

# Musical News

The Official Newsletter Of Musicians Union Local 6



August / September 2020, Vol.92, No.3

## Ruth Bader Ginsburg

1933 – 2020

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ELECTIONS HAVE CONSEQUENCES. **VOTE!**

# STEPPING UP FOR ELECTIONS

by Cheryl Fippen, Local 6 Staff and Activist



It's election time!

Here at Local 6 this has a double meaning in 2020, with both our Local 6 Officer, Board, and Delegate election on October 29th, and then the national election on November 3rd. Thanks to the many Local 6 members who have stepped up to run for office and serve our Union during this time of unique uncertainty for the music industry.

But first an update on Assembly Bill 5 (AB5), the legislation that was enacted following the Dynamex ruling by the CA

Supreme Court. Since AB5's implementation in January of 2020, and in response to concerns from many musicians who had been working as independent contractors, Assemblywoman Lorena Gonzalez, author of the bill, has been working with representatives across the music industry, including the musicians union, to reach a consensus on workplace rights for musicians. New legislation enacted with AB 2257 acknowledges and adds to the flexibility that CA has allowed in the music industry while protecting the right for musicians to have basic employment protections. For more information please visit [leginfo.legislature.ca.gov](http://leginfo.legislature.ca.gov).

And now more about stepping up!

Those of you who know me are aware that I've been very active in pushing back against the Trump administration during the past three and a half years. I join countless others in believing that neither our democracy nor our fragile environment will survive another 4 years of Trump, and his attacks on our institutions are already leading us perilously close to autocracy.

I also find it awkward, at best, to ask those of you who are reeling from loss of work and extraordinary daily challenges to do more to help win this election. But if you have any capacity to give some time to the effort, not only will the campaigns thank you, but years from now you'll be able to look your family and friends in the eye and tell them what you did to help save the country in 2020 by helping to elect Joe Biden and Kamala Harris. You've probably noticed that candidates are asking for money, lots of it,

*continued on page 3*

## In Memoriam

Victor Fierro Jr.  
Ernest Knell  
Patience Scales  
Debbra Wood Schwartz

## 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 fees are currently waived.

### LOCAL 6 OFFICERS

Kale Cummings, President  
Forrest Byram, Vice-President  
Beth Zare, Secretary-Treasurer

### BOARD OF DIRECTORS

Meredith Brown, Trustee  
Gretchen Elliott, Trustee  
John N. Fisher Jr., Trustee  
Josephine Gray, Director  
Steve Hanson, Director

### STAFF

Lori Ponton Rodriguez, Treasury x304  
Katie Curran, Casuals x306  
Cheryl Fippen, MPTF, Death Benefits x307

### PRESIDENT EMERITUS

Melinda Wagner

### MEETINGS SCHEDULE

General Membership  
October 26, 2020 1:00 pm

### Board Of Directors

Board meetings are open to the membership.  
Call for schedules.

### The Office Will Be Closed:

New Year's Day  
Martin Luther King Jr. Day  
President's Day  
Memorial Day  
Independence Day  
Labor Day  
Columbus Day  
Veterans Day  
Thanksgiving Day (and day after)  
December 24 & 25

Editor, Musical News: Beth Zare

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Scott Suchman/Washington National Opera

## RBG at the Opera (memory by Cheryl Fippen)

We've all heard stories about Ruth Bader Ginsburg's love of opera (in fact early in life she wanted to be an opera singer), as well as her many trips to performances with her now deceased longtime colleague and friend on the Supreme Court, Justice Antonin Scalia. She was regularly seen in the audience of Washington National Opera and Santa Fe Opera, among other companies. One of my favorite moments at Santa Fe Opera was in August of 2018, when just as I was settling into my seat I heard a commotion behind me and applause building - unusual before the performance had even started. I turned around to see RBG being escorted into the hall by General Director Charles Mackay (who couldn't have looked more proud), and by the time she reached her Orchestra seat every audience member was on their feet cheering - a heart warming memory that I will never forget.

