



Central California Upbeat



The Official Newsletter of the Professional Musicians of Central California
AFM Local 12 • 3rd Quarter 2008

2008 ROPA Conference Report

Houston, Texas - Laura Porter - ROPA Delegate
Fresno Philharmonic



The 2008 ROPA Conference in Houston, Texas began with a warm welcome from the President of ROPA, Carla Lehmeier-Tatum, who recently acceded to the position after the resignation of Tom Fetherston. ROPA officer reports are usually

the first order of business, followed by AFM President Tom Lee's informative speech to the conference of the goings-on and actions of the Federation in support of musicians.

The true highlight of the conference was the fascinating presentation from Dr. William Thompson on *Outside-In Negotiating: The Power of Publicity in the Negotiation Room*. Dr. Thompson has been assisting the AFM behind the scenes in our recent struggles with the Pittsburgh Ballet, Louisville Orchestra, Jacksonville Orchestra, and more. The purpose of his strategy is to equalize, or increase, the power of the musicians at the bargaining table through guiding the *information* relations with management, the media, and the audience. After listening to him, I felt informed and inspired. It might come across a bit dryly, but these are the three steps in an effective media effort, as outlined by Dr. Thompson in his singularly entertaining manner.

The first step in an effective media effort is to make an assessment and do research. By gathering orchestra financial audits and organization audits, one can then research the Metropolitan Statistical Area at the US Department of Labor Statistics and create a baseline of comparison. Then one can compare the organization with other orchestras and their metropolitan areas, which leads to finding the best practices that may be adopted, and identifying where problem areas exist, (e.g., donations, ticket sales, budget priorities).

The second step is to develop a strategy of *pressure points* based upon what is being said by management, and the conditions found in the research and assessment. The final step is to apply those pressure points, whether by communicating with the affected public, or perhaps not even going to the media with the message.

Deborah Newmark, (Symphonic Services Division (SSD) Director of Symphonic Electronic Media), created an interesting exercise for the ROPA delegates, a mock "live recording agreement approval". She had the delegates all divided into four groups, then each group into equal number of labor and management representatives, who then, with the help of worksheets, prepared a cost-estimation to present to each other. In each group's worksheets lay a hidden problem. Our challenge was to find the mistake, or attempt to hide it from the other side. Not everyone understood what the exercise was, so some chaos ensued. Fortunately I participated in a group that did know what to do. There was some fun in arguing over the cost-estimation that we worked up as 'management' and dealing with the reaction of the 'musicians/labor' group. At the end of the session we all gained a greater appreciation and understanding of the complexity of the new AFM Symphonic Live Recording Agreement, (as if that isn't already obvious when you listen to Debbie talk about it).

Besides the above-mentioned topics, ROPA Conference attendees were treated to presentations on *Litigation of Discrimination Claims, Go Pro: AFM Freelance and Membership Development, Orchestra Committee-Current Issues, Organizing an Orchestra*, panel discussions on *Preparing your Musicians for Orchestra Consultants*, and *The Orchestra Committee and the Local* which included AFM and SSD staff. (Cont'd. on Page 5)

AFM Musicians Disaster Relief Fund

Recent hurricanes have affected millions of people in the past month and have caused damage in the billions of dollars. Among those affected are hundreds of musicians whose lives and employment have been severely disrupted by these events.

The AFM Musicians Disaster Relief Fund is currently depleted unable to provide any assistance to our brothers and sisters affected by this natural disaster. Local 12 will be making a contribution to this fund and encourages our members to make individual contributions.

Please send all contributions to the AFM, 1501 Broadway, Suite 600, New York, NY 10036. Checks or money orders should be made payable to the "Musicians Disaster Relief Fund".

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

Central California **Upbeat**

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

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Office Manager

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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.

2008 Membership Dues

<u>Category</u>	<u>Quarterly</u>	<u>Yearly</u>
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.

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
- Group Health Insurance (Self Pay)
- 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



President's Message

Leveraging Your Union Membership: the AFM Pension Fund

A few days ago, like many of you, I received my American Federation of Musicians and Employers' Pension Fund (AFM-EPF) statement. It detailed the contributions made on my behalf by different employers for the 2007 calendar year.

