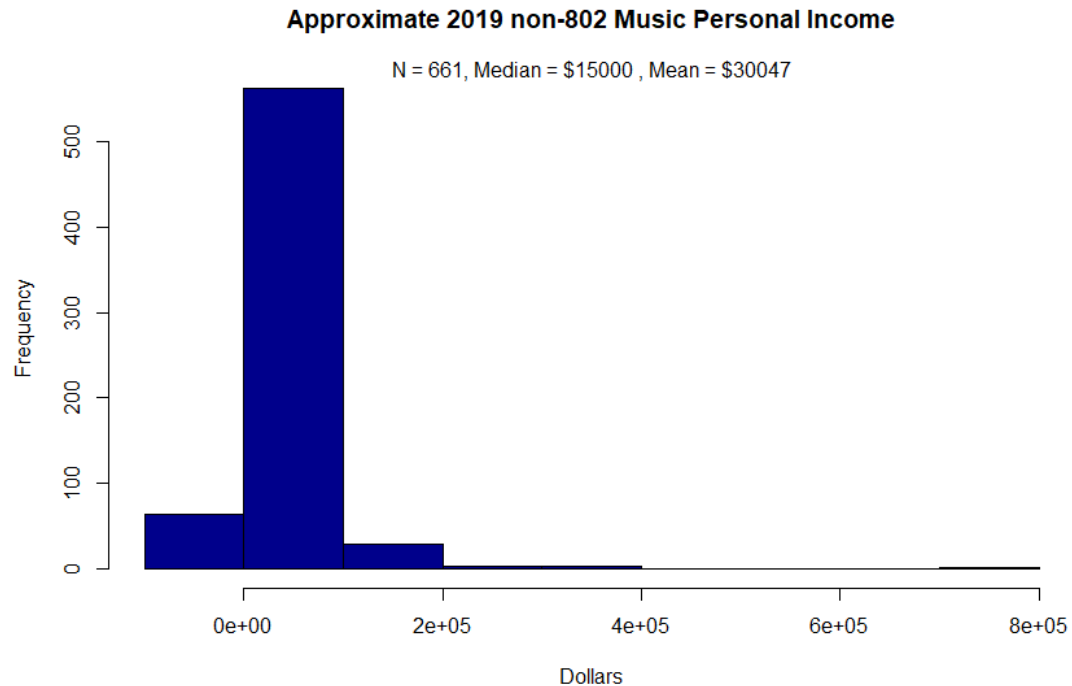
* Based on people who answered this question



Calculated Variable - distribution of percentage of household income from personal 802 income



In 2019, how much do you estimate that you personally made in total as a musician NOT under Local 802 contract? (round to nearest thousand or whatever value is easily obtained – for example, enter 16000 for \$16,320)



Does your spouse/partner make their living primarily as a performing artist?

Spouse/partner makes living as performing artist

	N (%)
Yes	124 (27%)
No	337 (73%)

* Percentages based on people who answered this question

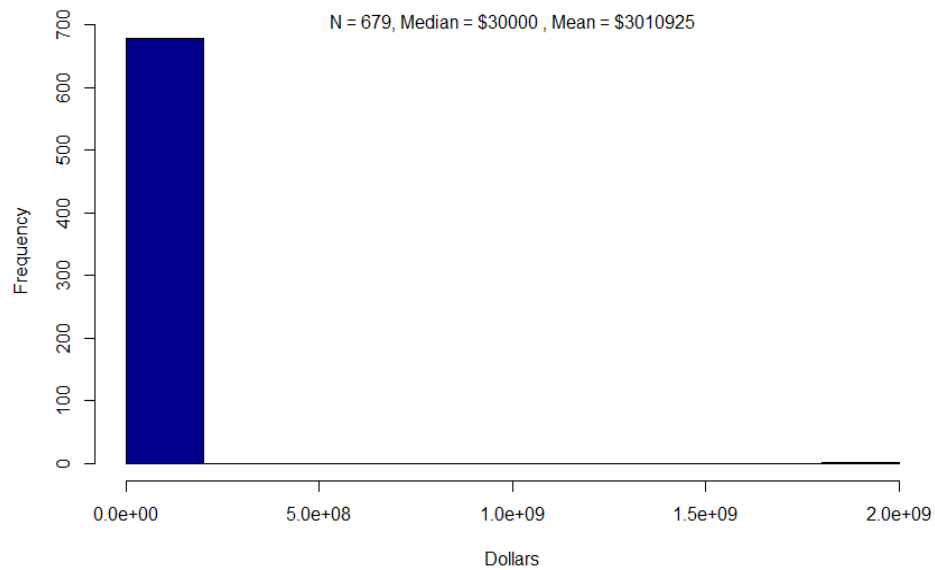
How much do you have invested in musical instruments and equipment that you own?
(estimated dollar amount)