## Stepping Up ... *continued from previous page*

but during these tough times you don't have to make a donation to still be very helpful. One of the mainstays of Democratic political campaigning has always been canvassing- and I'm sure many of you have knocked on doors for various candidates. Unfortunately during the pandemic, the only campaigns knocking doors are the Republicans (about a million per week!), so we Dems have to make up for that somehow. And the answer is...(drum roll) Phone Banks! And the cool thing now is that you don't even need to leave your house and go eat bad pizza- it's all through Zoom with a friendly and supportive group. There's even training available for introverts and newbies, and anyone who's ever talked on the phone can do this. If you're feeling a little uncomfortable about it, just imagine your discomfort with four more years of Trump.

Here is a partial list of Bay Area and national organizations that you can visit to get started with phone banking and other ways to step up (including voter protection hotlines), and they all meet on Zoom. [eastbayactivistalliance.org](http://eastbayactivistalliance.org), [indivisibleberkeley.org](http://indivisibleberkeley.org) (where you'll find me), [swingleft.org](http://swingleft.org) (especially San Francisco and East Bay chapters),



## Voting Recommendations from the SFLC

This election really is one of the most important of our lifetimes and the stakes have never been higher. We are fighting on all fronts - for our jobs, our health and safety, and for social and economic justice. This November there are issues on the local and state ballot that are just as vital for working people as the presidential election and could be real game changers for decades to come.

In San Francisco, YES on Prop F is one of the Labor Council's top priorities. Prop F will ensure large corporations pay their fair share to keep our city running and able to provide the essential frontline services we are all depending on.

In California there are two propositions on the ballot you may not have heard much about but could directly affect your job. To save jobs and demand good wages, the Labor Council recommends YES on Prop 15 and NO on Prop 22.

Big corporations are spending hundreds of millions of dollars on Prop 15 and Prop 22. Why? Because the CEOs want to line their pockets by driving down wages and cutting union jobs.

By voting YES on Prop 15, we can ensure the wealthy corporations are paying their fair share by closing a loophole that's draining millions from our schools and communities every year. For more information on Prop 15, visit [Yes15.org](http://Yes15.org).

CEOs are spending over \$100 million to pass Prop 22 so these wealthy corporations can expand into virtually every industry, turning good union jobs into low-wage, dead-ends that provide no benefits like health care or retirement. If Uber, Lyft and other gig companies get their way, they won't even have to pay a minimum wage! Allowing these companies to expand unchecked threatens every single one of our jobs. We have to stand up to the greed of these corporations by voting NO on Prop 22. Learn more at [SickOfGigGreed.com](http://SickOfGigGreed.com).

[votesaveamerica.com](http://votesaveamerica.com), and [workingamerica.org](http://workingamerica.org). Call three friends to volunteer with you- activism is more fun and impactful in groups. And if you need a pep talk or more assistance finding a way to plug in, please contact me at [clfippen@gmail.com](mailto:clfippen@gmail.com).

And last but certainly not least: VOTE! And get your friends and family to vote, especially any that live in swing states (AZ, MI, WI, FL, PA, NV, NC, GA, CO). As the saying goes, Democracy is not a spectator sport. Thanks for listening, and for stepping up to help win the most important election of our lifetimes.

# VOTE FOR CAROLYN LOCKHART



I have been a member of Local 6 since 1997 as a bassoonist. I have chosen to run for the **Local 6 Board of Directors** because now, more than ever, our members need not only employment protection, but a union that is creative, flexible, forward-thinking, and adaptable to our ever-changing world.

I have had **13 consecutive years of orchestral committee experience**, in addition to being the current Union Steward for Opera San Jose. I am the Co-Chair of the Symphony Silicon Valley players' committee and have previously been Chair of both Opera San Jose and Mendocino Music Festival players' committees. In all of these roles, I have taken part in negotiations with management. In 2011, I spearheaded a musicians' fundraising campaign for the Mendocino Music Festival, which was instrumental in keeping the festival from declaring bankruptcy. The Festival has been successful ever since.

