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From Race to Diversity, A Personal Journey

American Federation of Musicians 100 Year Convention and a 70 Year Timeline

by John Fisher, Diversity Delegate

I will be attending the 100th Convention of the American Federation of Musicians as Local 6's DIVERSITY Delegate in June of this year. Why "Diversity Delegate" and what qualifies me? In answer to the latter, my DNA reflects 34% from sub-saharan Africa and 66% from over 9 countries in Northern Europe. I consider myself African-American (my "one-drop rule"). As I have migrated through our society, I have inadvertently experienced the advantage of "white privilege" due to the hue of my skin. Nevertheless, I have also been dubbed the N-word, colored, mulatto, half-breed, biracial, multi-racial, multi-cultural, multi-ethnic, and the current: "racially ambiguous," including the furtive; "racial optical-illusion."

What about the Diversity "DELEGATE to the Convention?" To see how we get to this abstraction, we need to revisit some of the history of the AFM. In 1946, the year I was born, the International Executive Board of the AFM granted a new "Colored" charter of the Musicians Protective Association Local 669. This returned the San Francisco Musician's Union to its pre -1934 status: two separate but (nominally) equal affiliates in San Francisco. Black musicians from Local 669 could not work east of Van Ness Ave. The Fillmore Jazz District flourished, but the pay was less. Governor Pat Brown signed into law a Fair Employment Practices Act in 1959 that prohibited segregated union locals. Locals 6 and 669 were merged in 1960.

I joined Local 6 in 1971. In the 1970's, after the merger, there was still an absence of "color" on the floor of AFM Conventions. The American Federation of Musicians attempted to reverse this trend in 1977 by allowing all locals who previously were segregated and then merged; to send

an extra delegate to the convention: "...to be elected from the African-American members of said Local..." It is noteworthy that in 2004, Local 6 held a celebration to commemorate this turning point in its history; the merger with Local 669, some 44 years earlier. (See page 5)

When I joined Local 6's Board of Directors in 2007, it was unsettling to me that not much had changed. This notion of an African-American delegate from a merged local with a voice but no vote, seemed like a hollow way to get a "head count." I felt that it was a shallow token, a weak endeavor within the same old FRAME. Institutions have fallen short in addressing the racial bigotry that diminishes lives in America. We need unions to stay strong and viable, but we can't face today's problems with yesterday's unionism. How many generations will it take and how can we aspire to greatness as a society if we fail to see the beauty that is in our diversity?

Since 1989, the AFM had been aware of a Department of Labor ruling that its bylaws violated labor laws in having an extra delegate at a convention ranked to a certain group with limited voting rights. In 2009, the AFM's Diversity Committee recommended that the language of "African-American delegate" be dropped and the bylaws be amended in such a manner as to "continue to give recognition to the history of merged locals and preserve the extra delegate at AFM Convention". This was passed at the AFM 2010 Convention and thus the emergence of the "DIVERSITY Delegate". Given my apprehension, you may wonder why I decided to seek the position of "Diversity Delegate" to the AFM Convention? I celebrate my diversity and consider it a unique and valued gift, but wearing a ribbon tag at a convention that

says "Diversity Delegate" seems a bit peculiar in this day and age, although tolerable at best. We need a deeper and honest dialogue about race in our country. How can we say we live in a post-racial society when the thread of racism is still woven in our cloth?

I attended the 2013 AFM convention as an observer and addressed the Federation's Diversity Committee with my concerns, and found a compassionate group. They are very much aware of the AFM history and allowed me to express my apprehension and participate in productive and encouraging dialogue. I look forward to meeting with the Diversity Committee again this June at the 100th AFM Convention.

It is significant that I am attending the Convention in memory of Vernon Alley and Earl Watkins; members of the merged Local 669, who were officers in Local 6 for many years. Also in memory of Eddie Alley, from the merged Local 669 who was such an inspiration to all who knew him. I want to give special recognition and appreciation to those few members of our Local 6 who belonged to the segregated Local 669 and are still active in our local: Teretha Cooley, Art Cummings, Frank Fisher, Thomas Gayters, Terry Hilliard, Tom McElroy, Carl Porter, and Bobbie Webb. They are still with us because they believed in the power and solidarity of belonging to a union and to Local 6 with ALL its history.

As we sort out the business of the American Federation of Musicians at its 100th Convention in Las Vegas in June, I'll be connecting with other delegates and hopefully getting a look at diversity beyond the mirror and the salad bar.

First Hand Report on MLK Labor Council Breakfast

by Jo Gray, Board of Directors

As John Fisher and I approached the Holiday Inn on Van Ness Avenue in San Francisco at 8am Monday morning we saw fifteen protesters and about as many police. The people from Black Lives Matter were holding placards with photos of Mario Woods and attempting to block the entrance. It was quite a sight!

Mark Leno, Aaron Peskin and Tim Paulson were nearby. We managed to get inside and got to hear the Latin Jazz Youth Ensemble led by John Calloway.

After the invocation and song introduced the program, a spokesman from the protesters was invited to address the crowd. He stated their objective: They wanted the police officers responsible for Wood's death to be charged, followed by an independent

investigation. He also said that if MLK Jr. were alive he would have joined the protest outside, not been inside having breakfast.

Both former Mayor Willie Brown and current Mayor Ed Lee were listed on the program as speakers, and it became apparent exactly why the protesters had chosen this venue to protest. Neither Mayor showed up, but Janice Miritikani and Cecil Williams (co-founders of the Glide Church) were presented with the Willie B. Kennedy Award. (She was a long time Supervisor who championed minority and women owned businesses and worked tirelessly on Bayview-Hunters Point community improvements.)

Cecil Williams who is elderly and disabled came up on stage and asked that the protesters be invited in to

have some breakfast. There were a few empty tables and people gave their leftover pastries, juice, coffee and food over to them. Then he requested that they join him on stage, which they did together with their banners.

He pointed out that they were the new embodiment of the Civil Rights Movement and that they should be included in any celebration of MLK's life. He gave a moving speech about MLK's values and teachings, including the power of non-violence and diplomacy.

