

March 2, 2020

Mr. Raymond Menard
President
American Guild of Musical Artists, AFL-CIO
1430 Broadway, 14th Floor
New York, NY 10018

Mr. Len Egert
National Executive Director
American Guild of Musical Artists, AFL-CIO
1430 Broadway, 14th Floor
New York, NY 10018

Dear Ray and Len:

It is with a deep sense of sadness that I am writing to resign my leadership role within AGMA because of its mishandling of the Placido Domingo matter.

Contrary to the statements that Len made publicly, you both presented the AGMA Board of Governors with a settlement agreement that you and AGMA's lawyers negotiated with lawyers for Placido Domingo pursuant to which the Union agreed to keep the details of the outside investigation confidential in exchange for a payment by Domingo of \$500,000 and the issuance of a negotiated letter of apology. You repeatedly emphasized when presenting the arrangement that AGMA's agreement not to release the details of the report was a crucial term of the settlement agreement for Domingo. In an email you sent to AGMA's officers and Board you acknowledged that the settlement agreement "was expressly premised on AGMA's promise to maintain confidentiality over the details of the investigatory report."

This is a *quid pro quo* – silence in exchange for money. I found AGMA's willingness to bury the details of the investigative report deeply betraying of the women who were sexually harassed by Domingo. Rather than allowing the details of the investigation to be made public, the Union entered into a deal with Domingo which protected his reputation and has allowed him to continue to assert publicly that he did not aggressively sexually harass women or harm their careers. The details of the investigation, had they been made public, would have demonstrated the falsity of his denials. Why would AGMA provide him with this type of cover?

As a sexual assault survivor myself, my conscience would not allow me to be a party to an agreement that allowed the Union to bury the details of Domingo's decades-long abuse of female AGMA members and that created a path for him to return to the stage after a short suspension. After really struggling with this, I provided details of the Domingo investigation to Jocelyn Gecker, of the Associated Press. Without her tenacious reporting, Domingo's abuses of female AGMA members would never have come to light even though he harassed women in plain view for decades. And issues about endemic sexual harassment in the operatic world

would also not have come to light, leaving our members vulnerable to victimization by powerful predators like Domingo. AP's reporting led to a much needed reckoning in the opera world.

You both duped the Board into believing that Domingo was truly sorry. This was false. As Domingo made clear when he retracted his apology, he is unrepentant and continues to believe that he did nothing wrong. His retraction of his apology has been very painful to those who were harmed by his behavior.

Unions are essential to ensure the rights of workers. Yet when AGMA works only for its most powerful (and sometimes predatory) members and refuses to acknowledge the legitimacy of victims' voices, it has failed its membership. AGMA has failed to represent its members in a meaningful way. Nothing is more important than the sanctity of the human body and mind. Until AGMA leadership learns that truth, none of its efforts towards changing the culture of the industry will matter. We must hold predators accountable and develop a zero-tolerance attitude towards sexual harassment and abuse. It is the predators and their enablers who create the toxic culture, and it is going to take real, courageous leaders to confront and fix the systems that protect these individuals from facing consequences.

Accordingly, until there is new leadership at AGMA, I am withdrawing my membership.

Sincerely,



Samuel Schultz