In addition to clear leadership skills, I am a creative, out-of-the-box thinker, tenacious at working towards goals and a good listener, which I believe makes me an excellent candidate to serve on the board.

**It will be my honor and privilege to serve your interests with diligence and integrity!**

## Re-Elect Gretchen Elliott to the Board of Directors



**Local 6 Office Staff:  
1994 - 1996**

**Secretary-Treasurer:  
1996 - 2014**

**Board of Directors:  
2015 - present**

**Local 6 member since 1970**



# Re-elect Beth Zare for Secretary-Treasurer

Beth Zare has kept the Local 6 finances in the black every year since she started as Secretary-Treasurer in 2014. She has efficiently prepared the union's non-profit tax returns and loyally completed the annual Department of Labor reports. She has served as a Local Officer for over 13 years, all whilst maintaining an active horn playing career with many Bay Area Orchestras. She is respected and TRUSTWORTHY!

A long-time member of the AFM Diversity Committee, Beth Zare helped author the AFM Statement on Race and Social Justice (July IM). She has raised awareness around gender issues by co-creating and leading the Womens' Caucus at the last 3 AFM Conventions. She is Secretary-Treasurer of the Professional Musicians of California, which is a coalition of all California AFM locals. She is EXPERIENCED!



The union needs a visionary like Beth who understands the crucial importance of staying relevant and evolving with the times. She updated the Local 6 newsletter to a color format, website to a mobile-friendly platform, and streamlined credit card payments and online hall reservations. She works in unity with President Cumings and the Local 6 Board of Directors to uphold the mission of our union, protecting and welcoming ALL musicians. She is passionate about helping musicians and when she sees a need, she adapts and advocates. When she found the AFM Hurricane Relief Fund could not be used for members affected by wildfires, she successfully petitioned the International Executive Board to create a new AFM Emergency Relief Fund. When the pandemic stopped our industry suddenly, she worked tirelessly with members to raise and distribute over \$50,000 from the Local's COVID Relief Fund. She is DEDICATED!

**KNOW YOUR RIGHTS AND VOTE!**

**WILLIAM B. HARVEY**

**FOR LOCAL 6 BOARD OF DIRECTORS**

**AS WE ENTER UNEXPLORED TERRITORY OF MASSIVE LAYOFFS, THREATS TO HEALTH, SAFETY AND OUR PENSION FUND, I AM READY TO BRING MY EXPERIENCE, NOT ONLY IN MULTIPLE GENRES AND SECTORS (SYMPHONIC, EARLY MUSIC, RECORDING, THEATER, CASUALS, CLUBS), BUT ALSO IN CONTRACT MAINTENANCE AND NEGOTIATION, COMMUNITY SERVICE AND POLITICAL ACTION TO OUR BOARD. AS A PLAYER, COMMITTEE MEMBER, STEWARD AND LABOR COUNCIL REPRESENTATIVE WITH DECADES OF EXPERIENCE IN THE MUSIC BUSINESS AND THE LABOR MOVEMENT, I FEEL THIS IS THE RIGHT TIME TO STEP UP. JOIN ME AS WE**

**WORK TOGETHER FOR A BRIGHTER FUTURE!**

# RE-ELECT MEREDITH BROWN FOR BOARD OF DIRECTORS

Experienced Board Member

ROPA delegate

## Players advocate on committees for 18 years

During my 25-year career as a freelance musician, including work in casuals, theater, chamber music, orchestra, and recording studios, I have had the pleasure of working with a wide variety of musicians. I am passionate about listening to each of those voices and making sure they are heard and represented. While I'm known for being a diplomatic speaker and calm under pressure, I never sacrifice the values of the musicians for whom I advocate. I have used this time in the pandemic to expand my union training, but I also know when to challenge the status quo, whether in exploring ways to better eradicate workplace harassment by co-founding the Anti-Harassment Committee, or in recognizing our union and industry history as a step toward not just diversity but equality.