**Approximate investment in instruments and equipment (\$),
N =679**

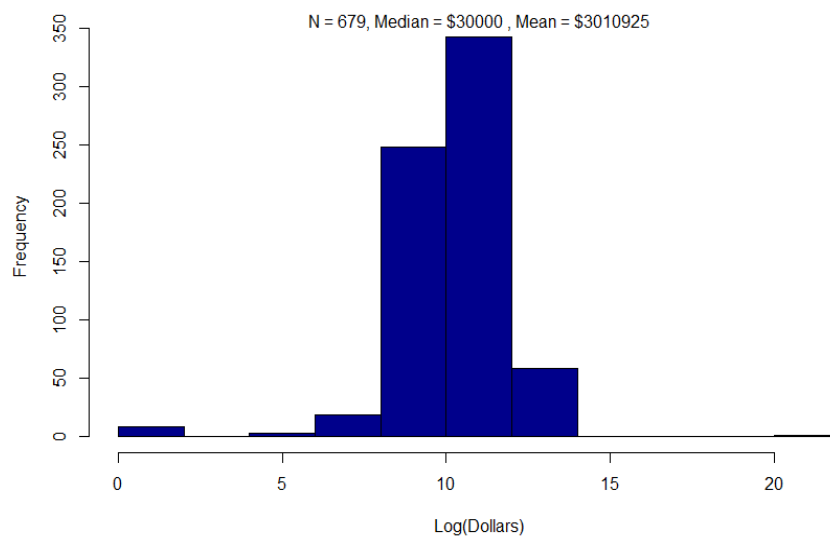
Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	12,000	30,000	3,010,925	72,500	2,000,000,000

* Based on people who answered this question

Approximate Investment in Instruments and Equipment



Approximate Investment in Instruments and Equipment, Log Scale



Approximately how much do you invest in instrument acquisition, equipment maintenance, and/or musical training on a yearly basis? (estimated dollar amount)

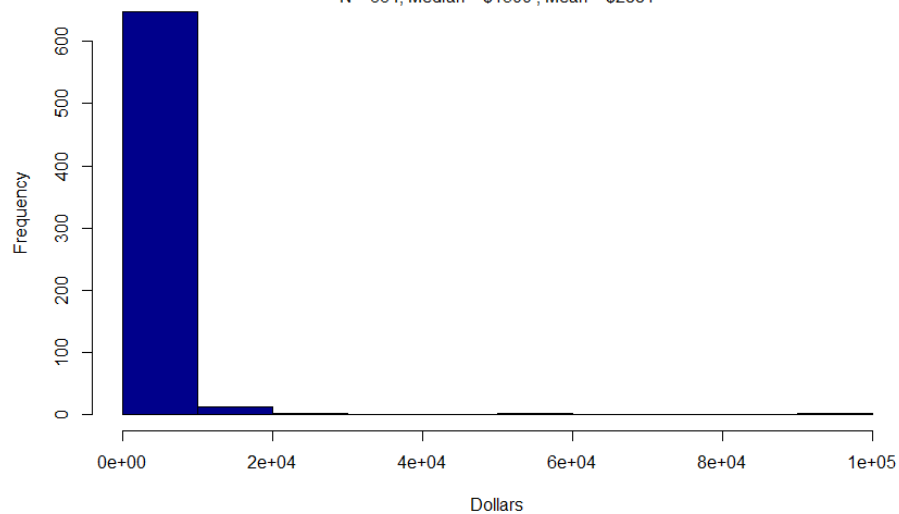
**Annual personal invest. in instruments/equipment (\$), N
=664**

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	500	1,500	2,881.42	3,000	100,000