The speech was up-lifting and inspiring which was a fitting tribute to the occasion. The absence of the city's leaders was a stark contrast to the courage and persistence of vision of Williams and Mirikitani.

Musical News

Official Bulletin of
Musicians Union Local 6
American Federation of Musicians

Beth Zare, Editor
Alex Walsh, Managing Editor

The Musical News is published bi-monthly by Musicians Union Local 6, AFM. Any notice appearing herein shall be considered to be an official notice to the membership. The appearance herein of an article or an advertisement does not imply an endorsement by the editors.

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Office Hours

Monday - Friday
10:00 am - 4:00 pm

Schedule

Holiday Schedule

Office Will Be Closed:

New Year's Day
Martin Luther King Jr. Day
Presidents' Day
Memorial Day
Independence Day
Labor Day
Columbus Day
Veterans Day
Thanksgiving Day (and day after)
Christmas (and day after)

Meetings Schedule

General Membership
April 25, 2016 1:00 pm

Board Of Directors

Bi-weekly board meetings are open to the membership. Call for meeting schedules.

Dues

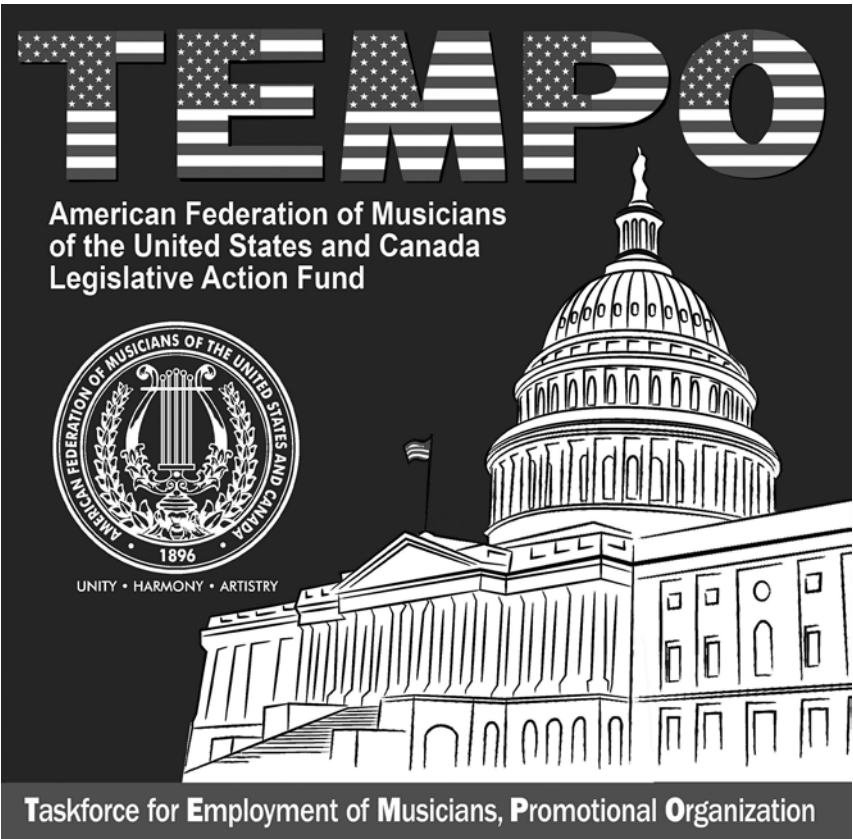
2016 Membership Dues

Regular Membership	\$52.50/Quarter
35 Year Membership	\$38.50/Quarter
Life Membership	\$25.25/Quarter
70/20 Year Membership	\$29.25/Quarter
Late Charge	\$5.00

Pay Your Dues, Keep Your Benefits

If you have been suspended or dropped as a member of Local 6 for non-payment of dues, you have lost the following union benefits: death benefit, defense and contract guarantee fund payments, the International Musician, access to the Lester Petrillo Fund and other benefits that require membership in Local 6.

To avoid being suspended, members must pay their dues by the last day of each calendar quarter. Please remember, we do not bill for dues. But, we do print one or more of the following lists in each issue of the Musical News: Suspended, To Be Dropped, and/or Dropped. Also, Late Notices are sent each quarter to all suspended individuals prior to their being dropped, and a reminder is included in our quarterly e-newsletter.



Why Should You Become a Member of the AFM TEMPO Club?

With a \$1 dollar per week donation, the AFM can make a meaningful and significant contributions to our allies in Congress.

These donations will help to reelect our allies and keep musicians' issues on the agenda. Additionally, these funds will work to maintain a number of issues such as performance rights, the NEA, the pension system, and copyright enforcement.

AFM TEMPO CLUB PERSONAL BENEFITS

- Initial membership gift
- Special invitation to the annual AFM Legislative Political Conference in Washington, DC
- 10% discount on new TEMPO gear
- Complimentary entry into upcoming National TEMPO Giveaway

Make an online contribution to TEMPO on the AFM website, or send a check to:

The AFM TEMPO Fund
1501 Broadway, Suite 600
New York, NY 10036

AFM TEMPO may accept contributions only from members of the American Federation of Musicians of the United States and Canada, executive and professional staff of AFM and its affiliates, and their immediate families living in the same household. Contributions to TEMPO are NOT tax deductible. Your decision to give is strictly voluntary and is NOT a requirement of membership in the union.

Recording Work

Local 6 is trying to stem the tide of non-union recording being done in our jurisdiction. Allowing such work to take place unchallenged can and will undermine our significant efforts to bring more union recording work to the Bay Area. Therefore, when receiving offers of recording work, all members should be sure to ask if it is being done under a union contract. Do not agree to offer your services for non-union recording projects. Members doing so are subject to board-imposed fines or expulsion. Think long-term, and think collectively!

Beneficiary Card

If you have any reason to believe that your beneficiary card needs to be updated, please contact Cheryl Fippen at 415-575-0777 ext. 307.

Reasons to update include death of a previously named beneficiary or changes in marital status and re-marriage. Many of the cards on file were completed 30 or 40 years ago. Your death benefit will be paid to the person named on your card- it's your responsibility to make sure it's up to date.

