AFM President Blasts NFL Super Bowl Halftime Kickback Scheme

New York, NY – In what could be deemed the most colossal pay to play scheme ever, the National Football League (NFL) has reportedly asked potential Super Bowl halftime performers if they would be willing to pay the league to play at its big game.

“It’s not like the NFL and its Super Bowl organizers don’t have any money and can’t afford to pay for halftime show performances. It’s about the insatiable thirst for profits at the expense of great musical entertainment and those who create it. You can find kickback schemes like this coming from unscrupulous bar and nightclub owners, but for the NFL to descend to such depths would be unconscionable,” said American Federation of Musicians International President Ray Hair.

The AFM will bring the matter up for discussion with the AFL-CIO’s Department of Professional Employees which includes representatives from all US art and entertainment unions, including the NFL Players Association.

S.F. Opera Musicians Ratify a 4-year Contract

On September 2, 2014, after almost four months of bargaining and a one-month contract extension, the San Francisco Opera Orchestra ratified a new agreement that creates a stable working framework through July 31, 2018. The Orchestra made major concessions in each of the three previous contracts, including a 7.4% reduction in the Annual Compensation Guarantee in 2011-12. This time, the Musicians were galvanized and steadfast in their resolve to halt the endless parade of concessionary contracts and set a course toward recovery.

With the addition of a new Supplemental Fee, the Agreement calls for an effective increase of 5% in the Annual Compensation Guarantee in the first year, followed by 3% increases in each of the next three years. Wages will increase 14.8% over the four years of the new Agreement, from $81,179 in the expiring Agreement to $85,280 in the first year, then increasing to $93,187.75 in the fourth year. The new contract also provides for improvements in many other areas, including Pit Environment, Long, Term Disability, Seniority, Retirement Bonus, Retiree Medical, and Parking.

In anticipation of the Company’s upcoming expansion into the adjacent Veterans Building/Wilsey Center for Opera, a new provision for Wilsey Center work anticipates different programming possibilities in that venue. Massive premium increases in the PPO medical plan over the past two years - to over $45,000 per year for each family - was a major focus of the negotiations. Healthcare consultants for the Union, Ilene Levinson and Glenn Bisso of NIP CA Insurance Services, helped design a suite of plan choices aimed at providing more cost-effective, yet flexible coverage that will yield savings to the organization without sacrificing the healthcare needs of the Orchestra.

Choices now include five plans: Kaiser HMO and Health Net HMO, two PPO plans, as well as a High Deductible plan. Premium contributions for both HMO plans were decreased to $0.00. A $4000 Health Reimbursement Account was added to the Health Net HMO, and Chiropractic and Acupuncture riders were added to both the Kaiser and Health Net HMO plans. However, in recognition of the premium increases, the PPO plan design was modified and Employee premium contributions for all PPO plans were increased substantially. Nevertheless, all Musicians, including those choosing the most expensive PPO plan, will experience net wage increases in the new CBA.

Though there were days when the opening of the season was in doubt, the Negotiating Committee believes that the success of this process was due in large part to the fact that all members of the Committee were “on the same page,” had a singularity of purpose, and were backed by a unified orchestra. The Negotiation Committee is proud that the new Agreement takes a big step toward recovery from the devastating concessions made in 2011 and before.
**Local 6 accepts credit cards**

If you are a member in good standing you can pay online at: www.shop.afm6.org.

If you are a new member, suspended, or dropped, please call Lori at ext. 304 to pay by credit card over the phone.

---

**Recording Work**

Local 6 is trying to stem the tide of non-union recording being done in our jurisdiction. Allowing such work to be paid and done with non-union recording work, 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!

