

Email from DBDT to Dallas City Council re: AGMA

From: Board Info [REDACTED]
To: Dallas City Council
Sent: Tuesday, October 29, 2024 12:14 PM
Subject: DBDT Responds to AGMA's Letter
Importance: High

Dear Dallas City Council Members,

I hope this email finds you well. I am writing to provide the Dallas Black Dance Theatre's (DBDT) response to recent communications and actions taken by the American Guild of Musical Artists (AGMA). The City Council (Council) must have accurate facts and complete and accurate context as it considers the implications of this matter, especially given the Council's decision to pause funding for DBDT's operations and community programs.

DBDT is disappointed by AGMA's decision to engage the Council with information that is inaccurate or without any context to the business operations of DBDT. While AGMA's approach has drawn media attention and understandably raised concerns among Council members, it reflects only one side of a complex situation.

We respectfully request your attention to this matter and a thorough review before any further action is taken to suspend or limit DBDT's funding for 2024. Our Board members are actively engaging with individual Council members to provide additional information and answer any questions. We welcome further opportunities to ensure the Council has all the facts needed to make an informed decision.

We strongly believe that taking final action without fully exploring all perspectives would unfairly harm DBDT's reputation and financial stability. Enclosed is DBDT's response letter, which addresses AGMA's claims and outlines the good-faith efforts we have made to engage with both AGMA and the National Labor Relations Board (NLRB).

Highlights from DBDT's Response:

- **Commitment to Negotiations:** Since receiving AGMA's proposed dates in September 2024, DBDT has been prepared and willing to begin collective bargaining.
- **Neutral Facilitation:** DBDT recommended involving a neutral party from the Federal Mediation and Conciliation Service to attend and enhance the productivity of negotiations, but AGMA declined the offer.
- **Focus on Settlement:** Alongside negotiations, DBDT has expressed openness to resolving the Unfair Labor Practices (ULP) claims through settlement discussions with the NLRB, demonstrating our intention to resolve the matter constructively.

In addition, we formally request the City Council reopen the Office of Inspector General's (OIG) inquiry. While a DBDT Board member participated in the initial OIG review by conducting an interview, our assessment of the timeline and report used to support the Council's funding decision

has raised concerns due to inaccuracies. A reopened inquiry would ensure a comprehensive and unbiased report based on verified facts from all parties involved, helping to uphold fairness and due process.

We remain committed to constructive dialogue with the AGMA and the NLRB and we are eager to provide clarity to the Council.

Please find our full response letter attached for your review. We would be happy to meet at your earliest convenience to discuss this further and provide any additional information you may need.

Thank you for your time and thoughtful consideration.

Sincerely,

Georgia Scaife

Board President

Dallas Black Dance Theatre