



Central California Upbeat

The Official Newsletter of the Professional Musicians of Central California
AFM Local 12 • 1st Quarter 2010

AFM-EPF Pension Meeting Report

by President Larry Gardner

The American Federation of Musicians & Employers' Pension Fund (AFM-EPF), also known as the AFM Pension fund, is a defined benefit pension plan. A defined benefit plan makes a commitment to pay the retiree a certain amount of money every month upon retirement by a pre-determined formula as provided in the plan document. At this point once a person is vested, our pension fund will pay \$1—our current multiplier—for every \$100 in employer contributions based on the employee retiring at age 65. Different multipliers exist for contributions made on your behalf for work in prior time periods. Early retirement benefits are actuarially reduced. What is good is that the Fund will pay the pension as long as the retiree lives, whether it's 5 years or 30 years, or even more. Consumer Reports in its February 2010 issue states: *"retirees from all backgrounds credited their traditional defined-benefit pension plan—the kind that pays a set income for life, an increasingly rare benefit—among the best "steps" they took toward retirement."*

On January 11, 2010, there was an AFM Pension Fund meeting in Las Vegas, Nevada. It was called by AFM President Tom Lee in order to explain the Fund status and the recent actions of the Fund Trustees. Making the presentation were people associated with the Pension Fund.

Basically, the Fund has lost some significant amount of money in its investments. Its fiscal year is April 1 to March 31. For the fiscal year 4/1/08 to 3/31/09 the fund lost about 29% of its value. Additionally, the actuarial assumption is 7.5% rate of investment return, so the net effect is a 36.5% loss of where it expected to be on 3/31/09. It was also pointed out that in the same period, the S&P 500 lost 38% of its value.

Under the Pension Protection Act of 2006, there are different zone classifications. The main ones are:

Red Zone/Critical: Plan expects not to meet IRS funding requirements within the next 4-5 years (and other tests)

Yellow Zone/Endangered: Plan expects not to meet IRS funding requirements within the next 7 years and/or is under 80% funded

Green Zone: None of the above

If the plan is in the yellow or red zone, by law a series of steps must be taken including:

- Notifying participants, bargaining parties and the government
- 5% and ultimately 10% surcharges on employer contributions (**red zone only**). For example, if an orchestra is contributing 10% to the pension fund, they could be assessed an extra 5% of the 10%, or 10.5%. No benefit accrues with the surcharge amount
- The AFM Pension Trustees must establish a funding improvement plan ("FIP") or rehabilitation plan ("RP") designed to achieve certain goals
- FIP/RP can contain future benefit cuts, adjustable benefit (e.g., pre-2004 early retirement subsidy) cuts and contribution increases
- New CBAs (Collective Bargaining Agreements) will need to comply with the FIP/RP (after a CBA is negotiated that complies with the FIP/RP, the surcharges would end)

The Fund is expected to be in the **red zone** for the plan year beginning 4/1/2010. And so, in anticipation of that, the multiplier was decreased to 1% (or \$1 per every \$100 of contributions when retiring at age 65) effective 1/1/10 along with restrictions on reducing contributions.

- For a CBA in effect on 10/15/09, the contribution rate during the CBA term cannot be reduced going forward unless the reduction was already provided for in the CBA
- For future CBAs and contract extensions, the contribution rate cannot be less than what it was under the terms of the expiring contract as it existed on 10/15/09 (*Continued on Page 2*)

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The Official Newsletter of the
Professional Musicians of Central California
American Federation of Musicians, Local 12
Established 1897

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Please notify the office of any change of
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Opinions expressed by contributing writers
are their own and not necessarily those of
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Office Hours
Monday - Friday
10:00 a.m. - 4:00 p.m.

2009 Membership Dues

Category	Quarterly	Yearly
Regular	51.25	205.00
Life	22.50	90.00
Inactive Life	16.75	67.00

• A \$20.00 discount will be given if Yearly
Dues are paid prior to January 31.

Scheduled Meetings
(Unless announced otherwise)

General Membership
Quarterly at Local 12 office

Executive Board
Monthly at Local 12 office 10:30 a.m.
on the second Thursday of each month

Meetings are open, and members
are invited to attend.
Members wishing to formally
appear on the agenda must
submit a request in writing
at least 24 hours prior to the meeting.

Any notice appearing herein shall be
considered to be an official notice
to the membership.

Suspension Policy

Any members whose Regular or Life
Membership Dues remain unpaid *three*
months from the due date shall stand
automatically *suspended* from membership
and be ineligible for Local 12's benefits or
referrals and shall be required to pay a
reinstatement fee of twenty-five dollars, plus
back standing dues and late fees of five
dollars per quarter in order to resume
membership in good standing.