---

**Dues**

<table>
<thead>
<tr>
<th>Membership Type</th>
<th>Quarter 1</th>
<th>Quarter 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regular</td>
<td>$38.50</td>
<td>$38.50</td>
</tr>
<tr>
<td>Life</td>
<td>$29.25</td>
<td>$29.25</td>
</tr>
<tr>
<td>35 Year Membership</td>
<td>$35.00</td>
<td>$35.00</td>
</tr>
<tr>
<td>70/20 Year Membership</td>
<td>$25.25</td>
<td>$25.25</td>
</tr>
</tbody>
</table>

---

**Schedules**

**Meetings Schedule**

<table>
<thead>
<tr>
<th>Meeting Type</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Membership</td>
<td>October 27</td>
</tr>
<tr>
<td>Bi-weekly board</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

---

**Area-Wide Casual Wage Scale Committee**

- Lisa Sanchez, Chair
- Ray Boyco
- Gigi Dang
- Michael Hatfield
- Jeanette Isenberg
- Rob Gibson
- Terry Summa
- Jim Zimmerman

---

**Recording Committee**

- Tom Horning
- Jon Lanzillo
- Ken Miller
- David Ridge
- Nancy Severance
- Michel Taddei
- Peter Wahlahff

---

**Labor Council Representatives**

- Alameda Labor Council – William Harvey
- San Mateo Labor Council – David Schenbrun
- San Jose Labor Council – Sofia Fojas
- Monterey Bay Central Labor Council – David Winters

---

**Union Stewards**

- Berkeley Symphony – Carol Rice
- California Symphony – William Harvey
- Carmel Bach Festival – Meg Eldridge
- Festival Opera – Adrienne Duckworth
- Fremont Symphony – Forrest Byrare
- 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 – Adrienne Duckworth
- Philharmonia Baroque – Maria Caswell
- SF Ballet Orchestra – rotating
- SF Opera Center Orchestra – Diana Dorman
- SF Opera – Thalia Moore
- SF Symphony – rotating
- Symphony Silicon Valley – Janet Witharm
- Santa Cruz Symphony – Joan Wom
- Symphony Silicon Valley – Janet Witharm
- West Bay Opera – Diane Ryan

---

**Your Trusted Servants...**

- Alex Walsh, Managing Editor
- Beth Zare, Editor
- Alex Walsh, Managing Editor

---

**Music News**

- 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 advertisement does not imply an endorsement by the editors.

---

**Contact Us**

- Musicians Union Local 6
- 116 – 9th Street
- San Francisco, CA 94103
- phone (415) 576-0777
- fax (415) 576-6173
- info@afm6.org
- www.afm6.org

---

**Office Hours**

- Monday-Friday
- 10:00 a.m. - 4:00 p.m.
New Local 6 Directory

If you wish to change or update your listing, please mail in this form, or email or call the office. If you would like an address or phone to be unlisted, precede it with (U). In addition, please note that it is a requirement for all members listed in the new directory to be in good standing.

Name: ____________________________________________

New Address: ________________________________________

City, State, Zip: ______________________________________

Phone Listings - Maximum of 3 numbers, top 2 will appear in directory:

1) __________________________________________________

2) __________________________________________________

3) __________________________________________________

E-Mail Address: ______________________________________

Instruments (list primary instrument first): ________________

______________________________________________________

New & Reinstated Members

Changes In Member Contact Information

Last Chance to Update Your Contact Info

Check your listing on our website or call the office to make sure it’s correct.

We do not sell your information.

Please make sure we have a current email on file.

Edited for web
Musicians Union Local 6, AFM, Affiliated with the AFL-CIO
OFFICIAL BALLOT - GENERAL ELECTION - OCTOBER 30, 2014
Ballot Box Closes 9:00 a.m., October 30, 2014

INSTRUCTIONS FOR VOTING

1. Use a ball-point or ink pen.

2. Record your vote by marking an X in the appropriate square to the right of your choice.

3. Requests for replacements for spoiled ballots may be made by contacting Lori Ponton Rodriguez at (415) 575-0777, ext. 304, or lori@afm6.org.

4. After voting, fold ballot, insert in secrecy envelope and seal. Do not mark the secrecy envelope. This will preserve your anonymity.

5. Insert secrecy envelope in reply envelope. The address label in the upper left-hand corner of reply envelope is for the purpose of assuring that each member votes only once. If you remove the label, your vote cannot be counted.

6. Mail reply envelope in time for it to arrive at the SF post office before 9:00 a.m. on October 30, 2014.

7. Do not use the reply envelope for any purpose other than voting. Envelopes received after election day will not be counted.

DO NOT ENCLOSE DUES PAYMENTS!