**Now more than ever, we need the labor movement to be strong and adaptive—as a Board member I will continue to represent you, to create a positive future for all musicians.**



## Stephanie Payne for Secretary-Treasurer!

- We have all suffered measurable losses during this unprecedented time. It's time for fresh eyes and a new approach for our post-pandemic future.
- 20 years of experience in symphonies, operas, studios, and freeway driving.
- Ability to maintain a budget during a lean economy.
- Goals: Aggressive pension reform, retirement planning assistance, and unemployment assistance.
- Plans to improve the website, dues payment system, and the newsletter.
- Will work hard to bring more recording work to the Bay Area.
- Ready to work with members, staff, the board, and officers to help everyone get back on their feet safely.





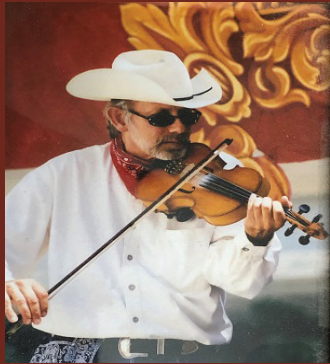
## CONVENTION DELEGATE

From the early 2000's until the local merged in 2014, I served as Secretary of Local 153 (San Jose). I was honored to promote the varied interests of working musicians.

During those several terms, I also represented our membership at Western Conferences of Locals, and at Conventions of the AFM! I was appointed to serve on several important Committees at Conventions.

In recent years, I have worked with South Bay Freelance musicians, organizing and discussing issues with Fair Trade Music San Jose.

In these trying times, when we see all musicians struggling to ply our craft, and make ends meet; I am seeking to represent members of Musicians Union Local 6 as a Convention Delegate.



I will commit to serve the membership with integrity, and to work proactively with my Sister and Brother delegates in creating policies to advance the welfare and interests of our Local 6 membership.

## DAVID BOROUGH

## WALLY MALONE

While on the Board of Directors of Local 153 I ran for alternate delegate and in 1991 attended my first AFM Convention. I attended every Convention as a delegate by virtue of office from 1993 then through 2005 and then as an AFM staff member from 2007 to 2016. I had to pull out of the 2019 Convention due to family health issues.

I have always taken my position as delegate seriously, speaking up often on the Convention floor addressing the Resolutions- submitted by the delegates and the Recommendations submitted by the IEB. In addition I attended the committee meetings letting my feelings be known on the legislation the committees were addressing to give recommendations to the delegates.

I ask for your vote and the honor of representing you at the AFM Convention!

## Candidate for Convention Delegate



## Re-elect Steve Hanson Board of Directors

Experienced Representation for All Musicians  
AFM Member since 1977



I have been active in The Bay Area since 1986 and will continue to serve, advocate, and fight for you as a member of the Local 6 Board of Directors.

## Candidate for Board of Directors

Unionism beyond a rank and file musician began for me in 1987 after returning from a European Tour with Bo Diddley and Lady Bo. After encouragement from drummer friend, Med Daugherty I started to attend the Local 153 Board meetings and later that year was appointed to the board. I was elected to another 3-year term on the board and then elected to Secretary-Treasurer for a term. During my term as S/T I facilitated the mergers of the Santa Cruz, San Leandro and Monterey Locals and the next term became the first full-time President of the Local and held that position for ten years. While President of the Local I also had seats on the South Bay Labor Council E- Bd, the California State Theatrical Federation E-Bd & founding member of the California Arts Advocates.

In 2004 while President of Local 153 I was appointed Trustee of Reno Local 368 which I reorganized and in 2006 was hired by the AFM to the position of International Representative and resigned my Local 153 Presidency.

I feel I have a lot to offer and bring to Local 6, I ask for your vote and the privilege of being part of the Local 6 Board of Directors!

## MANUEL CONSTANCIO JR FOR AFM LOCAL 6 BOARD OF DIRECTORS



It would be an honor to serve as one of your AFM Local 6 Board of Directors.

