



Central California Upbeat

The Official Newsletter of the Professional Musicians of Central California
AFM Local 12 • 3rd Quarter 2009



Left to Right: Local 12 President Larry Gardner, SPO Board President, Jennifer Sander, SPO Players Committee Chair Susan Lamb Cook, and SPO Executive Director Marc Feldman

Sacramento Philharmonic Contract Ratified

The musicians of the Sacramento Philharmonic voted to approve a new 2-year agreement by a sizeable majority. This agreement restores services through guaranteed services, improves step-up language, includes a pension increase in the 2nd year to 9% and requires that non-titled substitutes sit behind regular staff musicians. The new agreement mandates 4 sets with full strings for the 2009-10 season. For the 2010-11 season it requires a minimum of 5 subscription sets, 4 with full strings; 4 of the 5 sets will include 4 rehearsals. Guaranteed services for winds, brass and percussion are realized by score instrumentation requirements. Wages are frozen for the 2009-10 season and the agreement provides for a re-opener for the following season.

Local 12 wishes to give special thanks to the SPO Players' Committee: Susan Lamb Cook (chair), Maryll Goldsmith, Scott Macomber, Tom Rance and Melinda Rayne. Also, we'd like to express our deep appreciation for AFM Symphonic Services Division Negotiator David Schoenbrun.

2009 ROPA Conference - Dayton, Ohio

Larry Gardner, President of AFM Local 12 and ROPA Secretary

The 25th Anniversary 2009 ROPA Conference took place in Dayton Ohio August 3-6. The Regional Orchestra Players Association (ROPA) has grown in 25 years from 22 orchestras to its current 78 orchestras. Currently the only Local 12 ROPA orchestra is the Fresno Philharmonic, which was ably represented by harpist and Local 12 Board member Laura Porter. Other Local 12 members in attendance were Daria D'Andrea—representing California Symphony (Local 6), Elizabeth Hedman—representing Santa Barbara Symphony (Local 308), and Debbie Steiner Spangler—representing two orchestras, Oakland East Bay Symphony (Local 6) and Symphony Silicon Valley (Local 153). Another connection we have to ROPA is that Local 12 Vice President Tom Derthick was a founding member, representing the Sacramento Symphony, 25 years ago.

Randy Cohen, Vice President of Americans for the Arts wowed us with his passion and impressive statistics detailing how arts improve our society. As for business, the nonprofit arts generate \$166 billion in economic activity annually, supporting 5.7 million jobs in the U.S. In regards to government, for every dollar of government support of the arts, the arts generate \$7 in tax revenue—not a bad rate of return! Cohen states, "Support for the arts does not come at the expense of economic development. Rather, it's an industry that supports jobs, generates government revenue, is the cornerstone of tourism and economic development, and drives a creativity-based economy. It is illogical public policy NOT to increase arts funding at a time when governments need the revenue most to pay for critical services." In education, students who were highly involved in the arts performed better on a variety of academic measures than other students—these findings also held when studied across socio-economic strata, suggesting that the arts can help "level the playing field" for youngsters from disadvantaged circumstances. The arts help in healthcare, diplomacy, and even the military maintains bands in order to enhance morale, esprit de corps, and retention. It's easy to advocate for the arts. Anyone interested in advocating for the arts should visit <http://www.artsusa.org>, click on Advocacy, and sign-up at the Arts Action Center and join the Arts Action Fund—both free.

Patricia Polach, ROPA Legal Counsel, presented a session on *Re-opener Bargaining*. With 17 ROPA orchestras receiving requests for voluntary re-openers, this was the "year of the re-opener". What kinds of managements are making these re-opener requests? They include the "Distressed" (with real problems and a troubled history), the "Opportunistic" (actually healthy, but capitalizing on the climate) and the "Confused, the Dim, and the Lazy" (maybe they have problems, but they haven't analyzed their finances well, or deeply, or they're having the knee-jerk reaction: "we need to cut musician wages"). It's our job to decide which type of management we are encountering. If your management asks to re-open your contract, there are 6 things to do: 1) contact your local, 2) refuse to re-open the CBA, 3) agree to talk about finances, problems, etc, 4) establish clear "rules of engagement", 5) demand and analyze financial information, and 6) decide what to do based on your facts. Remember, failure of management transparency is a warning sign of opportunism! Resources available include AFM Symphonic Services Division, your local officers and your local's attorney. There's no substitute for working and planning!

(Cont'd. on Page 2)

**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
Established 1897

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

President
Larry Gardner

Vice President
Tom Derthick

Secretary/Treasurer
Maryll Goldsmith

Recording Secretary
Keith Bucher

Board of Directors
Rejean Anderson
Linda Hamilton
Victor Pietrzak
Laura Porter
Jerry C. Smith

Trustees
Betty Axup
Ed Howard

Co-editors/Central CA Upbeat
Keith Bucher
Larry Gardner

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.

