



# Central California Upbeat



The Official Newsletter of the Professional Musicians of Central California  
AFM Local 12 • 3<sup>rd</sup> Quarter 2007

## 2007 ROPA Conference San Francisco

After the opening welcomes and roll call, the 2007 Regional Orchestra Players Association (ROPA) annual conference began with a speech by AFM President Tom Lee. President Lee updated us on the AFM convention, the personnel changes in the AFM New York Symphonic Services Division (SSD) office, AFM's legislative actions—including getting a boycott exemption for Pernambuco wood (used in string instrument bows), successfully influencing Delta Airlines to adopt a more musician-friendly policy for carrying instruments onto airplanes, and the AFM's work on obtaining a recording right for U.S. musicians. Pres. Lee also explained his philosophy of creating an all-inclusive union by getting everybody represented in a room in order to build a consensus for moving forward in a united way.

Labor Journalist Dick Meister gave a fascinating presentation on labor history, including some historical photographs from San Francisco. On Wednesday we were instructed on a different way of looking at negotiating and problem solving called "Skills for Bargaining and Leadership" by Miki Kashtan from Bay Area Non Violent Communication. Later, Nathan Kahn and Patricia Polach gave a grievance workshop and Debbie Newmark spoke about various symphonic recording agreements. On Thursday Patricia Polach delivered two sessions on Labor Law, and Laura Brownell and the SSD Staff, including Chris Durham, Nathan Kahn, Debbie Newmark and David Schoenbrun gave a general topic discussion of problem solving specific to collective bargaining in our industry.

The final guest presentation was by David Rosenfeld, an attorney for Local 12 and many California AFM locals. He spoke on the topic of "Offensive Bargaining." Rosenfeld was careful to point out in the beginning that this type of bargaining

is not intended for normal "good faith" bargaining but rather for times when the union is up against an unscrupulous employer who is attempting to break the union through unfair bargaining, "surface" bargaining, or some other less-than-honorable means.

On Tuesday afternoon we started our "breakout" sessions, where each orchestra delegate attended in a group with their assigned Member-at-Large. Each delegate gave a 10 or 15 minute report on their orchestra's activities and challenges from the preceding year. The following are recurring topics of interest selected from our breakout sessions, which were identified for further discussion in later "Topic Breakouts," including strategies for improving the specific situation.

*Continued on Page 5*

### Local 12 Elections

This year is an election year for Local 12. As of this writing, nomination petitions are still being accepted for the offices of President (1st Delegate to AFM Convention), Vice President (2nd Delegate to AFM Convention), Secretary-Treasurer (3rd Delegate to AFM Convention), Recording Secretary (Alternate Delegate to AFM Convention), 5 Member-at-large Local 12 Board Seats and Local 12 Trustees. See our website ([www.musicianshall.org](http://www.musicianshall.org)) for more information.

According to our new bylaws, ballots will be sent out on or before the first Thursday in November (Nov. 1, 2007). On the first Monday of December (Dec. 3, 2007) ballots will be collected after 12:00 PM by the Election Committee.

Serving on Local 12 Election Committee are Mary Blanchette, Gerald Lopes and Julia Venturi. We thank them for their service.

**Toll Free Telephone Number to reach the AFM Local 12 Sacramento Office  
(888)376-8622  
[www.musicianshall.org](http://www.musicianshall.org)**

# Central California Upbeat

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

**AFM Local 12**  
8175 Alpine, Suite G  
Sacramento CA 95826-4726

**President**  
Linda Hamilton

**Vice President**  
Tom Derthick

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Linda Hamilton

**AFM Local 12 South Business Rep**  
Linda Hamilton

Please notify the office of any change of  
address or phone.

Opinions expressed by contributing writers  
are their own and not necessarily those of  
AFM Local 12.

**Member Services**  
(916) 453-2944

Jean Smith  
Office Manager

**Referral Service**  
(916) 453-2944  
www.musicianshall.org

**FAX**  
(916) 453-9627

**Office Hours**  
Monday - Friday  
10:00 a.m. - 4:00 p.m.

**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.

### Membership Dues

Category	Quarterly	Yearly
Regular	50.75	203.00
Life	22.25	89.00
Inactive Life	16.25	65.00