- I have been a gigging musician most of my life
- Served 25 years in the United States Navy Music Program as a performer and Navy Band Director
- Director, Musician Referral Service of Northern California including Local 6 from 2000 - 2005



As a fairly new member of Local 6 (2017), my career has been blessed since joining the union. I am a Pianist, Music Director, a proud member of Local 6, and now a candidate for your Board of Directors. I believe I am an asset to the board, for I represent the musician who considers themselves a hard-working freelancer, who may be struggling with the roadblocks of AB5, Covid-19, fair pay, and the like. I will be the sounding board & voice of every pit musician, music director, studio musician and freelancer. Most recently, I have worked with Andrea Bocelli, The SF Symphony & Broadway National Tours: Les Miserables, Miss Saigon and A Bronx Tale. I hope you take me into consideration for the 2021-2024 term on the Board.

## LOCAL 6 GENERAL ELECTION VOTING NOTICE & INSTRUCTIONS

The Local 6 General Election is being conducted by secret paper-ballot, through the BallotPoint Election Services voting system. Please check your US Postal mailbox where you will receive these instructions and the ballot as seen on page 9.

To vote, follow the instructions shown below.

Requests for replacement of spoiled ballots may be made by contacting Lori Ponton Rodriguez at 415.575.0777 ext. 304, or lori@afm6.org. Please notify us if you have not received a mailing by October 10, 2020. Ballots will be picked up at the United States Post Office, 715 NW Hoyt, Portland OR 97208 at 10:30 AM PT on October 29, 2020. No ballots received after that time will be counted.


### Voting Instructions

1. On the enclosed ballot, completely fill in the circles next to your selections, preferably with a black permanent marker; black or blue ink pens are acceptable. Do not use pencil.

- Marks made outside the circles may invalidate your entire ballot.
  - A signature on your ballot will invalidate your entire ballot.
  - Marking more than the indicated maximum number of selections will invalidate your answer(s) to that question.
2. Place your marked ballot inside the enclosed SECRET BALLOT ENVELOPE and seal the envelope.
  3. Place the SECRET BALLOT ENVELOPE into the enclosed RETURN ENVELOPE; seal the RETURN ENVELOPE.
    - Do not use the RETURN ENVELOPE for any purpose other than voting.
    - DO NOT ENCLOSE DUES PAYMENTS!
  4. Mail the sealed envelope.
    - Ballots received after 10:30 AM PT on October 29, 2020 will not be counted.
    - Ballots not returned in the provided RETURN ENVELOPE will not be counted.
    - Ballots must be returned by U.S. Mail to be counted. Hand-delivered ballots will not be counted.



### Local 6 General Election

To vote, completely fill the  circles next to your selections, preferably using a black permanent marker. Do not use pencil.

- Marks made outside the circles may invalidate your ballot.
- Marking more than the indicated maximum number of selections will invalidate your answer(s) to that question.
- Ballots not returned in the pre-addressed, prepaid envelope will NOT be counted.
- Ballots not returned by U.S. Mail will NOT be counted.
- Ballots received after 10:30 AM PT on October 29, 2020 will not be counted.

#### President (vote for one)

☐ Kale Cumings

#### Vice President (vote for one)

☐ Forrest Byram

#### Secretary-Treasurer (vote for one)

☐ Stephanie Payne

☐ Beth Zare (Incumbent)

#### Delegate to AFM Convention (vote for no more than two)

☐ David D. Borough

☐ Wally Malone

#### Diversity Delegate to AFM Convention (vote for one)

☐ John N. Fisher Jr. (Incumbent)

#### Executive Board (vote for no more than five)

☐ Carolyn Lockhart

☐ Steve Hanson (Incumbent)

☐ Sofia Fojas

☐ Meredith Brown (Incumbent)

☐ C.L. Behrens

☐ Jeannie Psomas

☐ Gretchen Elliott (Incumbent)

☐ Josephine Gray (Incumbent)

☐ William B. Harvey

☐ Laurien Jones

☐ Wally Malone

☐ Manuel Constancio Jr.