Most of us who perform regularly under collective bargaining agreements are benefitting from our employers' contributions. However, many more of us, especially in the casual area of our business, are not utilizing this important benefit. I believe those of us who are not fully utilizing the pension fund will come to regret that fact later in life.

Certainly, if one were to have a good "day job", one would expect it to come with some sort of pension plan. Nowadays, we have the famous "defined contribution" plans where, if you're lucky, your employer will match, (or partially match), your contribution.

The AFM-EPF is not a defined contribution plan, it is a ***defined benefit plan***. Currently, for every \$100 in contributions for a vested participant, the plan will, beginning at age 65, pay the participant \$3.25 a month for the rest of the participant's life.

At our recent ROPA conference, Paul Sharpe, AFM Director of Freelance Services, asked the delegates from orchestras all across the country to raise their hands if they ever played a wedding, a funeral, a dance, etc. It didn't take long before everyone had their hands up. We are all casual musicians! And as professionals, we should expect the same benefits we would receive at any good day job, like pension for example. Yes it's a little more work, but, with the LS-1 contract form it is fairly simple, and you simply build in the pension contribution into your quote to the purchaser of your services. If you are interested in participating in the AFM-EPF, please don't hesitate to call me, or the office, for more information.

In Solidarity,

Larry

larry@musicianshall.org
(559) 259-9081 (cell)

CALLING ALL FREE-LANCERS!

Do you reside in Fresno, Kern, Kings, Madera, Mariposa, Stanislaus or Tulare County?
Do you want to participate in a way to get your contact information into the hands of people who value Live Music?

The Local 12 Board voted to sponsor a booth at a Vendors Night for the Central Valley Funeral Directors Association, **taking place in Fresno on November 13**. A member of the Board will be there to hand out a contact list of interested Local 12 members. Serving our members who are active free-lancers is one area we are looking to expand in.

So the questions are: Do you feel comfortable playing for a funeral or memorial service? Do you have experience in this area?

If so, please send your contact information as you wish to have it listed to Local 12 Board Member, **Laura Porter**.

Include: **your name, instrument(s), group(s), preferred contact phone numbers, and county of residence**.

Send to: **Harpporter@aol.com** or call 1-888-477-1487 and leave a message.

The deadline for inclusion on the contact sheet is: **November 10th**.

AUDITION ANNOUNCEMENTS

MONTEREY SYMPHONY

Max Bragado-Darman, Music Director

Positions immediately available:

Associate Concertmaster

Principal Second Violin

Section Violin

Section Viola

Section Cello

Audition date: November 11, 2008

2008-2009 season: Seven Subscription Triples,
plus youth and holiday concerts.

Associate Concertmaster and Principal Second Rates:

08-09 season \$117/service

Section Rates: 08-09 season \$100/service

Daily travel reimbursement may also apply.

Mail, fax or e-mail resumes arriving no later than
October 24th, 2008

A \$50 refundable deposit is required.

Make checks payable to: Monterey Symphony

Mailing Address:

Monterey Symphony Auditions

P.O. Box 3965

Carmel, California 93921

Fax: 831-624-3837

OAKLAND EAST BAY SYMPHONY

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

PRINCIPAL SECOND VIOLIN

1ST VIOLIN Section – Stand 5, Inside

2ND VIOLIN Section – Stand 4, Outside

Auditions will be held in Oakland on Monday,
November 3, 2008

Deadline for applications is October 27, 2008

PRINCIPAL TUBA

Auditions will be held in Oakland on Monday,
November 17, 2008

Deadline for applications is November 10, 2008

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

Attn: 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.oeb.org.

FRESNO PHILHARMONIC

THEODORE KUCHAR, MUSIC DIRECTOR

French Horn - Second & Fourth Horn

Audition Date - November 13, 2008

Resume Deadline - October 24, 2008

Section Cello

Section Viola

Audition Date - December 5, 2008

Resume Deadline - November 15, 2008

6 Subscription Pair plus Pops

Section rates:

08-09 season \$96; 09-10 season \$100

Second Horn rate:

08-09 season \$103.68; 09-10 season \$108

Benefits: Instrument insurance & Pension contribution
(Travel reimbursement, Per Diem and Lodging may apply)

\$50 refundable deposit required. Make checks payable to:

Fresno Philharmonic

C/O Personnel Manager, Fresno Philharmonic

2377 W. Shaw Avenue, Ste 101

Fresno, California 93711

Fax: 559-261-0700 E-mail: auditions@fresnophil.org

Website: www.fresnophil.org



CALIFORNIA SYMPHONY

Barry Jekowsky, Music Director

Announces auditions for:

PRINCIPAL CLARINET

Auditions will be held on

Monday, January 12, 2009

Highly qualified applicants are encouraged to send a one-page re-
sume and a \$50 deposit which must be received by **December 12,**
2008. Deposit may be sent separately if resume is emailed.