* Based on people who answered this question

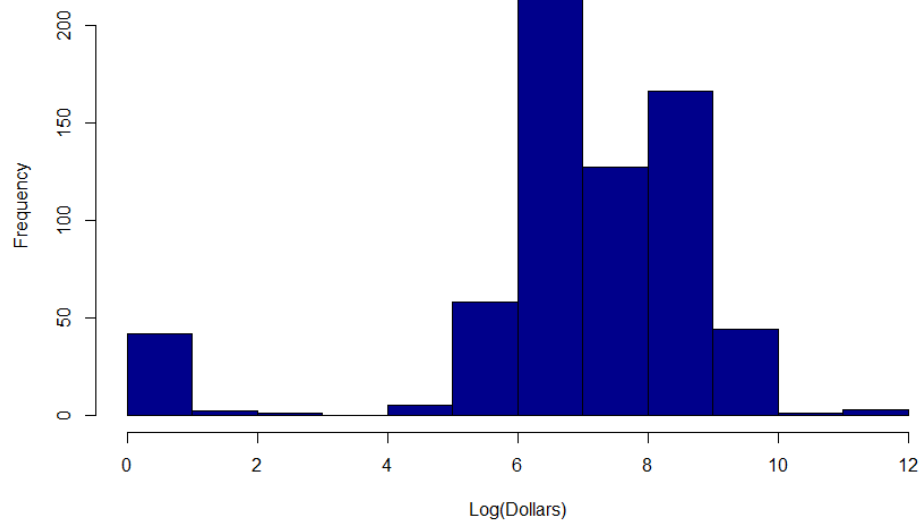
Annual Personal Investment in Instruments/Equipment

N = 664, Median = \$1500 , Mean = \$2881

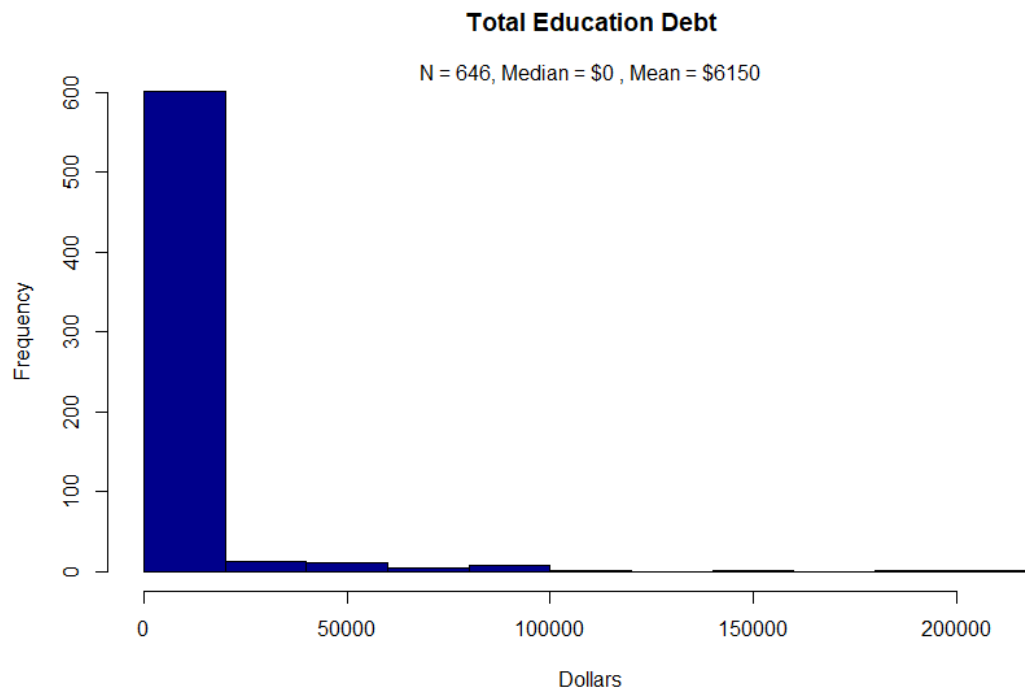


Annual Personal Investment in Instruments/Equipment, Log Scale

N = 664, Median = \$1500 , Mean = \$2881



What is the total amount of musical educational/training debt that you currently owe?
(estimated dollar amount)



Total Education Debt (Dollars)	
	N (%)
\$0	561 (87%)
\$1 - \$10000	21 (3%)
\$10000 - \$29999	25 (4%)
\$29999 - \$49999	8 (1%)
\$49999 - \$99999	17 (3%)
\$99999 - \$199999	10 (2%)
\$199999 - \$250000	4 (1%)

* Percentages based on people who answered this question

Living Situation and Transportation

On January 1, 2020, what US postal zip code did you reside in?