<table>
<thead>
<tr>
<th>Position</th>
<th>Vote for</th>
</tr>
</thead>
<tbody>
<tr>
<td>President</td>
<td></td>
</tr>
<tr>
<td></td>
<td>David Schoenbrun (Incumbent)</td>
</tr>
<tr>
<td>Vice President</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Kale Cummings</td>
</tr>
<tr>
<td>Secretary-Treasurer</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Beth Zare (Incumbent)</td>
</tr>
<tr>
<td>Executive Board</td>
<td>Vote for no more than five</td>
</tr>
<tr>
<td></td>
<td>Gretchen Elliott</td>
</tr>
<tr>
<td></td>
<td>Hall N. Goff (Incumbent)</td>
</tr>
<tr>
<td></td>
<td>Mark Rosengarden</td>
</tr>
<tr>
<td></td>
<td>Steve Hanson (Incumbent)</td>
</tr>
<tr>
<td></td>
<td>Josephine Gray (Incumbent)</td>
</tr>
<tr>
<td></td>
<td>Randall Keith</td>
</tr>
<tr>
<td></td>
<td>Forrest Byram</td>
</tr>
<tr>
<td>Delegate to AFM Convention</td>
<td>Vote for no more than two</td>
</tr>
<tr>
<td></td>
<td>Jon Lancelle (Incumbent)</td>
</tr>
<tr>
<td></td>
<td>Diana Dorman (Incumbent)</td>
</tr>
<tr>
<td>Diversity Delegate to AFM Convention</td>
<td>Vote for one</td>
</tr>
<tr>
<td></td>
<td>John N. Fisher, Jr.</td>
</tr>
</tbody>
</table>
Review of Venue Pay and Freelance Work

For the past six months I have worked with our union to undertake a review and survey of venue pay in San Francisco. In response to the lack of good paying work opportunities for musicians at jazz clubs, lounges, restaurants, and other music venues, we surveyed working conditions at nearly 100 local venues in the Bay Area. When they were willing to speak with us, we gathered information from musicians and the venues themselves. Not surprisingly, we found very few places that pay good wages and learned at the same time, some clubs are in threat of closing down given the changing demographics, economics, and character of some of San Francisco’s neighborhoods.

Venue pay varied from as little as cash in the tip jar to as much as $100 to $150 person for 3 sets at a few restaurants. Many venues offer 70-30 door splits and the occasional percentage of the bar.

Why is venue pay so low? A historic reason is that in 1978 the National Labor Relations Board ruled that unions could no longer engage in collective bargaining to secure decent wages at club venues, as they had for many years. The NLRB based this anti-union decision on their opinion that band leaders, rather than the venues, were the actual employer of musicians. Absent the union’s ability to bargain to secure decent wages at club venues, as many independent musicians who derive their income primarily from non-CBA, freelance work such as clubs, restaurants, hotels and private gigs, are understandably frustrated with the limited ability of the Union to help them, and thus have little to no incentive to join the Union. These musicians are truly isolated, and do not have a representative organization effectively advocating for their interests.

We asked musicians for their ideas on ways in which Local 6 could help improve the situation for freelance musicians and describe some of the ideas below.

A common answer was the need to explore creating more work opportunities for musicians. One idea is to create a local performance fund, similar to the Musical Performance Trust Fund, which could provide members with access to funds to produce local performances.

Organizations such as Jazz in the Neighborhood, led by Local 6 member Mario Guarneri, and the Neighborhood Performance Project, led by myself, are raising private funds to employ musicians and pay them a professional wage. Local 6 is currently exploring partnering with such groups, offering flexible contracts, and finding other ways to support such non-profits in order to create new work opportunities that could even generate work dues for the union. Finally, Local 6 could consider advocating that public funds for musicians, such as grants administered by the SF Arts Commission, be increased and more available to independent musicians.

Another idea musicians voiced would be to offer resources for freelance musicians. Given that many musicians are now producing their own performances in public and private spaces, the union could offer workshops on marketing, negotiating, and other necessary skills towards improving their business outlook. The union could consider opening these workshops to non-members as well as a way to build goodwill and broaden its impact.

Finally, Local 6 could possibly help nurture a new association of freelance musicians that could work to advance all these goals, including creating more work opportunities, better pay, pension eligibility, and better health care benefits. Ultimately, this would need to be led by musicians.

A good example of this model is the Recording Musicians Association, who currently have their own organization under the scope of the American Federation of Musicians.