Your Trusted Servants...

Local 6 Officers

David Schoenbrun, President
Kale Cumings, Vice-President
Beth Zare, Secretary-Treasurer

Board Of Directors

Gretchen Elliott, Trustee
Hall Goff, Trustee
Steve Hanson, Trustee
Josephine Gray, Director
Forrest Byram, Director

President Emeritus

Melinda Wagner

Staff

Tony Orbasido - Recording, Reception (x301)
Lori Ponton Rodriguez - Treasury (x304)
Joe Rodriguez - Casuals (x306)
Cheryl Fippen - MPTF, Death Benefits (x307)
Alex Walsh - Member Services (x308)

Area-Wide Casual Wage Scale Committee

Lisa Sanchez, Chair
Ray Buyco
Gigi Dang
Michael Hatfield
Jeanette Isenberg
Rob Gibson
Jim Zimmerman

Finance Committee

Melinda Wagner, Chair
Steven D'Amico
Peter Wahrhaftig

Law & Legislative Committee

William Klingelhoffer, Chair
Melanie Bryson
India Cooke
Mary Hargrove
Rick Leder
Gordon Messick
Bob Williams

Recording Committee

Jon Lancelle
David Ridge
Nanci Severance
Peter Wahrhaftig

Labor Council Representatives

Alameda Labor Council – William Harvey
North Bay Labor Council – Jeanette Isenberg
SF Central Labor Council – John Fisher, Cathy Payne
San Mateo Labor Council – David Schoenbrun
South Bay Labor Council – Sofia Fojas
Monterey Bay Central Labor Council – Thomas Daly

Union Stewards

Berkeley Symphony – Carol Rice
California Symphony – William Harvey
Carmel Bach Festival – Meg Eldridge
Festival Opera – Adrienne Duckworth
Fremont Symphony – Forrest Byram
Golden Gate Park Band – Mark Nemoyten
Lamplighters – William Harvey
Marin Symphony – Claudia Fountain
Midsummer Mozart – Kelleen Boyer
Monterey Symphony – Owen Miyoshi
New Century Chamber Orchestra – Robin Bonnell
Oakland East Bay Symphony – Alicia Telford
Opera San Jose – Mary Hargrove
Philharmonia Baroque – Maria Caswell
SF Ballet Orchestra – rotating
SF Opera Center Orchestra – Diana Dorman
SF Opera – Thalia Moore
SF Symphony – rotating
San Jose Chamber Orchestra – Richard Worn
Santa Cruz County Symphony – Jo Gray
Santa Rosa Symphony – Bob Williams
Symphony Silicon Valley – Janet Witharm
West Bay Opera – Diane Ryan

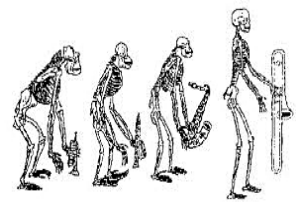
New &
Reinstated
Members

Changes In
Member Contact
Information

Edited For Web



“Well, I don’t know if they’re living healthier lives or more sinful lives; I just know that the shortage of bass players is making it damned hard to have decent jams up here.”



Pictures from the Local 6 Holiday Party



In Celebration of African American History Month

Snippets from the Musical News archives from the past twelve years.

To read the full articles visit: www.afm6.org/about/archives



**Earl Watkins
(1920 - 2007)**

"Mr. Lucky"

by Alex Walsh

Earl Watkins is a jazz drummer who continues to make music well into his 80s. I was privileged to interview Earl for this article on May 6, 2003. Earl Watkins is a native San Franciscan. He was born in 1920 and grew up in the Western Addition neighborhood of San Francisco. His early exposure to music is mind-boggling. At that time live music was everywhere...



Dr. Margie Baker

"The Power of the Mic"

by Alex Walsh

...Some musician friends of hers were playing at the Hilton, so that's where she went. "These friends knew I could carry a tune, and they used the power of the mic on me. I heard George Hanapen, the guitarist, say, 'Ladies and Gentlemen, we have this wonderful lady in the audience who sings beautifully' — And I was just eating my dinner — 'her name is Miss Margie Baker.' I was so angry with George. I'd never sung anywhere in my life..."



Willis Kirk

"Jazz Drums" by Alex Walsh

Willis Kirk is a jazz drummer. During his career he rubbed shoulders with many of the 20th century jazz greats, and played countless casuals. He was born in Indianapolis in 1928. In 4th grade he started taking drum lessons, and by high school had played his first paid gig. After high school, he worked with many groups in Indianapolis, including Wes Montgomery, with whom he played for many years. He says he was stranded a few times on the road during this time, and he recalls working in Kansas City for three weeks when the government closed the club suddenly before he could get paid...



Terry Hilliard

"I Just Want To Play"

by Alex Walsh

Terry Hilliard says he just wants to play his bass. He doesn't want to be a bandleader; he doesn't want to put together projects; he just wants to play. Terry was born in Aurora, Illinois in 1936. A lifelong musician, and a life member of Local 6, Terry made his name in the 1960s with his influential performances on the Cal Tjader "Soul Sauce" and "Soul Bird" albums. Growing up, there was always music in his house....



Bobbie Webb

"I've Been There And Done That"

by Alex Walsh

"This is the Fillmore Jazz and Blues Festival," purrs Bobbie Webb, "but we're playing Rhythm & Blues for you today." The laid back San Francisco crowd cheers as Bobbie counts in a Marvin Gaye tune. With his very own brick on the "Walk of Fame" (the stretch of Fillmore Street sidewalk between Geary & O'Farrell Street), Bobbie Webb is now an official Bay Area Blues Legend, and, with two more gigs lined up later that day, busier than ever. "I've done it all, I've been there," he says, "I've done it all, what can I say? You name it I claim it..."



Eddie Alley (1910 - 2004)

"A Life of Firsts" by Alex Walsh

"On February 18, 2003, I had the honor of meeting Eddie Alley. And WHO is Eddie Alley? Eddie Alley is the happiest man I know. Eddie Alley has a laugh that cracks me up. Eddie Alley laughs A LOT..."

