

Negotiating Fair Compensation:

[WAGENCY](#) facilitates the transaction and fair remuneration of artists' labor in the nonprofit sector. It supplies artists with digital tools and the necessary collective agency to negotiate W.A.G.E. fees or withhold content from art institutions when they decline to pay according to [W.A.G.E. standards](#). Instead of a coordinated strike mechanism, WAGENCY enables a matrix of individual boycotts that can and will happen at any given time. Follow a simple 5-step process to increase your bargaining power with institutions and build collective strength together with other artists.

[1. SEARCH FOR AN INSTITUTION](#)

W.A.G.E. fees are calculated using a simple equation: the higher an institution's expenses, the higher the fee. If you have been engaged by a nonprofit institution to provide content and want to be paid according to [W.A.G.E. standards](#), you'll need to know its total annual operating expenses. WAGENCY grants access to a database containing this and other information from the public tax records of thousands of nonprofits across the U.S. W.A.G.E. is a licensed user of [GuideStar](#), the world's largest source of information about nonprofit organizations.

[2. MAKE A FEE SCHEDULE](#)

Instantly generate a customized fee schedule for [W.A.G.E. fees in 15 categories](#) and use it to determine the total cost of your labor. For example, if an institution has invited you to have a Solo Exhibition, give a Lecture, and do an Artist Talk, the schedule will list these, and other forms of content, along with their costs according to W.A.G.E. standards.

[3. SEND A FEE REQUEST](#)

WAGENTS don't wait for institutions to offer arbitrary fees. Instead, WAGENTS determine the cost of their own labor and request W.A.G.E. fees through WAGENCY. Fee Requests are dynamic, fillable forms set on W.A.G.E. letterhead that are sent from W.A.G.E. to any email address on your behalf. Fee Requests initiate a process of negotiation that can take place online in real-time or through a series of exchanges. Correspondence between WAGENTS and institutions is private and confidential. **To view an example of a draft Fee Request, click [here](#).**

[4. GET CERTIFIED OR NEGOTIATE](#)

WAGENCY is also a certification program. It certifies WAGENTS when they successfully secure W.A.G.E. fees or withhold labor when not paid them. When WAGENTS are willing and able to leverage their social, cultural, or economic capital to pressure institutions, they build leverage for those who may not be in a position to turn down work. Negotiating your terms of engagement begins once your contact at the institution receives a Fee Request from W.A.G.E. sent on your behalf.

WAGENCY allows you to oscillate between being certified and uncertified and welcomes all forms of participation. WAGENTS are publicly listed and WAGENT signatures are dynamic SVG files (pictured below) that always reflect your current status. As long as you continue to secure W.A.G.E. fees or withhold labor when not paid them, you will be listed as certified.

[5. REQUEST PAYMENT](#)

No financial transactions take place through WAGENCY but you can request and record payments, and send reminders to institutions if payment is overdue. As long as you enter the program's start date in a Fee Request, WAGENCY will alert you if payment hasn't been recorded within 30 days of completing the work and prompt you to send a payment request. This timeframe complies with the [Freelance Isn't Free Act](#) which protects freelance workers from non-payment and protracted or reduced payment by New York City businesses. Support advocacy and [JOIN WAGENCY](#).

Additional Resources for Artists and Art Workers:

W.A.G.E. is also working on an updated and modular version of Seth Siegelaub's [The Artist's Reserved Rights Transfer and Sale Agreement](#) on blockchain.

W.A.G.E. offers a resource list and historical precedents: wageforwork.com/work

CARFAC's minimum fee schedule and tools for artists: <http://www.carfac.ca/tools/>

Museum Unions: @SFMOMAunion and @momalocal2110

Art Handlers

<https://www.artsy.net/article/artsy-editorial-art-handlers-long-overlooked-push-better-wages-union-representation>

<http://womenarthandlers.com/>

<https://www.kqed.org/arts/13843523/womxn-art-handlers-carefully-deinstall-the-glass-ceiling-of-the-preparator-world>

Art Workers Coalition

https://en.wikipedia.org/wiki/Art_Workers%27_Coalition

Bay Area Art and Labor

<https://www.artpractical.com/issue/valuing-labor-in-the-arts/>

<http://www.bayareaartworkersalliance.org/reader/>

<https://openspace.sfmoma.org/2011/11/the-economic-position-of-artists-should-be-improved-in-the-following-ways/>

<https://openspace.sfmoma.org/2015/10/wow-clr/#easy-footnote-bottom-10>

Julia Bryan-Wilson: *Art Workers: Radical Practice in the Vietnam War Era*, 2009.

Andrea Fraser, "How to Provide an Artistic Service: An Introduction":

<http://web.mit.edu/allanmc/www/fraser1.pdf>

Justice for Cleaners

<https://justiceforcleanersgoldsmiths.wordpress.com/about/>

<https://hyperallergic.com/459305/protesters-at-goldsmiths-university-in-london-demand-answers-for-who-keeps-the-cube-white/>

Justice for Jazz Artists: <http://www.justiceforjazzartists.com/>

The People's Cultural Plan for Working Artists and Communities in New York City

<https://www.peoplesculturalplan.org/>

Wages of Whiteness: [youtube.com/watch?v=5111UgkKdVY](https://www.youtube.com/watch?v=5111UgkKdVY)