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

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  
Performance Trust Fund (MPTF)
- Pension Fund
- Payroll Service
- Legal Contracts
- Instrument & Equipment Insurance
- Use of Musicians' Hall Facilities &  
Equipment
- AFM Signatory Booking Agent  
Directory
- Emergency Traveling Assistance  
Program: 1(800) ROAD-GIG
- Union Privilege  
Legal Service  
Loan Program
- Credit Union  
Savings  
CDs  
IRAs  
ATM cards  
VISA  
Auto loans
- AFM National Website
- Wage Scales
- National Ear Care Plan
- Member Directory
- Referral Service
- Petrillo Fund
- Publications  
*International Musician*  
*Central California Upbeat*
- Electronic Media Services
- Audition Ads
- Collective Bargaining
- Legislative Representation
- Recording and Multimedia  
Protection
- Experienced Negotiators
- Musician-to-Musician Support
- A Community of Musicians
- Union Driver & Traveler Motor Club
- Hertz Car Rental Discounts
- DisneyWorld Hotel Discount
- Parents' College Advisor
- Member Flower Service
- TEMPO - Task force for employment of  
musicians promotional organization
- AFM Player Associations  
*RMA* - Recording Musicians'  
Association of Northern California  
*ROPA* - Regional Orchestra  
Players' Association  
*ICSOM* - International  
Conference of Symphony and  
Opera Musicians  
*TMA* - Theatre Musicians  
Association





## **Secretary's Soundboard**

### **What's in Your Wallet?**

If you're like me, your wallet contains various credit cards, a debit card, driver's license, various identification cards, insurance cards, and lastly, an AFM Local 12 membership card. I've carried my AFM card around with me as long as I can remember, even before I became a local officer. Why?

I believe it's what my union card means to me. First of all, it means that I am connected to a group of great musicians that span from Ithzak Perlman and Sol Schoenbach, to Carlos Santana, to Dolly Parton, to Merle Haggard, to John Williams, Dave Brubeck, Paul Shaffer and Kevin Eubanks. I won't bore you with my personal list of AFM member bassoonists, past and present, who I admire, but I'd like to point out that I'm sure you have a similar group of significant performers on your instrument who are also AFM members.

And, not insignificantly, we are a connected to other trade unionists, past and present, some of whom gave their lives so working men, women, and even children, would have some say in their workplace. People like Jane Addams, Samuel Gompers, John Mitchell, Mary Harris Jones (Mother Jones), John Mitchell and Cesar Chavez are some of the labor leaders we are connected to by history.

My union card also represents the honor I feel when we collectively work together to make our working lives better for ourselves and, sometimes, even our non-member colleagues and our future members. By pooling our resources (or putting our money together) we give ourselves power at the bargaining table, power in local, state and national legislatures, and general political power to work for the good of our industry. For example, when we work for making musicians' lives easier by allowing musicians to carry their instruments on airplanes, it isn't

just for union members, it's for all musicians. It's the same with the "performance right" legislation that, hopefully, you've read about in the International Musician.

Finally, our union membership also comes with benefits, many of which are under-utilized and unappreciated. In our own local, we have a website that has some groups on it, but not everyone who does casual work has been listed. All it takes is a request from you to be listed as a soloist or to have your group listed. Additionally, there's a [www.gopromusic.com](http://www.gopromusic.com) website where currently only 7 or so Local 12 members are signed up to promote their freelance musical services. Not to mention the [www.goprolessons.com/](http://www.goprolessons.com/) which has only 2 Local 12 members listed, as far as I can tell. There are an abundance of benefits and discounts available to AFM members through Union Plus (<http://www.unionplus.org>) Recently, I signed up for the 10% discount for AFM members if you use AT&T (formerly Cingular). My understanding is that this is the only wireless provider that is totally unionized. Check it out at <http://www.unionplus.org/att-wireless.cfm> where there's more information on how to get the 10% discount. So, what **is** in your wallet?

*Larry.*

(559) 259-9081

[larry@musicianshall.org](mailto:larry@musicianshall.org)

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# Membership Update

## NEW/REJOINING MEMBERS:

**Cumings, Kale D.**  
1981 Boynton Ave.  
Martinez, CA 94553  
PH: 925-335-0553  
Cell: 510-685-2661  
Email: [kalecumings@comcast.net](mailto:kalecumings@comcast.net)  
Trumpet

**Friedhoff, Jolan E.**  
3420 Laguna Ave.  
Davis, CA 95616  
PH: 530-758-1835  
Email: [jefriedhoff@gmail.com](mailto:jefriedhoff@gmail.com)  
Violin

**Kopf, Cameron**  
PO Box 56  
Washington, CA 95986  
PH: 530-470-9264  
Cell: 520-220-1472  
Email: [kopfomatic@gmail.com](mailto:kopfomatic@gmail.com)  
French Horn, Harp, Keyboards, Recorders