Eddie Alley is a drummer.

Eddie Alley is a bandleader.

Eddie Alley is a family man.

I'm sitting in Eddie's living room with the tape recorder running. It's a clear day and through the picture window we have a great view of the Faralons. There are pictures on the wall, framed pictures of Eddie and his wife, his four children, Eddie on the bandstand, Eddie meeting the Pope....



Patience Scales

"A Giving And Gracious Lady"

by Alan Thomas

Patience Scales is probably the most renowned music teacher who ever taught in San Francisco. When she and I engaged in conversation after the Local Six Life Member Luncheon at Nick's on August 8, 2013, I discerned that she had quite a story to tell. On a later date, Patience loaned me a large three-ring binder with much of her life chronicled in photos, flyers, newspaper articles and tributes to her long and successful career.

Patience Scales was born to Earl Lee Barnes and Annie Mae Barnes in Arkansas. Her father was an entrepreneur and civic leader. Patience graduated from Dunbar High School in Little Rock and later from Arkansas A. M. and N. College (now University of Arkansas)...



The Oliviers

"A Double-Reed Dynasty"

by Alex Walsh

Rufus Olivier Jr. is the principal bassoonist for the San Francisco Opera and San Francisco Ballet. He moved to the Bay Area in 1977 after winning an audition for 2nd bassoon for the San Francisco Symphony. When the Symphony split from the Opera, Rufus auditioned for the Opera and won the principal position. In 1992 he won the principal audition for the Ballet. Fast-forward seventeen years: His son, Rufus David, is currently playing in the Opera with him, subbing for the season on 2nd bassoon....

From the Archives:

In 2004, Local 6 held a celebration commemorating the merging of Local 6



The Band: Chuck Bennett, bass, Wayne Wallace, Tormbone, George Spencer, Piano



Chuck Walker



Ralston Brown



Roy Henderson, George Alexander



Terry Hilliard, Verna Hilliard



Johnnie Ingram



Harold Philips



Art Cummings, Charles Hartzog, Phil Elwood, Earl Watkins, Tom McElroy



George Alexander, Allen Smith, Frank Fisher



Gretchen Elliot, Ralston Brown



Earl Watkins



Charles Hartzog



Frederico Cervantes, Maria Kozak



Bobbie Webb, Santie Huckaby



Vernon Alley, Phillip Alley, Rochelle Metcalfe, and Walter Johnson.



Eddie Alley



Ralston Brown, Wilbur Brown



Henry Bess



Melinda Wagner

A Time To Remember: Musicians Union Local 669

A Brief History

Musicians Union Local 6 was established in 1885. Ten years later in 1896, The American Federation of Musicians was chartered and became part of the American Federation of Labor (which later became the AFL-CIO).

Black musicians were not allowed to join Local 6. In San Francisco, with rare exception, black musicians were not allowed to play east of Van Ness. In 1924, they were granted a charter by the AFM to do business as Local 648, which had the same jurisdictional boundaries as Local 6, and was headquartered in Oakland. Ten years later, during a bitter territorial conflict with Local 6 which ended up in court, the AFM revoked Local 648's charter. Black musicians were then placed under Local 6 stewardship. As a subsidiary of Local 6, they paid work dues and membership dues, but they had no rights. They could not vote on wage scales or job condition matters, or receive the death benefit.

In 1943, AFM President James C. Petrillo abolished all black subsidiary locals. He demanded that white locals accept black musicians as equal members, or he would grant them their own charters. When Local 6 refused, Local 669 was formed. Over the next 15 years, several failed attempts were made to merge the two locals. On April 1, 1960, because of the California Fair Employment Practice Act, the two locals were finally merged.

For more info on the history of Local 6 and Local 669 visit our website: www.afm6.org

669 Event from Musical News March-2004

PDF documenting the event (which we have reprinted on this page)

San Francisco Chronicle Articles 1956-1960

PDF includes 11 scanned articles from the period.

Musical News 1956-1960

PDF includes 17 pages of various board minutes, obituaries, election ads and election results culled from the Musical News.

International Musician 1957-1965

PDF includes 6 pages of articles and AFM International Board minutes.

Leta E Miller, "Racial Segregation and the San Francisco Musicians' Union, 1923-60," *Journal of the Society for American Music* 1:2 (May 2007): 161-206. Made available by permission of Cambridge University Press

200 page PDF article accounts and analyzes the San Francisco Musicians Union's past.

Minutes

BOARD OF DIRECTORS MEETING – November 12, 2015

Meeting called to order at 10:35 by President Schoenbrun
Present: Zare, Byram, Cumings, Elliott, Goff, Gray, Hanson

The minutes of the meeting of October 26, 2015 were accepted.

NEW MEMBERS:
Frances ‘Marandi’ Hostetter - violin – 11/12/15
Michael Minor - acoustic bass – 11/12/15
Holly Piccoli - violin – 11/12/15
Rebecca Racusin - violin – 11/12/15
John David Smith - horn – 11/12/15
John Torcello - accordion – 11/12/15
Sheng Zhang - cello – 11/12/15

REINSTATED TO MEMBERSHIP:
Darby Hinshaw - horn – 10/30/15
Vera Dragicevich - violin – 10/30/15
Astrid Huala - violin – 11/12/15

GENERAL BUSINESS:
The following items were discussed:

- Expenditures for the month of October, 2015: M/S/C to approve.
- The 8/12/04 decision of the Board of Directors to self-insure the Local 6 death benefit: 3 deaths were reported in the month of October: M/S/C to continue to self-insure, with monthly Board oversight.
- Proposed terms of a one-time, pre-hire church/choral agreement between Local 6 and St. John’s Pres. Berkeley for an engagement taking place in November which uses 2 union musicians: M/S/C to approve.

- From the Bay Area Union Labor Party requesting we purchase tickets to its banquet: M/S/C to purchase up to two tickets at a cost of \$200 each to send Representative Fisher and Director Gray.
- The Annual Local 6 Picnic: M/S/C to forgo the raffle in 2016 to be in compliance with federal and state laws.