If applicant wishes to withdraw, notice must be given by December
20th or deposit will not be returned.

A limited number of applicants will be invited to audition due to
time constraints. Repertoire and other relevant information will be
posted on the website or emailed to you.

No phone calls please.

Invitation to audition will be decided by the audition committee and
all applicants will be notified on December 19th.

Address resumes to:

California Symphony

Attn: Elaina Birnbaum

877 Ygnacio Valley Rd., #200

Walnut Creek, CA 94596

FAX: 925-280-2494

Email: elaina@californiasymphony.org

Local 12 Member Buddy Harpham to be honored at Tribute Banquet and Show

Sacramento musician Buddy Harpham has had a major impact on the Sacramento region for decades as a top musician, music educator, band leader and friend of everyone. Come honor this gentleman on "his day", enjoy a wonderful luncheon, celebrate Buddy's life and career and hear some of the best guest musicians in the West!

The banquet will include a full luncheon, open bar, testimonials to Buddy, a video review of Buddy's life and a 90-minute All Star show. This is a ***non-commercial, non-profit event*** put on by Buddy's friends. There will be no pay and no profit for anyone. This event is strictly to honor Buddy... from his many friends, associates and admirers.

The event will take place on Sunday, April 19, 2009, 1pm to 4pm Elks Lodge No. 2103, 5631 Cypress Avenue, Carmichael, CA. Current information regarding this event can be seen at the website: www.BuddyHarphamTribute.com

Free Appraisals and Networking Opportunities for Musicians

Reunion Blues brings first Vintage Guitar Road Show to at Bananas at Large Music Store



On Saturday, October 25, the Reunion Blues gig bag company is unveiling San Francisco's first "Vintage Guitar Road Show" at the ***Bananas at Large*** music store, offering musicians free appraisals and priceless networking opportunities with industry producers, collectors, and players throughout the area.

Michael Indelicato, renowned San Francisco collector and vintage guitar expert, will be on hand to lend his expertise, assessing current market values for guitars and basses ranging from the unused and forgotten to the priceless relic. "This Vintage Guitar Road Show is also a great opportunity for local musicians to meet with other players, for what could be the musician's social networking event of the season." said Michael. "We're looking forward to catching up with people we haven't seen for years."

Reunion Blues is offering this Road Show to help the musician gain a sense of current market value for that old guitar or bass. The idea is to give the instrument a new lease on life should the owner decide to turn it into cash on eBay, or place it back into circulation by passing it on to someone who can use it. Because hundreds of musicians are expected to attend, only one guitar per visitor can be appraised, so pick your favorite and come on down!

The opening bell will sound at 10:30 AM, with the last appraisal at 4:30 in the afternoon. Bananas is located at 1504 4th Street, San Rafael, CA 94901. Everyone will also have the opportunity to enter a drawing for any Reunion Blues guitar bag in the store.

"We are participating with Reunion Blues in this event primarily because we believe musical instruments should be played, not stashed in the attic collecting dust." said Bananas Music president Alan Rosen. "Most importantly, this Vintage Guitar Road Show concept will provide a rare social networking opportunity for local musicians to get out, get together and help one another get more gigs."

For more information, visit www.bananasmusic.com or call 415-457-7600.

(ROPA Convention Cont'd. from Page 1)

What is perhaps most valuable about a ROPA conference is the chance to hear about, and discuss, the common issues that symphonic musicians encounter on a daily basis. We participate in what are called "Breakout Sessions", which then result in summarizing reports that are presented to the entire conference. This approach allows a delegate to discuss their relevant topics in depth with other delegates but still derive more information through the summaries. This year's breakout topics included: Double-Day Services, Music Police, Driving for Dollars, Cannibalization, Dealing with Apathy and Right to Work State issues.