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)
- 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!

ROPA 2009 - (Cont'd. from Page 1)

William Thompson returned this year and discussed *Quick & Dirty Data Analysis in Orchestra Negotiations*. Dr. Thompson outlined methods to learn how your orchestra's financial performance compares with other orchestras and ways to incorporate better management methods into our organizations. He suggested we could ourselves perform a sound budgetary analysis quickly, contribute positively and credibly to the economic discussion about our institution, and position ourselves with information that equalizes the power relationship between musicians and managements in negotiations.

Additionally the conference attendees were privileged to attend presentations on the *AFM Pension Fund* by Will Luebking and Vinni LoPresti from the AFM-EPF, a *Media Update* by Deborah Newmark, Symphonic Services Division (SSD) Director of Electronic Media, a session of the *Alexander Technique*, by West Virginia Symphony member, David Nesmith, and an introduction to SSD Staff by Chris Durham, Director of SSD. The SSD staff present included Negotiators Nathan Kahn, Barbara Owens, and David Schoenbrun, Contract Administrator Doug Lyons, and Benefits Analyst Joe Goldman. Additionally Janice Galassi, AFM Director of Organizing and Education, assisted with topic breakouts and the Negotiating Orchestras Workshop.

It was my personal honor to be re-elected ROPA Secretary by acclamation. The following people were elected to two year terms on the ROPA Executive Board: Vice President Paul Austin and Members-at-Large Tim Judd, Karen Sandene, John Kurokawa and Greg Youmans. Continuing on the ROPA Board are President Carla Lehmeier-Tatum, Treasurer Dennis Danders, Members-at-Large Karen Barker, Laurien Jones, and Nancy Nelson, and Delegate-at-Large Gary Lasley.

The social highlight was the Wednesday night banquet where we honored Nathan Kahn. 25 years ago Nathan was instrumental in forming ROPA and went on to become its first President. Thank you, Nathan!

President's Message

We're hearing a lot of discussion in the news about healthcare, what it should and what it shouldn't be. I am pleased to tell you that we have 15 members currently taking advantage of the Local 12 guarantee-issue health plans. Mostly those members are from our local, however, we also have allowed members from Local 153 (San Jose) and Local 189 (Stockton) to enroll in our plans. And just in case you aren't aware, we offer Health Net PPO, Health Net HMO and Kaiser HMO plans. For more information you can see our website (www.musicianshall.org). Click on "Services we provide" then "Local 12 Health Plan" or just click here:

<http://www.musicianshall.org/CEAMemberPacket.pdf>. In the interest of full disclosure, Kaiser increases its rates in November every year and Health Net increases its rates in January. The Kaiser rates have been updated for the November increase, but the Health Net rates for January 1 are unknown as of this writing.

Additionally, we plan to offer Western Health Advantage, an age based plan, for members in the Sacramento area. Please come to our members' meeting 11/5/09 at noon to find out more information on this plan or any of the other ones we currently offer. Our health insurance representative will be available to answer questions about any of the plans.

I don't want to get in a big debate on our national healthcare situation, but I would like to point out a few observations, some from my perspective as a union officer. First of all, it's my understanding that in the United States, we spend 16½ percent of our gross domestic product (GDP) on healthcare and we leave roughly 15 to 20 percent of our population behind without health insurance. Meanwhile, a country such as France spends only 11 percent of its GDP on healthcare and still is able to insure everyone. In Canada, since they have a single payer plan, when our brother and sister musicians go on strike, they don't lose their health plan. On the other hand, here in the States, the New Mexico Symphony is locked out, and their management, as of this writing, is trying to eliminate their health plan during a contentious negotiation.

Finally, it seems to me, that in the internet age of global competition, many big companies, like General Motors or Ford, are at a serious disadvantage because they are obligated to provide healthcare for their workers, when workers in many other countries in Europe and Asia have their healthcare provided by their governments. How can we compete?