REPORT OF OFFICERS:
Secretary-Treasurer Zare gave an update on the new website.

Vice President Cumings reported on on-going negotiations with SF Ballet.

President Schoenbrun reported on the following: Activities and information regarding negotiations and contract maintenance for collective bargaining agreements with: ACT, American Bach Soloists, Berkeley Symphony, California Symphony, Eugene Chukhlov, Fairmont, Fremont Opera, Mid-Summer Mozart, New Century Chamber Orchestra, Oakland Symphony, SF Ballet, SF Opera, SF Symphony, San Jose Chamber Orchestra.

Information regarding a regional meeting, potential leafleting of Ballet SJ, and the construction project.

Meeting adjourned at 12:30 in memory of John Copolla and Allen Toussaint.
Submitted by Beth Zare, Secretary-Treasurer * * *

BOARD OF DIRECTORS MEETING – December 8, 2015

Meeting called to order at 10:38 by President Schoenbrun
Present: Zare, Cumings, Goff, Gray
Excused: Byram, Elliott, Hanson

The minutes of the meeting of November 12, 2015 were accepted as amended.

NEW MEMBERS:
Ana Catarina Pais Ferreira – cello – 12/8/15
Laura Poe - piano, violin, French horn, flute – 12/8/15
Eric Shanks - drums, electric bass – 12/8/15

REINSTATED TO MEMBERSHIP:
Emma Heffernan - violin – 11/24/15
Vladimir Khalikulov - viola, violin – 11/24/15
Dean Revelo – drums, vocals – 11/30/15
CJ Simbre - piano, keyboards, vocals – 12/2/15

GENERAL BUSINESS:
The following items were discussed:

- Proposed terms of a successor collective bargaining agreement (4-year term) between Local 6 and The Fairmont: M/S/C to approve the agreement, pending ratification by the musicians.
- Proposed terms of a successor collective bargaining agreement (3-year term) between Local 6 and San Jose Chamber Orchestra: M/S/C to approve the agreement, pending ratification by the musicians.
- A request from the SF Ballet that Local 6 pay for extra services of the AFM Symphonic Services Division's financial analyst Bob Zagozda in assisting them with current negotiations: M/S/C to approve the request at a cost to Local 6 of \$500.
- A request from the Musicians of Symphony Silicon Valley that Local 6 help with the cost of leafletting Ballet Silicon Valley’s performances of the Nutcracker: M/S/C to approve the request up to \$600.
- Feasibility of maintaining the Crary Scholarship Trust Fund: M/S/C to move the entire balance of \$21,311.58 to the Musical Fund Society with stipulations about continuing to maintain Crary name and award at least one annual scholarship to a Santa Cruz County music student.

- AFM Diversity Awards for the 100th Convention in June 2016: M/S/C to submit John Fisher’s application for consideration for the Charles Walton Advocate Award.
- Year-end financial review: M/S/C to accept the bid of \$9200, submitted by Thielen & Associates, to prepare the Local 6 year-end financial statements.
- The annual Joint Legislative Conference to be held March 14 & 15 in Sacramento: M/S/C to approve payment of reasonable expenses to send two delegates, John Fisher and Jon Lancelle.
- From the SF Living Wage Coalition requesting we continue our membership: M/S/C to donate \$100.
- From SF Labor Council inviting us to attend their MLK breakfast: M/S/C to purchase up to 3 tickets at \$75 each.
- A request from Raymond Froelich for membership continuity: M/S/C to approve the request upon receipt of all applicable dues and fees.

REPORT OF OFFICERS:
Secretary-Treasurer Zare gave credit card report for the month of November. Discussion about donating George Hastings cornet to the Santa Cruz Museum of Art and History.

President Schoenbrun reported on the following: Activities and information regarding negotiations and contract maintenance for collective bargaining agreements with: ACT, American Bach Soloists, Eugene Chukhlov, New Century Chamber Orchestra, SF Opera, SF Symphony.

Information regarding the construction project. Meeting adjourned at 11:53 in memory of Charles Lord. Submitted by Beth Zare, Secretary-Treasurer

Expenditures

The Board of Directors approved the expenditures listed below for the month of October 2015.	
Gross Salaries	
President	4,713.85
Vice President	830.03
Secretary-Treasurer	4,426.92
Assistants	15,484.30
Board of Directors	1,128.40
Total	\$ 26,583.50

Other Expenses	
Employer Payroll Taxes	2,290.76
Employer Pension	2,851.36
Workers Compensation	396.00
Health Insurance	6,130.62
Reimbursed Med. Exp.	3,150.54
AFM Per Capita Dues	28,671.00
SF Labor Council Dues	280.00
State Federation of Labor Dues	350.00
North Bay Labor Council	42.00
San Mateo Labor Council	35.00
South Bay Labor Council	138.45
Postage	114.02
Supplies & Services	923.02
Telephone	335.08
Office Equipment & Rental	10.50
Donations	200.00
Miscellaneous Stewards	7,110.00
Entertainment	200.00
Officers’ Expense	240.68
Credit Card Fees	120.75
Accounting	3,000.00
Bank Charges	14.00
Committee Expense	3,982.62
Miscellaneous Taxes	75.00
Legal Retainer	1,200.00
Legal - Negotiations	6,600.00
Negotiations - Committees	2,287.50
Payroll Fees	125.00
Website	3,172.00
Organizing & Recruitment	750.00
Player Conference Del.	1,669.75
Labor Counc. Del. / State Fed	210.00
Musical News	1,590.00
Building Outside Services	317.50
Utilities	740.15
Death Benefits	6,000.00
Total	\$ 85,323.30

The Board of Directors approved the expenditures listed below for the month of November 2015.	
Gross Salaries	
President	4,918.80
Vice President	479.57
Secretary-Treasurer	4,754.84
Assistants	15,733.60
Board of Directors	1,128.40
Total	\$ 27,015.21