At a ROPA conference it is a time to meet the people behind the names on the E-List discussions at www.ropaweb.org. It is also a time to spend with 'Local' friends. Larry Gardner, our esteemed Local 12 President, attended in his role as ROPA Secretary. Elizabeth Hedman, the new Assistant Concertmaster of the Fresno Phil, attended as the delegate for the Santa Barbara Symphony. And David Schoenbrun, Local 6 President, who has worked with Larry as an SSD negotiator on so many of the CBAs within the jurisdiction of Local 12, was there.

I wish to thank the Local 12 Board of Directors for sending me to the ROPA conference for a fourth time, and to thank Larry for 'lending' me his report to the AFM. If anyone is interested in discussing the benefits of becoming a ROPA orchestra, please feel free to contact me.

Membership Update

NEW MEMBERS:

Allen, Paul E.
8413 Citadel Way
Sacramento, CA 95826
PH: 916-386-0832
Cell: 916-416-1830
Email: paul.allen@comcast.net
Keyboard, Conductor, Bb Trumpet, Vocal

Ferreira, Daniel A.
3453 Saddle Dr.
Hayward, CA 94541
PH: 510-886-7264
Cell: 510-427-5223
Email: shmoen@hotmail.com
All Clarinets, all Saxophones

Kodash, Alexei
539 'I' St.
Davis, CA 95616
PH: 530-753-7946
Email: alexeikodash@hotmail.com
Violin, Viola, Piano

Mason, Gregory W.
6205 Carlow Dr. #2
Citrus Heights, CA 95621
PH: 916-728-1650
Email: lieder01@comcast.net
Piano, Keyboard

Sanders, James D.
224 E. 21st Street
Merced, CA 95340
PH: 209-383-2440
Email: jdsanders@yahoo.com
Guitar

Schlagel, Christopher C.
5434 4th Street
Rocklin, CA 95677
PH: 916-316-1560
Email: csinsac@hotmail.com
Piano, Keyboard

CORRECTIONS:

Cunningham, Cory
1784 Piedmont Way
All else same

Diaz, Joe
287 North Trout Lake
PH: 559-916-9015
All else same

Finkelstein, Erin
5123 2nd Ave.
Sacramento, CA 95817
All else same

CORRECTIONS (cont):

Gardner, Heather
5022 Chestnut St. #1F
Philadelphia, PA 19139
All else same

Maulbetsch, Kelley
3153 E. Huntington Blvd.
Fresno, CA 93702
PH: 650-704-8154
Email: kelleymaulbetsch@gmail.com

Macomber, Scott
2252 Dry Creek Ct.
All else same

Oshida, Matt
3341 Park Blvd.
Palo Alto, CA 94306
PH: 650-388-6558
Email: mmoshida@gmail.com

Robinson, David
PO Box 254922
Sacramento, CA 95865
All else same

Schmidt, Kurt
Cell: 916-600-4869
Email: LawBone@surewest.com

Sebastian, Marion
4717 Arden Way
Carmichael, CA 95608
PH: 916-224-8096
Percussion, Drum Set, Vibes
Latin Percussion

Somekawa, Mina
5015 S. Regal St. # M-1104
Spokane, WA 99223
PH: 509-443-3546
Email: msomekaw@msn.com

Stout, Ken
33510 Plum Creek Rd.
Paynes Creek, CA 96075-9708
All else same

Vallejo, Elisha
373 W. Nees Ave. #105
Fresno, CA 93711-6154
All else same

Varley, Lauren
303 South Mill Street
Decorah, IA 52101
All else same

RESIGNED:

Curtsinger, Doyle 09/30/08
Hughes, Lawrence 08/15/08
Lang, Marsha 07/01/08
Lee, Bo-Lin 07/01/08
Monticello, Susan 08/12/08

EXPELLED:

Brooks, Suzanne
Cumings, Kale
Mazzei, Matt
Vargas, Ray

SUSPENDED:

Arend, David
Bergman, James
Dominitz, Ben
Hoffer, Hans
Kojima, Akiko
La Touche, Wendy
Lin, James
Ondarza, Danielle
Paul, Terry
Tulga, Mark
Vines, Michael
Ward, Rebecca
Whaley, Patricia
Wood, Sharon

DECEASED:

David, John Ray 10/06/08



Music Lending Library

AFM Local 12 is proud to announce its Band and Orchestra Sheet Music Lending Library. Music available for Standard Band, Full Band, Military Band, Symphonic Band, and individual parts. Searchable by Title, Composer, Publisher, Arranger, and Publication date. (Thanks to donations of sheet music by members and their families, we have titles going back as far as 1878.) For more information, or to arrange access, **please call in advance and ask for Don at (916) 453-2944.** (Coming Soon "Piano Music Lending Library".)