Given the changing nature of the music world, now is a good time for musicians and union members to think critically about how to ensure musicians can succeed despite the new challenges we face. Unlike much of the rest of the county, the Bay Area economy, and San Francisco in particular, seems to be full of money. New funding mechanisms, partnerships, and marketing strategies are likely needed to ensure musicians get a piece of this growth.

The conversation is now underway at Local 6 – your ideas and participation is essential towards sustaining and improving our local music economy. Please send comments and ideas directly to me at adam.scow@gmail.com.
The following items were discussed:

**GENERAL BUSINESS:**
- James Manganaro - tuba – 6/26/14
- Matthew Piatt - piano – 6/17/14
- Vera Dragicevich – violin – 6/2/14
- Emily Cox – violin – 6/2/14
- Emma Quinn - Harp – 6/30/14

**NEW MEMBERS:**
- Applications and reinstates approved as submitted.

The minutes of the meeting of June 16, 2014 were accepted.

**REPORT OF OFFICERS:**
- Secretary-Treasurer Zare reported on the report of the meeting of June 16, 2014 and approved as submitted.

**PRESENT:**
- Zare, Fisher, Hanson, Goff, Gray, London

**BOARD OF DIRECTORS MEETING – June 30, 2014**
- Minutes
- with monthly Board oversight.
- insure the Local 6 death benefit: No deaths were reported in the month of June; M/S/C to continue to self-insure, with monthly Board oversight.
- Become a Music Therapist
- |   415.400.8222
- nursing facilities. Classes begin in fall 2015.
- professions today. Therapists use music to enhance wellness and improve health.
- Music therapy is one of the fastest growing and most rewarding health professions today. Therapists use music to enhance wellness and improve health.
- take the Certification Board for Music Therapists (CBMT) examination
- program by taking courses in as few as four semesters
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lives
- shapes lines
The following items were discussed:

- Gene Burkert - clarinets, flutes, saxophones – 8/26/14
- Larry Batiste - composer, piano, trombone – 8/22/14
- Nancy Ewing - viola, violin – 8/19/14

President Schoenbrun reported on the following:
- Proposed terms of a successor collective bargaining agreement (3-year term) between Local 6 and Symphony San Francisco (3-year term) between Local 6 and San Francisco Opera Center: M/S/C to approve, subject to ratification by the bargaining unit.
- M/S/C to approve, pending ratification by the bargaining unit.
- Proposed terms of a successor collective bargaining agreement (3-year term) between Local 6 and San Francisco Chamber Orchestra: M/S/C to approve, subject to ratification by the musicians.

“Music is the best means we have of digesting time.” – W. H. Auden

Members To Be Dropped
(for non-payment of 2nd quarter dues, updated through 9/11/14)

Members Dropped
(for non-payment of 1st quarter dues, updated through 8/11/14)

TEMPO Contributions
(TEMPO Contributions
($10.20 - $20.30 - $30.50 - $50.00)

Fisher, John*
Fierz, John*
Gallardo, Featuring
Gerry, Ben*
Gomez, Vincent*
Gray, Jr.,*
Gragnolati, Elena*
Hall, Alan*
Hamilton, Ethel*
Hanssen, Steve*
Hardman, David*
Hart, Tom*
Hutchinson, Darren*
Isafort, Eugene*
Kobart, Patrick*
Leland, Dick*
Lewis, David
Limpesis, Bill*
Marjohn, Ed*
Morgan, Patricia*
Morris, Darryl*
Seyfried, Russ*
Starr, Ron*
Streeter, Helen*
Stroope, Philip
Szafranski, Larry*
Summa, Terry*
Tapp, Rudy*
Terney, John*
Terry, Roger**
Turano, Ed
Vidon, Don*
Vigil, Roldan*
Wegler, Mike*
Wojtak, Murray**
Zimmerman, James

UNION MUSIC CO.
Sales * Rentals * Repairs
New & Used
415-775-6043
Instrument Lessons
Rehearsal Spaces Available
& Orchestral String Specialist
Large Selection of Sheet Music

20% DISCOUNT TO LOCAL 6 MEMBERS
Monday - Saturday 10 - 6pm.
1710-B Market Street (bet. Gough/Octavia)
San Francisco, CA 94102
(415) 775-6043
(415) 775-8432 FAX
www.unionmusiccompany.com
info@unionmusiccompany.com
Proudly serving the San Francisco music community since 1922

MUSIC LOVERS
415-775-6043
www.unionmusiccompany.com
info@unionmusiccompany.com
Proudly serving the San Francisco music community since 1922

“Music is the best means we have of digesting time.” – W. H. Auden
Nurnberger bow for sale.
Beautiful, with gold & mother-of-pearl frog, 1800’s, $6K.
Also Steinel bow, $1500.
Please contact Ellen Kushner at 415-488-4269 or rosekushner@gmail.com.