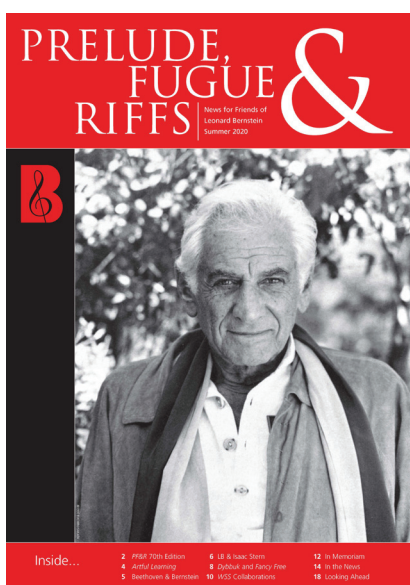
☐ Eryn Allen

# Joey, Donald *West Side Story*

By Craig Urquhart



Donald Chan at StaatsOpern in Berlin (2018)



Reprinted with permission granted by Donald Chan from *Prelude, Fugue & Riffs - Summer 2020*

It all began in Milan, in the year 2000. *West Side Story* (WSS) was to be performed for the first time at La Scala Opera House. It was decided that Joey McKneely would direct and Donald Chan would conduct. The production was a major success and led to a twenty-year collaboration between the two of them, overseeing the thousands of performances of the work produced by BB Promotions that have toured the world.

Joey McKneely was first introduced to *West Side Story* by Jerome Robbins himself, when McKneely danced in *Jerome Robbins' Broadway*. This association led to the selection of McKneely to direct the La Scala Opera House production—his directorial debut—and to reproduce the original choreography. Since then, his productions of *West Side Story* have been produced throughout the world, including at the Théâtre du Châtelet in Paris and at the Sadler's Wells Theater in London, where it was nominated for an Olivier Award for Best Revival.

"My collaboration with Donald Chan is one of my most cherished working relationships ever in musical theater," said McKneely. "Not only has it been the longest—twenty years no less—it has been completely intertwined with



my work in *WSS*. When we met back in 2000 with our premiere at La Scala, we instantly knew to trust each other with our knowledge of the show and to allow each other's passion to be our driving force. Don knows every bar of music, every note of this score in his bones. Watching him conduct this score is extraordinary. And because of his in-depth understanding of Bernstein's score, I was able to unearth a level of emotion as a director that I only knew by dancing the choreography with Robbins. Together, we created a production that opened a new generation to the mastery of *WSS*. I could not have done it with anyone else but Don."

A musician of diverse and accomplished talents, Donald Chan has worked as conductor, music director, and composer with the most esteemed names in American music. Chan's career has encompassed many of the most important, influential works of American musical theater.

*West Side Story* is the show that he is most often called upon to conduct, serving as musical director for more than 3500 performances of *West Side Story*, more than any other conductor.

Chan reflected, "Over the twenty years of working with Joey, I was able to watch him grow into a really first rate director and choreographer. His ability to get the best out of his performers was amazing: detail, detail, detail! Every time we started a new production, he was able to add a new dimension to his work. It was never just the just old same rework, which made our collaboration that much more fun. We made them laugh, we made them cry, and we made great work out of the productions.

"What made it all worthwhile was when Jamie Bernstein came to see our work and said 'Lenny would have been proud.' *WSS* has taken us around the world several times, and what a thrill it has been. We've lasted more than most marriages, and it has been a wonderful journey."



Donald Chan and Joey McKneely working together on *West Side Story*.

CHRISTOPHER DUGAN

NILA BOHEME



Donald is a Life Member of both Local 6 and Local 802, and currently lives in Miami Beach, FL. He has worked as a Music Director for *West Side Story* on and off since the 1970's. This Q & A is excerpted from a recent interview with *Allegro Magazine* from Local 802.

**Q:** How have you been experiencing quarantine and the Covid crisis?

**A:** It's been a very quiet time in my life and I have been enjoying it. I had just finished doing *WSS* at the Sydney Opera House last year and was scheduled to return in July but as you know it's been a disaster. I spend my time playing the piano, going to the gym and playing tennis at least 4 times a week.