Larry

larry@musicianshall.org

(559) 259-9081 (cell)

Membership Update

ADDRESS/PHONE/EMAIL CHANGES:

Boiangu, Adrian
1781 Tennis Lane
Tracy, CA 95376
PH: 209-221-7995
Email: AdrianBoi@sbcglobal.net

Childers, Rachel
222 S. Figueroa St. #1013
All else same

Finkelstein, Erin
1409 25th St.
Sacramento, CA 95816
PH: 916-296-9068
Email: efinkster@yahoo.com

Lunetta, Lawrence
PH: 916-214-9600
All else same

Madison, Earl
8100 Maple Brook Ct.
Granite Bay, CA 95746
All else same

Maulbetsch, Kelly
90 Lloyden Dr.
Atherton, CA 94027
All else same

Oshida, Matt
921 College Ave.
All else same

Pool, Dan
9412 S. Wales Way
Elk Grove, CA 95758
All else same

Zamfir, Ionut
4909 "M" St., Rear Unit
Sacramento, CA 95819-4110
Cell: 916-213-9423

NEW/REJOINING MEMBERS:

Burg, Joan
2400 Eilers Lane #1802
Lodi, CA 95242
PH: 209-327-4812
Email: joanyburg@gmail.com
Bassoon

Kendrick, Brian F.
943 El Camino Ave.
Stockton, CA 95209
PH: 209-951-5998
Cell: 209-403-6332
Email: brian.kendrick@comcast.net
Percussion (all), Drum Set

Lord, Elaine F.
9233 Condessa Dr.
Sacramento, CA 95826
PH: 916-368-9309
Cell: 917-678-4455
Email: elaineyloo@gmail.com
Accordion, Drum Set

Paul, Terry
357 N. Shirley
Fresno, CA 93727
PH: 559-453-7734
Cell: 559-790-6510
Email: TC1458@comcast.net
Viola, Private Teacher

Peterson, David W.
5781 Yankee Jim Rd.
Forrest Hill, CA 95631
PH: 415-271-4674
Email: washman1@earthlink.net
Saxophone, Oboe, Bb Clarinet,
Flute

Rogers, Jimmie G.
9523 Porto Rosa Dr.
Elk Grove, CA 95624
PH: 916-685-4547
Cell: 916-897-6785
Email: jimscourier@live.com
Trumpet

NEW/REJOINING MEMBERS (Cont.)

Sebastian, Mario
5032 Oakleaf Ave.
Carmichael, CA 95608-5627
Cell: 916-802-7968
Percussion (all),
Conductor, Teacher

Swanson, China
2101 Whistler Ct.
Davis, CA 90024
PH: 530-219-5005
Email: thoneplayer76@yahoo.com
Trombone

Swanson, Jim C.
4721 Songbird Lane
Chico, CA 95973
PH: 530-345-3975
Cell: 530-924-4140
Email: jimswansonis@gmail.com
Drum Set, Keyboards

Tisdell, Valerie
749 Moultrie St.
San Francisco, CA 94110
PH: 415-821-3519
Cell: 415-407-4236
Email: valgal707@sbcglobal.net
Violin, Viola

SUSPENDED - As of 10/1/09

Becker, Katharina
Bonnell, Fraser A.
Brody, Tod
Collins, Anthony W.
Flanagan, Daniel
Gale, Karen
Hornig, Thomas Dean
La Touche, Wendy
McCrosen, Dan
Pearsall, Kurt D.
Rickert, Christopher
Ryan, Noah
Tudor, Benjamin

EXPELLED - As of 7/1/09

Baker, Rick
Douty, Dick
Gardner, Jared
LaSavio, Kim
Mantchorova, Nina
Mathew, Brandon
Nguyen, Thi
Sahmaunt, Peggy Jo
Sharp, Randy L
Spachtholz, Joseph

EXPELLED - As of 10/1/09

Brian, Scott
Ellenberger, Rod
Hansen, Charles
Simmons, Paul
Vargas, Raymond
Wood, Sarah

RESIGNED:

Gruber-Gibbons, Monika 6/30/09

DECEASED:

Naluai, Carl 7/08/09
Jones, Lloyd 9/24/09

Board Meeting Minutes

In an effort to save paper & postage, Local 12 minutes are now available online or by request. Online they are located with the Local 12 Newsletters in the Members Only section of the Local 12 website or at:
<http://www.musicianshall.org/members/newsletter/index.html>



In This Upbeat

| | |
|--|---|
| SPO Ratification | 1 |
| ROPA Conference | 1 |
| General Information (Dues, Meetings, etc.).. | 2 |
| Services & Benefits | 2 |

| | |
|---------------------------------|---|
| ROPA Conference (cont'd.) | 2 |
| President's Message | 3 |
| Membership Updates | 3 |
| Minutes Access Update | 3 |

Member Meeting

November 5, 2009 - 12:00 Noon

(Simultaneous meetings will be held in Sacramento and Fresno Offices)

Agenda: Information on Local 12 Group Health Insurance, including a new plan for Sacramento area members.

Mark Cormany, our health insurance representative will be available to present the new plan as well as the current plans.

(Kaiser, Health Net HMO & PPO)