Members not paying dues for six months
will be dropped.

Reinstatement requires payment of a
Local Initiation Fee of fifty dollars in addition
to the reinstatement plus quarterly late fees.

If off the role book for one year or longer
a Federal Initiation Fee of sixty-five dollars
is also due.

To Resign in Good Standing

If dues are current a member may resign
in good standing by **written request**
delivered by mail, FAX or e-mail.

Telephone message is not acceptable.

Services and Benefits

- Recording Industries Music Fund
- Pension Fund
- Payroll Service
- Legal Contracts
- Instrument & Equipment Insurance
- Emergency Traveling Assistance
Program: 1(800) ROAD-GIG
- Union Privilege
- Credit Union Info
- Group Health Insurance (Self Pay)
- Delta Dental (Self Pay)
- Wage Scales
- National Ear Care Plan
- Referral Service
- Petrillo Fund
- Electronic Media Services
- Collective Bargaining
- Legislative Representation
- Recording and Multimedia
Protection

It's a great time to be a member!

AFM-EPF Pension Meeting Report (Cont'd)

After the Fund is declared to be in the red zone, these changes
would have been required. It basically means employers (orchestras,
theaters, local unions, recording companies, etc.) will have to come
up with extra money in order to bolster the fund.

If an employer wishes to withdraw from the Fund, they may be sub-
ject to withdrawal liability. The Fund's withdrawal liability represents
a withdrawing employer's share of the unfunded vested benefit
liability ("UVB") of the Fund. The calculation of UVB is done on an
annual basis and the absence of withdrawal liability for any particu-
lar plan year cannot be taken as assurance that there will be no
withdrawal liability in the following plan year.

Our Pension Fund is not alone. For the fiscal year ending 3/31/08,
many pension funds were in the green zone, and now just the oppo-
site, many of those funds are in the red zone.

For further information you can go to the Fund's website:
www.afm-epf.org or call our office.

We highly recommend that you register at the website where you
can get pension fund news, make personal account changes and
view your own contribution statements.

**Toll Free Telephone Number to reach the
AFM Local 12 Sacramento Office
(888)376-8622**

Membership Update

ADDRESS/PHONE/EMAIL CHANGES:

Ayala, Nancy
3401 Actis Rd. #20
Bakersfield, CA 93309
PH: 661-472-0288
All else same

Bell, Vicki
Email: vickiflute@gmail.com
All else same

Gale, Karen
PH: 916-399-8964
Cell: 916-296-4639
All else same

Gardner, Heather
PH: 267-994-0698
All else same

Impinna, Dolores
PH: 916-729-2008
All else same

Kodash, Alexi
PO Box 2250
Davis, CA 95817-2250
All else same

Macomber, Scott
605 Teresa St.
Martinez, CA 94553
All else same

Oshida, Matt
921 College Ave.
Palo Alto, CA 94306
All else same

Peterson, David
PO Box 590522
San Francisco, CA 94159
All else same

Pool, Daniel
9412 S. Wales Way
Elk Grove, CA 95758
PH: 916-647-3785
All else same

Rhodes, Paul
136 Flame Dr.
Pleasant Hill, Ca 94523
Cell: 510-703-8271

Rickert, Christopher
2048 E. Rush Ave.
Fresno, CA 93730
All else same

Rollins, David
1861 10th Ave.
Sacramento, CA 95818
PH: 850-877-1648
Email: Rollinsds@aol.com

Shearen, David
Email: dshearen@me.com
All else same

Struve, Dale
Email: dstruve@surewest.net
All else same

Stuart-Burroughs, Ruth
Email: stuartburroughs@att.net
All else same

Wong, Kyle
4416 Precissi Ln. #49
All else same

REJOINING/REINSTATE:

Allen, Cathy
PO Box 6506
Albany, CA 94706
PH: 510-528-5195
Email: alyceallen@comcast.net
Cello

Babzadeh, Darius
2200 'O' St.
Sacramento, CA 95816
PH: 510-393-7098
Email: d@dbaba.com
Saxophone (Sop., Alto, Tenor)
Flute, Bb Clarinet

King, John
21133 Saddleback Circle
Parker, CO 80138-7150
PH: 720-851-2197
Email: johntrptbayarea@aol.com
Bb Trumpet

Krasteva, Bogdana
1003 College Ave.
Modesto, CA 95350
PH: 209-524-7051
Cell: 209-602-2251
Email: bogikr2002@yahoo.com
Violin

Lesch, Eric
2011 101st Ave.
Oakland, CA 94603
Cell: 831-325-1770
Email: Eric.R.Lesch@gmail.com
French Horn

Nixon, Boris
41885 Yosemite Pines
Oakhurst, CA 93644
PH: 559-761-1644
Email: nixonbois@gmail.com
Cello