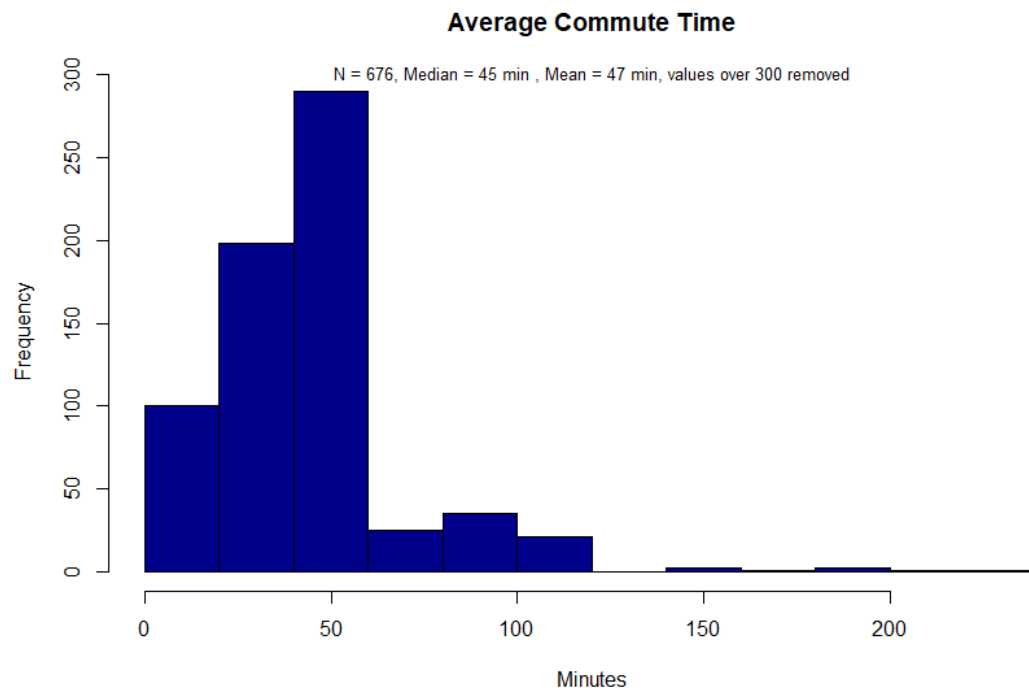
This information will be analyzed during phase 2

Estimate the average commute time from your home to a typical gig. (in minutes – make an estimate based on your typical gig or based on the average of typical gigs)

Average commute time (minutes), N =676

Min.	1st.Qu.	Median	Mean	3rd.Qu.	Max.
0	30	45	47.1	60	240

* Based on people who answered this question



Do you own or have access to a personal vehicle?

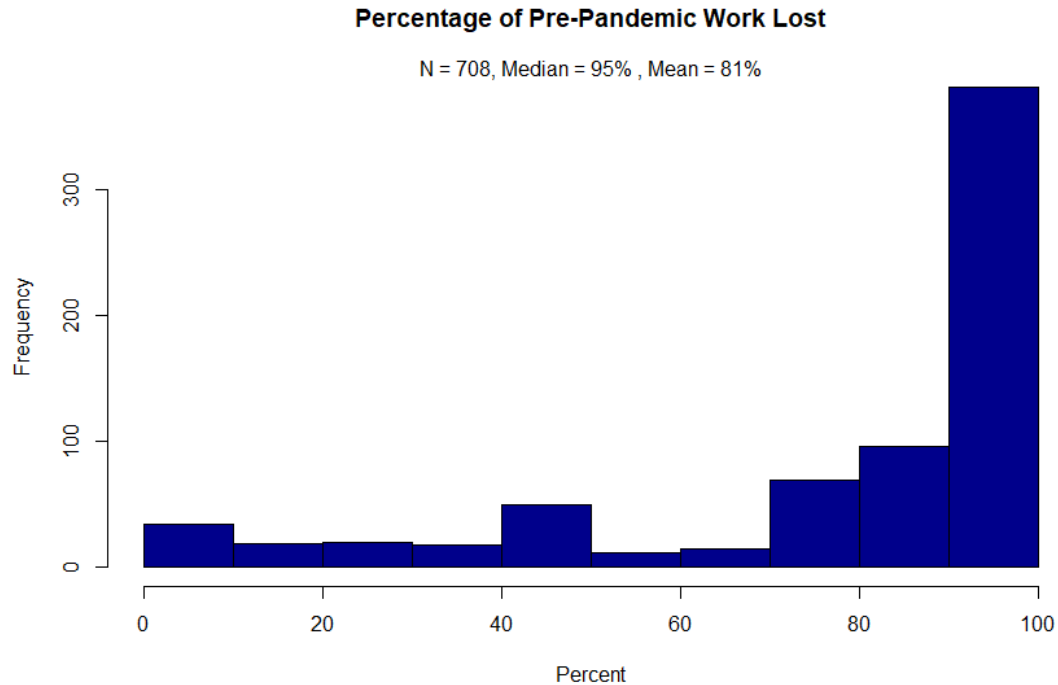
Access to Personal Vehicle

	N (%)
Yes	470 (67%)
No	230 (33%)