**Q:** How do you think music can help sustain our souls during this coronavirus crisis?

**A:** Music is the soul and heart of life, and without it we will cease to exist. We have to continue to find ways to bring the music to the people of the world; we are finding ways to do it, but it is a slow process. I think we will overcome this when we get a vaccine, but until that time we are going to keep fighting to maintain what we have gained. Have heart because we will get over this and survive.

**Q:** What hope do you have for the future as we imagine life after the crisis?

**A:** Right now we (the entertainers of the world) are having a hard time, but I believe that we will come out of this stronger than ever.

# Minutes

## Board of Directors meeting minutes from May 7, 2020

Meeting called to order at 10:11 a.m. by President Cumings.

Present via Zoom Video Conference: Zare, Byram, Brown, Elliott, Gray and Hanson.

MSC to accept the amended minutes from April 23, 2020.

MSC to accept the General Meeting minutes from April 27, 2020.

There were no new or reinstated members.

Two deaths were reported in March and none in April. MSC to continue to self-insure the Local 6 death benefit with monthly Board oversight.

\$2000 was paid on behalf of deceased member Michael Grebanier from the Death Benefit Fund.

\$2000 was paid on behalf of deceased member Craig McAmis from the Death Benefit Fund.

\$2000 was paid on behalf of deceased member Emil Miller from the Death Benefit Fund.

Secretary-Treasurer Zare reported on the credit card charges for April in the amount of \$1,571.88.

Secretary-Treasurer Zare prepared and submitted the annual report on the union's finances (LM-2) as required by the Department of Labor.

MSC to continue to accept donations on behalf of members in need due to the pandemic.

International Representative, Wally Malone was furloughed along with 9 other AFM staff. Ken Shirk will be assuming the responsibilities of the West Coast region.

President Cumings reported on negotiations and activities for our collective bargaining groups.

MSC to approve terms of a Memorandum of Agreement setting forth wages for the San Francisco Ballet, which has already been ratified by the musicians.

MSC to approve terms of a Memorandum of Agreement setting forth wages for the San Francisco Opera, which has already been ratified by the musicians.

MSC to approve terms of a Memorandum of Agreement setting forth wages for the San Francisco Symphony, which has already been ratified by the musicians.

President Cumings reported on meetings regarding the California Conference of Locals and Pamphlet B negotiations.

President Cumings updated the Board on unemployment and sick pay questions from members and a sound recording payment for Orphan Black.

MSC to appoint John N. Fisher, Jr. to the vacant Board position for the remainder of the term.

Meeting adjourned at 12:07 p.m.

Submitted by Secretary-Treasurer Zare

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## Board of Directors meeting minutes from May 19, 2020

Meeting called to order at 10:03 a.m. by Vice President Byram.

Present via Zoom Video Conference:

Zare, Brown, Elliott, Gray and Hanson. Excused: Cumings.

Trustee John N. Fisher, Jr. was sworn in.

MSC to accept the minutes from May 7, 2020.

Secretary-Treasurer Zare read letters from two members thanking us for our service. MSC to accept the reinstated member. Secretary-Treasurer Zare reported on the credit card charges for April in the amount of \$1,571.88.

MSC to accept the April expenses in the amount of \$117,420.75.

MSC (5-0-1 Fisher) to postpone the 2.5% raise scheduled to take effect 7/1/20 and to revisit the topic in September when a clearer picture of the Local's finance future is available.

MSC to send \$305 in donated money to each of the two members in need of assistance due to the pandemic who had not previously received funds from the Local 6 relief fund.

The officers from the Professional Musicians of California are collecting best practices for when live performances return.

Discussion of the EDD webinar which was held for union members.

Discussion of Unionware, a cloud based database which would help us track our members.

Discussion of creating a task force to attempt to get answers to streaming and recording questions.

MSC to approve the proposed terms of the Integrated Media Agreement between the Federation and the Monterey Symphony, which has already been ratified by the musicians.

MSC to approve the proposed terms of the Integrated Media Agreement between the

Federation and the California Symphony, which has already been ratified by the musicians.

MSC to approve the proposed terms of the Covid-19 Side Letter Agreement between Local 6 and the Santa Rosa Symphony, which has already been ratified by the musicians.