Reynolds, Laura
1448 Lawrence St. #3
El Cerrito, CA 94530
PH: 510-235-0210
Cell: 415-726-7289
Email: laura_reynolds@comcast.net
Oboe, English Horn,
Oboe D'amore, Bass Oboe

NEW MEMBERS:

Chen, Jia-mo
3715 Tallyho Dr. #28
Sacramento, CA 95826
Cell: 916-337-0562
Email: jia_mo@hotmail.com
Cello, Piano

Fisher, Randy
PO Box 161987
Sacramento, CA 95816
Cell: 509-280-7725
Email: rndyfishr@gmail.com
Viola, Violin

Freitas, Jeanette A.
509 Sutter St.
Folsom, CA 95630
PH: 916-985-2233
Cell: 209-513-3316
Email: Jeanette_Freitas@yahoo.com
Percussion, Vocals

Hoehn, Rudi P.
4224 Olga Lane
Fair Oaks, CA 95628
Cell: 916-468-8866
Email: rudittrombone@gmail.com
Bass Trombone

Hu, Fan
1595 42nd Ave.
San Francisco, CA 94122
PH: 415-661-3046
Cell: 415-690-6394
Email: Fan_Hu@yahoo.com
Viola, Violin

Kwon, Michelle E.
4869 Mason St.
Pleasanton, CA 94588
Cell: 510-305-0940
Email: acellorando@gmail.com
Cello, Piano, Indigenous Percussion,
(Taiko, Changoo, Gwengari, Buk)

Matfis, Ilana J.
1014 Hearst Ave.
Berkeley, CA 94710
Cell: 617-314-1415
Email: IlanaMatfis@gmail.com
Viola, Violin

NEW MEMBERS (cont'd.):

Peebles, Eugene A.
1932 Hammersley Lane
Lincoln, Ca 95648
Cell: 916-300-7966
Email: thetalkingsax@yahoo.com
Tenor Sax, Electric Organ,
Piano, Keyboard

Powell, Heather J.
5716 'J' Street
Sacramento, CA 95819
Cell: 415-823-4974
Email: heatherjp330@yahoo.com
Violin

RESIGNATIONS:

Kersting, Corey	12/31/08
Kashiwagi, Kerry	03/31/09
Lu, Elaine Ding	03/31/09
Baker, Don	12/31/09
Lillie, John	12/31/09
Spangler, Deborah	12/31/09

DECEASED:

Danziger, Robert	1/10/10
Lallo, Tony	1/21/09
Naluai, Carl	7/08/09

EXPELLED:

Bonnell, Robin
Flanagan, Dan
Hornig, Thomas
Mc Crossen, Dan
Ryan, Noah
Tudor, Ben

SUSPENDED:

Camp, Aaron
Del Russo, Catherine
Finkelstein, Erin
Lopes, Thomas
Mason, Gregory
Peterson, David
Rodseth, James
Sanders, James
Trapani, Steven
Ward, Rebecca
Woodruff, Julian
Zamfir, Ionut



PETITION FOR 2009 MULTI-CARD REBATE

Regular Members - \$56.00; Life Members - \$40.00; Inactive Life Members - \$34.00
Article 5, Section 47(a) & 47 (b) of AFM Bylaws

Under the terms of Article 9, Section 16 of the AFM Bylaws, I am hereby requesting a rebate of 2009 per capita dues paid to the Federation.

Name: _____
(First) (Last)

Social Security or Social Insurance Number: _____

I belonged to the following locals for the entire 2009 calendar year:

Local: _____ Local: _____
(Number) (Number)

Local: _____ Local: _____
(Number) (Number)

Please include with this petition copies of all paid-up 2009 membership cards, receipts of cancelled checks for annual dues from all Locals, **OR** a letter from each Local stating that you were a member in good standing of the Local for all of 2009. Allow six to eight weeks to process your rebate.

RETURN TO: American Federation of Musicians; Secretary-Treasurer's Office; Multi-Card Rebate Program;
1501 Broadway, Suite 600, New York, NY 10036 **Attention: Diane DePiro**

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Going Green!

In our continuing effort to save money, paper, postage, and the planet, we are going to start delivering the Upbeat via email to all Local 12 members that have email.

If we don't have an up-to-date email address for you, please let us know.

Send an email to: larry@musicianshall.org

This is the last hard copy mailing of the newsletter we will be sending.

Future copies of the newsletter will be sent by bulk email.

Should you wish to receive a physical hard copy we will accommodate you.

Please contact the office.

The Central California Upbeat will also continue to be available on the Local 12 website, in the Members Only Section.

If we don't have an email address on file for you, we will continue to mail you a hard copy via the US Postal Service.