## RESIGNED:    as of:

**Jacobson, Pam**    08/20/07  
**Kosako, Motoshi** 06/30/07  
**Lang, Steve**     07/23/07  
**Strange, Michael** 07/23/07

## ADDRESS/PHONE/EMAIL CHANGES:

**Brown, Meredith**  
**Chrisp, Bruce**  
123 Perkins Ave.  
Vallejo, CA 94590  
All else same

**Eliseo, Ralph**  
1816 Stone House  
Lincoln, CA 95648  
All else same

## ADDRESS/PHONE/EMAIL CHANGES (continued):

**Grishaw, Don**  
Email: [dgrishaw@sonic.net](mailto:dgrishaw@sonic.net)  
All else same

**Onderdonk, Emily**  
7086 Sayre Dr.  
Oakland, CA 94611  
PH: 510-698-4028  
Cell: 510-367-2171  
Email:  
[emily@quartetsanfrancisco.com](mailto:emily@quartetsanfrancisco.com)

**Oshida, Matt**  
867 15<sup>th</sup> Ave.  
Menlo Park, CA 94025  
PH: 650-388-6558  
Email: [mmoshida@gmail.com](mailto:mmoshida@gmail.com)

**Rodseth, James**  
2315 6<sup>th</sup> Street  
Berkeley, CA 94710  
No home phone  
All else same

## SUSPENDED FOR NON-PAYMENT:

Barton, Elizabeth  
Biondi, Keith  
Bonnee, Mike  
Krasteva, Bogdana  
La Touche, Wendy  
Moniz, Abigail  
Moxley, Darryl  
Naydan, Glenn  
Nixon, Boris  
Smith, Iris

## EXPELLED FOR NON-PAYMENT:

Becker, Abraham  
Belangie, Helen  
Bonnell, Robin  
Coughran, Steven  
Edens, Horatio  
Foreman, Ted  
Ganenko, Tatiana  
Harper, Carol  
Hoffer, Hans  
Lombardo, Sam  
Mc Farland, Matt  
Paul, Terry  
Pittman, Deborah  
Rindt., Darcy  
Thomas-Merino, Laura  
Whitehead, Corey  
Zucker, Laurel

Continued from Page 1

### Shrinking Orchestras

This is “downsizing” – smaller orchestras, erosion of the bargaining unit, often with a reduction in the number of services.

### Building a Relationship with the Board

This group discussed the importance of developing better communication with your orchestra’s board of directors.

### Strengthening Your Local

A brainstorm session took place to develop ideas how the orchestra committee, and the musicians of the orchestra, can help keep their Local vital.

### Long Range Planning

A large group of delegates discussed musician involvement in orchestra “Long Range Planning” committees, and other orchestra board or management committees; and the importance of maintaining a process for representation of the entire body of musicians whenever serving on any committee.

### Unifying Your Orchestra

Another group talked about ideas for keeping the musicians in the orchestra organized and well informed.

### Pit Orchestras

This group discussed problems specific to working in the pit performing operas and ballets.

Carla Lehmeier (New Mexico Symphony) was elected as the new ROPA Vice President. Re-elected by acclamation for new terms were Secretary Larry Gardner (Fresno Philharmonic) and Delegate-at-Large to the AFM Convention Gary Lasley (Hollywood Bowl Orchestra). Newly elected Members-at-large are Tim Judd (Richmond Symphony) and Paul Austin (Grand Rapids Symphony). Re-elected Members-at-large are Nadège Foofat (Albany Symphony) and Sherill Roberts (Portland Opera). Continuing on the board are President Tom Fetherston (Dayton Philharmonic), Treasurer Dennis Danders (Wichita Symphony), Members-at-large Laurien Jones (California Symphony) and Nancy Nelson (Houston Opera/Ballet) and Leading Tone Editor Amy Morris (Minnesota Opera Orchestra).

Local 12 members in attendance at the conference were Laura Porter (Fresno Philharmonic ROPA Delegate and Local 12 Board member), Marcel Gemperli (Modesto Symphony observer). Debbie Spangler, a Local 12 member, was the host of the conference and is ROPA Delegate for both Oakland East Bay Symphony and Symphony Silicon Valley. Also attending several of the sessions were Sacramento Philharmonic and Modesto Symphony Principal Bassoonist David Granger and Fresno Philharmonic violist Heather Gardner. Additionally, it was a delight to hear our own Emily Onderdonk (Principal Viola of the Sacramento Philharmonic) performing with her group, the award winning Quartet San Francisco, at the Tuesday dinner.