* Percentages based on people who answered this question

Covid-19 Situation

As of this moment, what percentage of your typical pre-pandemic music work have you lost? (enter a value between 0 and 100)

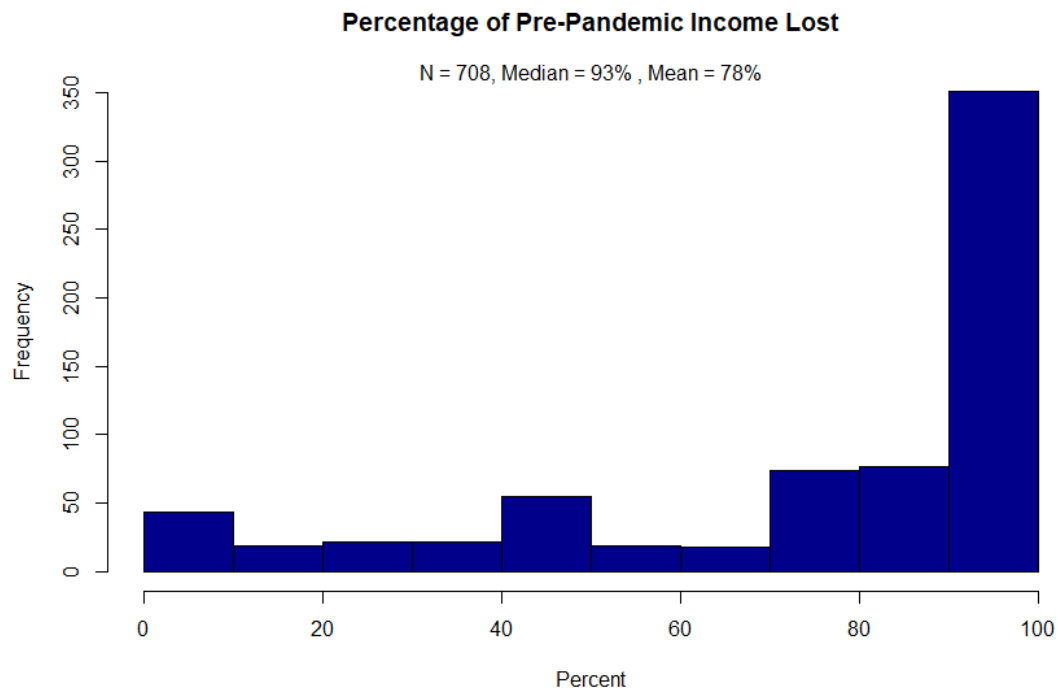


Percentage of work lost due to COVID-19

	N (%)
0% - 20%	52 (7%)
20% - 40%	36 (5%)
40% - 60%	60 (8%)
60% - 80%	83 (12%)
80% - 90%	96 (14%)
90% - 100%	381 (54%)

* Percentages based on people who answered this question

As of this moment, what percentage of your typical pre-pandemic music income have you lost?(0 for no change, 100 for complete loss of music income)



Percentage of income lost due to COVID-19	
	N (%)
0% - 20%	62 (9%)
20% - 40%	44 (6%)
40% - 60%	74 (11%)
60% - 80%	92 (13%)
80% - 90%	77 (11%)
90% - 100%	351 (50%)

* Percentages based on people who answered this question

Have you lost healthcare coverage since the start of the pandemic?

Lost healthcare since start of pandemic

	N (%)
Yes	145 (21%)
No	561 (79%)

* Percentages based on people who answered this question

Have you relocated since the start of the pandemic?

Relocated since start of pandemic	
	N (%)
Yes	121 (17%)
No	584 (83%)

* Percentages based on people who answered this question

Are you thinking about relocating?

Relocated since start of pandemic	
	N (%)
Yes	118 (20%)
No	465 (80%)

* Percentages based on people who answered this question

Are you currently working in a non-music related industry due to the pandemic?

Working in non-music industry due to pandemic

	N (%)
Yes	80 (11%)
No	627 (89%)

* Percentages based on people who answered this question