Other Expenses	
Employer Payroll Taxes	2,066.66
Employer Pension	2,944.66
Workers Compensation	396.00
Health Insurance	3,555.57
Reimbursed Med. Exp.	3,473.57
SF Labor Council Dues	280.00
State Federation of Labor Dues	350.00
North Bay Labor Council	42.00
San Mateo Labor Council	35.00
Postage	526.48
Supplies & Services	700.33
Telephone	335.08
Office Equipment & Rental	10.50
Miscellaneous Office Expense	250.00
Miscellaneous Stewards	600.00
Officers’ Expense	265.99
Credit Card Fees	244.45
Miscellaneous Taxes	3.02
Legal Retainer	1,200.00
Legal - Negotiations	5,400.00
Payroll Fees	125.00
Website	189.36
Player Conference Delegates	400.00
Building Repairs & Upkeep	175.00
Building Supplies	249.00
Property Taxes	4,500.64
Utilities	454.39
Death Benefits	4000.00
Total	\$ 32,772.70

The Board of Directors approved the expenditures listed below for the month of December 2015.	
Gross Salaries	
President	7,296.22
Vice President	608.69
Secretary-Treasurer	7,050.28
Assistants	22,977.15
Board of Directors	338.52
Total	\$ 38,270.86

Other Expenses	
Employer Payroll Taxes	1,968.68
Employer Pension	4,171.52
Workers Compensation	2.00
Health Insurance	5,845.12
Reimbursed Med. Exp.	3,484.37
SF Labor Council Dues	280.00
State Federation of Labor Dues	350.00
North Bay Labor Council	42.00
San Mateo Labor Council	35.00
Stationery & Printing	117.31
Supplies & Services	759.79
Telephone	339.37
Office Equipment & Rental	10.50
Repairs & Maintenance	55.00
Donations	21,416.05
Miscellaneous Stewards	625.00
Entertainment	749.51
Officers’ Expense	215.67
Legal Retainer	1,200.00
Legal - Negotiations	6,400.00
Negotiations - Committees	3,300.00
Payroll Fees	125.00
Misc Labor Action	725.61
Western Conference 2015	653.82
Labor Council Delegates / State Fed	200.00
Musical News	1,550.00
Musical News Mailing	900.00
Life Member Luncheon	202.00
Building Outside Services	635.00
Utilities	455.85
Death Benefits	2000.00
Total	\$ 58,782.17

Casual Job Reports

Listed are the casual leaders who have made work dues payments between 11/4/15 - 1/8/16 and the dates of the jobs. If any of your engagements are not listed, it is possible that the leader/contractor has not remitted either work dues or pension contributions on your behalf. In this case, please contact the union for assistance.

02/27/15	Dilbeck, Tom
03/14/15	Dilbeck, Tom
03/17/15	Dilbeck, Tom
03/19/15	Dilbeck, Tom
04/16/15	Dilbeck, Tom
04/25/15	Dilbeck, Tom
05/02/15	Dilbeck, Tom
05/03/15	Dilbeck, Tom
05/16/15	Dilbeck, Tom
06/05/15	Owen, Jake
06/15/15	Dilbeck, Tom
08/26/15	Heart
10/01/15	Through
10/04/15	Holland, Dave
10/03/15	Laurie Lewis & The Right Hands
10/03/15	Welch, Gillian
10/04/15	Harris, Emmylou
10/04/15	Gill, Vince
10/04/15	Kane, Kieran
10/07/15	Boz Scaggs
10/10/15	Kronos Quartet
10/10/15	Sanchez, Lisa
10/16/15	Dilbeck, Tom
10/21/15	Through
10/22/15	Amper, Leslie
10/31/15	Ketchum, Janet
11/01/15	Klein, Carole
11/01/15	Wreede, Katrina
11/08/15	Eulberg, Steven
11/10/15	Mehldau, Brad
11/13/15	Eulberg, Steven
11/14/15	Sanchez, Lisa
11/15/15	Wreede, Katrina
11/19/15	Dilbeck, Tom
11/20/15	Wreede, Katrina
11/29/15	Wreede, Katrina
12/04/15	McCoury, Del
12/05/15	Wreede, Katrina
12/08/15	Wahrhaftig, Peter
12/08/15	Dan Hicks & the Hot Licks
12/09/15	Wreede, Katrina
12/12/15	Sanchez, Lisa
12/12/15	Wreede, Katrina
12/17/15	Wreede, Katrina
12/19/15	Wreede, Katrina
12/20/15	Newhart, Byrne
12/21/15	Newhart, Byrne
12/29/15	Klein, Carole

“I suppose for me as an artist it wasn’t always just about expressing my work; I really wanted, more than anything else, to contribute in some way to the culture that I was living in. It just seemed like a challenge to move it a little bit towards the way I thought it might be interesting to go.”
– David Bowie



BOARD OF DIRECTORS MEETING — January 7, 2016
Meeting called to order at 10:32 by President Schoenbrun
Present: Zare, Byram, Elliott, Goff, Gray, Hanson
Excused: Cumings

The minutes of the meeting of December 8, 2015 were accepted as amended.

NEW MEMBERS:
Vijay Anderson - drums — 1/7/16
Ray Furuta - flute, piccolo, alto flute — 1/7/16
Miles Lassi - percussion — 1/7/16
Ricardo Martinez - saxophones, flute, clarinet — 1/7/16
Elad Marish - guitar, electric bass, piano — 1/7/16
Gwendolyn Mok - piano, keyboards — 1/7/16
Alison Pinto - violin, accordion, piano — 1/7/16
Andrew Sandwick - clarinet, bass clarinet — 1/7/16
Greg Wyser-Pratte - drums — 1/7/16
Dan Zelmanman - piano, melodica, percussion — 1/7/16

REINSTATED TO MEMBERSHIP:
Jon Brummel - trombone, alto trombone — 12/9/15
Dennis Donovan – saxophones, tin whistle — 12/30/15
Jay Scott Janusch - oboe, English horn, piano — 1/7/16

Kiri Murakami Loehmann - violin — 1/7/16
David Rowland – oboe — 1/7/16
Chip Tingle - trombone, bass trombone, tuba — 1/7/16

GENERAL BUSINESS:
The following items were discussed:

- Proposed terms of a successor collective bargaining agreement (5-year term) between Local 6 and SF Ballet: M/S/C to approve the agreement which has already been ratified.
- A request that willing members of the Lamplighters orchestra be permitted to donate up to 2 services for a fundraising event in February: M/S/C to approve.
- A request that 4 musicians from the Pocket Opera orchestra be permitted to donate services for a fundraising event on January 24: M/S/C to approve.
- Expenditures for the month of November, 2015: M/S/C to approve.