The Local 12 Board wishes to express its appreciation to Debbie Spangler, the conference host, and Locals 6, 153, and 292, the host locals, along with their respective Presidents David Schoenbrun, Beth Zare, and Bob Williams.

Respectfully Submitted,  
Larry Gardner

## **ROPA Conference—a Delegate’s View**

Laura Porter, ROPA Delegate, Fresno Philharmonic  
I hope you have taken the time to read Larry’s (Secretary Gardner’s) report. I was probably like you before – wondering what is the big deal about ROPA, what makes it important to member orchestras and working orchestral musicians around the country who happen to labor *outside of* the ICSOM orchestral world (where they enjoy benefits, salaries, and full-time seasons).

The answer is: **it is vitally important.** We, as orchestral musicians, are benefiting from its mission and from the efforts of all involved, whether you realize it or not.

ROPA is a success story. It is a growing players’ conference. Orchestras continue to organize and become members; others simply join to the point that ROPA now has over 70 orchestras. Through the shared knowledge of the ROPA Wagechart (the oversized booklet distributed every year that you **should peruse**, not throw in the trash), SSD publications, and the training that ROPA delegates receive at conference, many CBAs are showing advancement in wages, pension scale, working conditions, and organizational issues during the years since ROPA was organized.

How many of us had any skills in CBA negotiating tactics, CBA language crafting, and the ins and outs of labor law taught to us at music school? I know I didn’t. And what about Weingarten rights? Every orchestral musician needs to understand and employ them when necessary.

At this year’s conference, we had many sessions on labor law. They were dry in part, but the personalities of the presenters and anecdotes relayed made the information alive and real to me. This is much better than trying to make it through some reading about the same subjects. After the Offensive Bargaining session, I understand much better now why our SSD negotiator would caution our negotiating committee about certain tactics. Similarly, having attended the Grievance Workshop, I have a better understanding of the process in order to deliberate with our committee and the union if presented with a circumstance that *may* require a grievance. And the list of things I’ve learned through ROPA goes on and on.

More generally, each year I have been a ROPA delegate, I have been empowered to do better work as a Players’ Committee member on behalf of my colleagues. Until you have been to a ROPA conference in person, the full extent of its value may escape your notice. However if you have the chance to become a delegate for your orchestra, or advocate for full or associate membership in ROPA to your orchestra, I urge you to do so. Meanwhile, pay attention to their work and understand that ROPA is one example of our union dues in action.

## MINUTES

June Board meeting (06-28-07)

Present: R. Anderson, K. Bucher, T. Derthick, L. Gardner, S. Janes; M. Goldsmith, V. Pietrzak & Trustee E. Howard; via telephone: L. Hamilton; & J.C. Smith; Absent: L. Porter (excused);

Board Meeting called to order by President Hamilton at 10:42 AM

Agenda: Approved

Minutes: May minutes approved as amended; Member meeting minutes approved as submitted;

### Correspondence

Letter from S. Trudell re: Groban @ Arco Arena, 3/27/07 (including signed LS1 contract)  
97<sup>th</sup> AFM Convention credential receipt acknowledgement from S/T Folio

Convention registration and hotel reimbursement notice from S/T Folio

Letter from Pres. Lee appointing Sec. Gardner to Organization & Legislation Committee

Letter from Pres. Lee appointing Treasurer Goldsmith to Good & Welfare Committee

D. Gabriel letter requesting original music recordings for AFM Convention

Letter from SCLC requesting \$300 donation and assistance with California State Fair booth; Labor Arbitration Institute

### CBA Activities

FPO—grievance filed, response letter and subsequently resolution

One week extension granted for Firm Schedule and PSA's to be sent to FPO Staff Musicians;

MSO—tenure for 2 MSO musicians received

SPO—

SCSO—Orchestra Committee elected (Leo Gravin, Janis Lieberman, Jon Maloney, Sandra McPherson and Erika Miranda)

### AFM Convention Report

**President's report**

**Treasurer report** – completed IRS Forms 990; verbal report accepted

**Hall Report**—

**Business Items** – no items

Camellia Symphony gig--discussed

California State Fair and Exposition—Motion: to pay SCLC \$200 for support for California State Fair and Exposition booth; MSP

next meeting date—8/16/07--accepted

## MINUTES

August Board meeting (08-16-07)