Minutes

April Board meeting (04-17-08)

Present: L. Gardner, T. Derthick, M. Goldsmith, R. Anderson, K. Bucher, V. Pietrzak
Trustees B. Axup, E. Howard; and via telephone: L. Hamilton

Excused: L. Porter, J.C. Smith

Board Meeting called to order by President Gardner at 11:43 AM
Oath of Office administered to Trustee B. Axup by President Gardner

Agenda: Approved

Minutes: March minutes approved as amended

President Report

Correspondence

MPF 2008/2009 State Allocation Letter
Letter from attorney J. Jensen re: life insurance for W. Miller
Letter response to life insurance inquiry
California Labor Federation Joint Legislative Conference
4/30 & 5/1/08
Beck letter to Charith Premadwardhana

CBA Activities

FPO—
MSO—
SCSO—
SPO—Union counter proposal for one year extension
Information request for work distribution in
Letters of Intent for 2008/09 season
Letter regarding educational concert paid as
an open rehearsal
Agreement executed for resolving Nutcracker
2007 hiring issues

Other Activities

Health Insurance meetings tentatively scheduled

Secretary/Treasurer Report – Report accepted as presented

Business Items

1. Motion to forgive annual membership dues through 12/31/2008 for Michael Anderson and Cindy Lee due to medical hardship. M/S/C Unanimously.
2. Motion to adopt, as proposed, Wage Scale Revision. M/S/C
3. Motion to include \$2.50 per month administrative fee in proposed health insurance premiums. M/S/C

Adjourned 11:53 AM

Fresno Grand Opera Agreement with Local 12

Musicians of the Fresno Grand Opera overwhelmingly ratified a one year agreement. The agreement provides for a \$110 base pay for a 2½ hour service, 25% over base for a 3 hour service, and 7% pension contributions. Fresno Grand Opera will be presenting two operas this season as well as two extra concerts featuring various singers.

Minutes

May Board Meeting (05-15-08)

Present: L. Gardner, T. Derthick, M. Goldsmith, R. Anderson, K. Bucher, V. Pietrzak
Trustee B. Axup; and via telephone:
L. Hamilton, L. Porter, J.C. Smith

Excused: Trustee E. Howard

Board Meeting called to order by President Gardner at 10:43 AM

Agenda: Approved

Minutes: April minutes approved as submitted

President Report

Correspondence

MPF revised "Request for Project" forms
MPF recommendation for a "Co-sponsor" letter for possible collaborators
Letter from "California Labor for Single Payer Health-care – HR 676
California Labor Federation 27th Biennial Conference
7/22 & 7/23/08 in Oakland
United Farm Workers request for support for UFW convention 8/22-24 in Fresno

CBA Activities

FPO—
MSO—
SCSO—
SPO— Tentative Agreement
Ratification Ballots sent out

Other Activities

Health Insurance meetings scheduled
Health insurance meetings 5/8/08, 5/14/08
with Mark Cormany
Fresno Community Chorus agreement

Secretary/Treasurer Report – Report accepted as presented

Business Items

1. Proposed bylaws/wage scale revision – In absence of quorum at member meeting, motion to adopt bylaws/wage scale revision. M/S/C
2. Ad in UFW convention brochure – Motion to place quarter page ad, (for \$650), in UFW convention brochure, and search for other opportunities to collaborate with other Locals for larger ad. M/S/C
3. Stockton Local joining Local 12 Health Plan - Motion to invite Stockton Local to join Local 12 Health Insurance plan. M/S/C

Adjourned 11:37 AM

Member Meeting

Business Item

Resolution: Bylaws/wage scale revision. (If no quorum, reverts to Local 12 Board)

No Quorum – Adopted by Board



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