- The 8/12/04 decision of the Board of Directors to self-insure the Local 6 death benefit: 1 death was reported in the month of November: M/S/C to continue to self-insure, with monthly Board oversight.
- Western Conference of Musicians: M/S/C to approve payment of reasonable expenses to send Local 6 officers Schoenbrun and Zare, our two delegates by virtue of election to office, to the annual Western Conference meetings to be held from February 19-21, 2016 in Reno, NV.
- Local 6 office staff Health Reimbursement Agreement (HRA): M/S/C to remove limits on reimbursements for mental health permanently (currently capped at \$2500 per person annually).
- Finalization of donating Crary Scholarship money and oversight to the Musical Fund Society.
- From the SF Living Wage Coalition thanking us for our donation of \$100.

- Report on the Local 6 Electronic Media Recording activity for 2015.

REPORT OF OFFICERS:
Secretary-Treasurer Zare gave credit card report for the month of December.

President Schoenbrun reported on the following: Activities and information regarding negotiations and contract maintenance for collective bargaining agreements with: ACT, New Century Chamber Orchestra, SF Opera, SF Symphony.

Information regarding the regional meeting, construction project, upcoming labor law update conference by union counsel David Rosenfeld, workers labor heritage festival in San Mateo.

Director Gray gave a report on the Union Labor Party and progress on her meeting with Benjamin Van Houten.

Meeting adjourned at 12:53 in memory of Hugo Rinaldi, Steve Campos, Pierre Boulez
Submitted by Beth Zare, Secretary-Treasurer

Members Suspended (for non-payment of 4th quarter dues, updated through 1/11/16)

Austin, Arthur	Fishler, Kenneth L	Higgins, Harry A	McCracken, Deborah	Rodriguey, James ‘Jed’	Thomas, Daniel E
Bedner, Alexander	Flyer, Nina G	Hill, Graham	McDevitt, Megan	Russell, John	Tomkins, Tanya
Bloom, Claudia A	Foster-Dodson, Dawn	Howard, Robert	Medina, Nito	Rzad, Paul	van Dongen, Antoine
Blumenstock, Elizabeth A	Fountain, Claudia L	Johnson, Alan	Moore, Curt	Salter, Jay Dewitt	Vargas, Raymond
Bucher, Keith T	Fukuda, Ryo	King, John H	Morozow, Lina	Savell, Thomas C	Waite, Alicia Michele
Burns, Lisa Anne	Gaudry, David	Klyche, Ren	Nowlin, David	Sevieri, Rene	Welch, Nicole J
Cash, Nicole	Girard, Richard J	Krinitsky, David	Olson, Kenneth Earl	Shannon, Mark A	Westin, Lori
Cavlan, Adrian	Glenn, Roger H	Laguana, Rose	Parish, Jeffrey D	Sherbundy, Jason Thomas	Yoon, Cheonho
Chasalow, Suzanne Joy	Godwin, Jack	Le, Chinh	Park, Jason	Smiley, Dagenais Patricia	Young, Ondine
Chellis, Kensey	Golding, Margot	Lev, Elina	Phelps, Timothy W	Smith, Rebecca	Zhang, Shenshen
Chin, Jeffrey	Govorchin, Peter	Lewis, Tyler	Pingel, Scott	Spalding, James	Zingg, Drew
Clickard, Todd J	Gronningen, Ellen K	Logas, Jerry	Pritchard, Melvin	Sudmeier, Gregory Van	Zoernig, Kristin
Coyne, Marilyn	Gruber, Monika	London, Lawrence	Pyszkowski, Jason	Tagorda, Leslie	
Diaz, Amalia	Harms, Dawn Larie	Manley, Todd	Pytko, James	Talbot, Alice	
Einem, Jolianne	Harrington, William J	Martella, Marilyn J	Randolph, Joyce H	Tanenbaum, David	
Eyssallenne, Lydia	Harrison, Margot	Martin, ‘Millie’ Mildred	Reppun, Emily	Tellez, Nel	
Fasman, Louis Adam	Heller, Patricia R	Matteri, Alan	Rizzo, Anthony	Theriault, Eugene M	

Members To Be Dropped (for non-payment of 3rd quarter dues, updated through 1/11/16)

Avila, Karla R	Curran, Kathryn	Kadarauch, Katie	Milani, Callan	Schantz, Marcella P	Wilkins, Rob
Batiste, Larry	Green, Dori	Keen, Caitlin	Ordaz, Joseph P	Simms, Patrick W	Wiseman, Case
Behrens, Christian L	Gu, Tingting	Kim, Jonah	Peterson, David Wright	Sorkin, Scott	
Bourne, Matthew	Hall, Alan Miguel	Kwon, KuWon Douglas	Rodseth, James	Thomas, Richard	
Burkert, Gene	Haslim, Krista	Massanari, Jeff	Rowan, Doug	Walker, Susan L	
Cann, David A	Hembree, Richard	McFadden, Schuyler	Ryther, David	Westman, Aaron	
Cruz, Gabral	Irvine, Erin	Meeks, Leslie	Sawyer, Alison M	White, Archie	

Resignations (as of 12/31/15)

Cleary, Tim	Groves, John	Knudson, Christina J	McSherry, Caitlin	Solomon, Wayne James	Wu, Betty
Dye, Mimi	Heinberg, Richard William	Koh, Evie	Petrasek, Joseph	Street, William H	Wyrick, Mariko Hiraga
Ellison-Wolfson, Greer	Hostetter, Frances ‘Marandi’	Lan, Andrew	Poe, Laura	Sulpizio, Robert E	Wyser-Pratte, Greg
Garver, Dr Sasha	Ivry, Jessica M	Lee, Richard	Pollock-Ayres, Rebecca	Topham, David D	Zeitler, William
Gomez, Diana Wyneken	Kennedy, Daniel James	Masek, Petr	Schillaci, Joseph	Tropman, Matthew	Zelmanman, Dan
Goshey, Allene	Knudson, Lucinda	McLaurin, Christopher	Shim, Meerennai	Votapek, Mark	Zoltek, Maureen