Present: R. Anderson, K. Bucher, T. Derthick, L. Gardner, S. Janes; M. Goldsmith, V. Pietrzak & Trustee E. Howard; via telephone: L. Hamilton; L. Porter, & J.C. Smith; Absent: none

Board Meeting called to order by President Hamilton at 10:40 AM

Agenda: Approved

Minutes: June minutes approved as amended;

### Correspondence

B. Camp letter re: SCLC Labor Day picnic support

Letter to Pasadena Pops Orchestra management & Board

SCLC Tom Kenny Golf Tournament (8/31/07)

United Way Community Campaign Kick-Off Breakfast 9/14/07 (7:30-9:30 a.m.)

Email from M. Wagner re: California Arts Advocates membership

Nomination notice for Local 12 elections

### CBA Activities

FPO—approval of added rehearsal 11/1/07

MSO—jumbotron approval

SCSO—

SPO—scheduling problems discussed

### **ROPA Conference Report**

Laura Porter, ROPA Delegate, Fresno Philharmonic

**Treasurer report** – accepted as read

**Hall Report**—

**Business Items** – no items

SCLC Labor Day Picnic donation; MOTION: to donate \$500 to SCLC for Labor Picnic; MSP

California State Fair and Exposition Booth schedule  
CAA Membership; MOTION: to donate \$100 to CAA  
MSP

Adjourned 11:49 AM

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## **OPERA SAN JOSÉ**

Irene Dalis, General Director  
David Rohrbaugh, Music Director

**Announces the following vacancy:**

### **Violin II (section)**

Employment will commence based on applicants  
availability

- 60 services guaranteed
- \$157.00 per service
- AFM Pension Plan

**Audition Date:**

**Saturday, October 27, 2007**

**Please send Resumé by October 1, 2007 to:**

Opera San José c/o: Matt Siek  
2149 Paragon Drive  
San Jose, CA 95131-1312  
(408) 437-4456  
www.operasj.org

\*Repertoire will be mailed upon receipt of resumé

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## **OAKLAND EAST BAY SYMPHONY**

Michael Morgan, Music Director and Conductor  
Announces auditions for the following position:

### **Principal Flute**

Auditions will be held in Oakland on October 29,  
2007

Deadline for applications is October 22.

*Qualified applicants please send a concise resume  
and a \$25.00 deposit*

*(refundable at time of audition) to:*

Oakland East Bay Symphony  
400 – 29th Street, Suite 501  
Oakland, CA 94609

Att: Carl Stanley, Orchestra Personnel Manager

A list of the audition repertoire and other relevant information will be mailed to the candidate upon the receipt and acceptance of the resume. No phone calls please. Further information will be posted on our web site at [www.oeps.org](http://www.oeps.org). If an advertised position is won by a current OEBS member, the resulting vacancy may be awarded to another winning candidate.

## **SAN FRANCISCO SYMPHONY**

Michael Tilson Thomas, Music Director

**Announces the following vacancies:**

**Principal Trombone** — January 14-15, 2008

**Section 1<sup>st</sup> Violin** — February, 2008 (TBA)

**Principal Trumpet** — February 2008 (TBA)

**Fourth Horn** — May, 2008 (TBA)

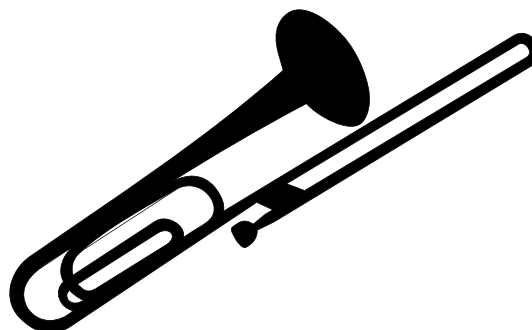
**Resume deadline for all positions is Friday,  
October 5, 2007**

Correspondence will be mailed out after the resume deadline. Resumes received after the above deadline may not be considered. Employment will begin in September 2008 or the winning candidate's availability and the San Francisco Symphony schedule.

The Audition Committee reserves the right to dismiss any candidate not meeting the highest professional standards at this audition.

Mail, fax, or email a one-page resume to:

Stephen Emhof, Orchestra Personnel Administrator  
[Specify Instrument] Audition  
San Francisco Symphony  
Davies Symphony Hall  
San Francisco, CA 94102-4585  
Fax (415) 863-9330  
[semhof@sfsymphony.org](mailto:semhof@sfsymphony.org)



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