Margie Baker Sings with So Many Stars
finds the San Francisco musical legend in the company of some of the most gifted instrumentalists in the Bay Area and beyond.

The album is a tribute to her “musical galaxy” of musician colleagues, including her percussionist John Santos, guitarist Rodney Jones, and saxophonist Jules Broussard.

Front and center is Margie Baker, with her relaxed and swinging phrasing, warm tone, and deep, deep feeling.

“I LOVE MY AFM - CIO LOCAL 6 MEMBERSHIP!”
—Dr. Margie Baker

Available at CDBaby!

Dr. Margie Baker
VOCALIST • EDUCATOR • RECORDING ARTIST

Josephine Gray for Executive Board
• 9 years experience on Local 6 Board
• Negotiation Committee and Union Steward experience
• Violinist and violist
• Member of Freeway Philharmonic and Local 12

Forrest Byram
For Executive Board
• 25 years of negotiating union contracts has taught me not just about labor law, but how to say ‘no’ firmly and politely to employers.
• Six years as Vice President of Local 153 has shown me how to watch your money, and how to work with the Federation.
• Half a million miles of driving prove that I know about casuals and freelance work, as well as symphonic work.
• My goal is to make sure that musicians who are making a good living continue to thrive, and that those who are struggling get the chance to improve their quality of life.

Vote Beth
Secretary-Treasurer

For experienced leadership,
Vote Randall Keith for Executive Board

• Active member Santa Rosa, Oakland East Bay Symphony, Fresno and Modesto Symphonies
• Twenty five years of players committee involvement with four orchestras
• 18 years as a Player’s Committee Chairman
• Participated in six successful Contract Negotiations with the Santa Rosa and Modesto Symphonies
• 5 years Union steward and Artistic committees experience

please vote by October 30th

Mark Rosengarden asks for your vote for Executive Board

Re-elect
Diana Dorman
for Convention Delegate

18 years Local 6 Board of Directors
Union Steward S.F. Opera Center Orchestra
• Member of S.F. Opera Center Orchestra
• Lamplighters Music Theatre
• Berkeley Symphony
• Pocket Opera

Elect an experienced, fulltime casual musician who is active throughout the Bay Area
AFM Member since 1977
Local 6 Member since 1986

For experienced leadership,
Vote Randall Keith for Executive Board

• Active member Santa Rosa, Oakland East Bay Symphony, Fresno and Modesto Symphonies
• Twenty five years of players committee involvement with four orchestras
• 18 years as a Player’s Committee Chairman
• Participated in six successful Contract Negotiations with the Santa Rosa and Modesto Symphonies
• 5 years Union steward and Artistic committees experience

please vote by October 30th

Mark Rosengarden asks for your vote for Executive Board

Re-elect
Steve Hanson
-- Executive Board --
Experienced Representation For All Working Musicians

For experienced leadership,
Vote Randall Keith for Executive Board

• Active member Santa Rosa, Oakland East Bay Symphony, Fresno and Modesto Symphonies
• Twenty five years of players committee involvement with four orchestras
• 18 years as a Player’s Committee Chairman
• Participated in six successful Contract Negotiations with the Santa Rosa and Modesto Symphonies
• 5 years Union steward and Artistic committees experience

please vote by October 30th

Mark Rosengarden asks for your vote for Executive Board

Re-elect
Diana Dorman
for Convention Delegate

18 years Local 6 Board of Directors
Union Steward S.F. Opera Center Orchestra
• Member of S.F. Opera Center Orchestra
• Lamplighters Music Theatre
• Berkeley Symphony
• Pocket Opera

Elect an experienced, fulltime casual musician who is active throughout the Bay Area
AFM Member since 1977
Local 6 Member since 1986