Tempo / Coda Contributions (*\$10-20, **\$20-30, ***\$30-50, ****\$50 above)

Adduci, Michael	Di Virgilio, Roger***	Hanson, Cynthia	Mader, John	Reiter, Dan	Storch, Arthur**
Adduci,Kathryn	Dibner, Steven*	Hanson, Paul	Maltester, Diane	Reyen, Robert	Strand, Kent*
Allan, Lynne*	Dilbeck, Thomas*	Harvey, William	Marshall, Kathryn	Reynolds, Laura	Sutherland, Robin
Arana, Jose Luis	Doherty, Steven	Hatfield, Michael	Matthiesen, Nick	Ribak, Kurt	Tan, Desmond
Archibald, Janet Pepesco	Dorsam, Poppea	Hayes, David	Micich, Ari	Richardson, Dawn	Tayerle, Loren
Armenta, Mark	Dougherty, Bill	Heid, Beth	Mielke, Robert	Ring, Jonathan	Telford, Alicia**
Aron, William	Drury, Mark**	Henderson, David	Mok, Christina	Ritchen, Bill	Thomas, Craig*
Averett, Janet*	Eastburn, Paul	Holsinger, Carol Beth	Moore, Carla	Rivard, Kevin	Tichener, Margaret
Bauer, Dana	Edelberg, Joe	Hughes, Robert*	Moore, Thalia	Rizzetto, Jay**	Tichman, Nadya
Boyer, Kelleen**	Eisler, Joanne Burke	Hutchinson, Karen	Morris, David	Roach, Geoffroy	Torcello, John
Brennan, James	Ekholm, Karla	Irving, Donald	Ng, Steven	Rokeach, David	Valeri, Jessica
Burkhart, David	Elliott, Gretchen**	Jackson, Audrey**	Nichols, Jim	Roper, Richard	Van Valkenburgh, Darcy
Byers, Lili	Emanuel, Roger	Jacobson, Roxann	Oakley, Lynn	Rosenak, Karen	Vang, Erin
Byram, Forrest****	England, Mary	Johnk, Katherine	Oakley, Roy	Rosenfeld, Mindy	Vinocour, Jonathan
Caimotto, Michelle	Fath, Josepha	Johnson, John	Ortega, Carlos	Ross Gualco	Wagner, Marianne
Carey, Pamela	Fellows, Joy	Johnston, C. Tom	Pattinson, Joel	Santana, Salvador	Wagner, Melinda****
Carl, Carolyn	Fettig, Mary	Kearns, Adelle-Akiko	Patzner, Kurt	Schwarz, Sandra	Wagner, Ralph
Carlson, Dan	Fischthal, Glenn	Kennelly, Alice*	Paulson, Stephen*	Selfe, Ned	Wahrhaftig, Peter**
Caswell, Maria*	Froman, Renee	Kennelly, Donald*	Perkoff, Miriam**	Sell, Michelle	Walter, Kenneth
Chimenti, Jeff	George, Marilyn	Kerwin, James	Phillips, Dana	Sergi Goldman Hull	Washburn, Anna
Chou, Yueh	George, Stan	Keyes, Aenea	Piazza, Christopher	Seyferth, Russell Lee*	Weldy, Frederick
Cooke, Brian*	Gibson, Rob*	Kruger, Anna	Poll, Jessica	Shidler, Deborah	Whitfield, Joffria
Coombs, Ann	Gilb, Tyra	Kutsch, Carol	Prager, Madeline	Shinozaki, Rick	Windt, Karsten
Cottone, Bennie****	Gore, Joe*	Lack, Lori	Ragent, Lawrence	Simon, Benjamin	Wood, Daniel
Cox, Natalie	Grabner, Miles	Lee, Brian	Rakitchenkov, Olga*	Simpson, Brian	Woodhams, Janet
Dana, Christy	Grubbe, Diane	Lee, Caroline	Rakitchenkov, Sergey*	Sklower, Keith*	Worley, John
De Martini, Celia	Hale, Paul	Lemberg, Peter	Redlawsk, Jeff	Spellman, Zachariah**	Wright, Robert
Desby, Krisanthly	Handzus, Wayne**	Lieberman, Yehudit	Reed, Kent	Stinson, Adele	Zadek, Lisa

Petition For 2015 Multi-Card Rebate

Effective January 1, 2016, members who belonged to three or more Locals throughout 2015 can petition the AFM Secretary-Treasurer for a "rebate equal to the per capita dues received by the Federation" for that

member's membership in each AFM Local in excess of two. (Members pay their Federation per capita dues as a portion of their Local annual dues. The Local forwards the member's per capita dues to the

Federation. Only the Federation's portion of the annual dues will be rebated).

No rebates will be issued until the AFM Secretary-Treasurer's Office

verifies that petitioning members held continuous membership in three or more Locals for the full prior year of 2015. No rebates will be issued until after February 1, 2016.

2015 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 AFM Bylaws, I am hereby requesting a rebate of 2015 per capita dues paid to the Federation.

Name: _____ Social Security or Social Insurance #: _____
(First) (Last)

I belonged to the following Locals for the entire 2015 calendar year:

Local #: _____ Local #: _____ Local #: _____ Local #: _____ Local #: _____ Local #: _____

Please include with this petition copies of all paid-up 2015 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 2015. 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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addressed to:

Ellen Pesavento

Orchestra Personnel Manager

California Symphony

12 Circle Dr., Suite D

Tiburon, CA 94920

OR via email: epesavento@earthlink.net
(no phone calls please)

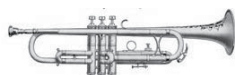
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Amy Sedan

Orchestra Personnel Administrator

San Francisco Symphony

Davies Symphony Hall

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asedan@sfsymphony.org

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