Discussion of a new CBA with Randy Cono.

Discussion of a side-by-side virtual concert with SJCO and its youth orchestra.

Trustee Brown petitioned the Board on behalf of the Carmel Bach Festival to waive the Local initiation fees for 10 members of the collective bargaining unit so that they may be eligible to vote in the upcoming ratification of the contract. MSC to approve and petition the AFM IEB to waive the federation initiation fee on a one time basis.

Trustee Fisher reported on a meeting with the Entertainment & Nightlife Commission.

Meeting adjourned at 1:19 p.m..

Submitted by Secretary-Treasurer Zare

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## Board of Directors meeting minutes from June 4, 2020

Meeting called to order at 10:11 a.m. by President Cumings.

Present via Zoom Video Conference:

Zare, Brown, Byram, Elliott, Fisher, Gray and Hanson.

MSC to accept the amended minutes from May 21, 2020.

MSC to accept the new members.

The Board discussed the missing payment of sick days as mandated by law for the musicians who played Hamilton at Broadway SF.

Secretary-Treasurer Zare reported on the credit card charges for May in the amount of \$2154.85

President Cumings thanked the staff and officers for maintaining operations during his absence due to a family emergency.

Discussion of the Blackout Tuesday campaign as a response to Black Lives Matter.

MSC to approve the proposed terms of a 3-year successor CBA between Local 6 and the Carmel Bach Festival, which has already been ratified by the musicians.

This contract was negotiated by AFM Negotiator Jane Owen and all future work dues will be paid to the Federation for the term of the contract.



MSC to approve the proposed terms of a 1-year extension to the CBA between Local 6 and Lamplighters, which has already been ratified by the musicians. MSC to approve the proposed terms of a 1-year extension to the CBA between Local 6 and the Santa Cruz Symphony, which has already been ratified by the musicians. Meeting adjourned at 11:35 a.m. in memory of George Floyd, who was killed in Minneapolis, MN, and in solidarity with all those who are peacefully protesting systemic racism in America. Submitted by Secretary-Treasurer Zare

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#### **Board of Directors meeting minutes from June 18, 2020**

Meeting called to order at 10:04 a.m. by President Cumings.  
Present via Zoom Video Conference: Zare, Brown, Byram, Elliott, Fisher, Gray and Hanson.  
MSC to accept the amended minutes from June 4, 2020.  
MSC to accept the new members.  
MSC to approve expenditures for May in the amount of \$57,770.14.  
One death was reported in May. MSC to continue to self-insure the Local 6 death benefit with monthly Board oversight. \$2000 was paid on behalf of deceased member Robert Mielke from the Death Benefit Fund.  
MSC to waive the late and reinstatement fees through 9/30/20.  
The Board discussed the new AFM relief fund for freelancers set up by Ray Chew.  
The Board discussed reopening our Local relief fund for applications.  
The Board discussed the details of the upcoming newsletter.  
President Cumings reported on negotiations and activities for our collective bargaining groups.  
President Cumings reported on the King County Labor Council expelling the Seattle Police Officers Guild.  
President Cumings reported on an upcoming roundtable at the Center for Innovative Leadership, at which he will be a guest speaker.  
President Cumings reported on the safety guidelines being developed by the AFM for musicians when they return to work.  
The Board discussed the deadlines related to submitting bylaw changes to the Law & Legislative Committee.  
A discussion regarding Board cooperation

and officer oversight was tabled for a future meeting.  
A discussion regarding reimbursements to officers and staff for expenses incurred from establishing remote offices during the pandemic was tabled for a future meeting.  
Meeting adjourned at 1:50 p.m. in memory of Roy Oakley, Jr.  
Submitted by Secretary-Treasurer Zare

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#### **Board of Directors meeting minutes from July 2, 2020**

Meeting called to order at 10:05 a.m. by President Cumings.  
Present via Zoom Video Conference: Zare, Brown, Byram, Elliott, Fisher, Gray and Hanson.  
MSC to accept the amended minutes from June 18, 2020.  
MSC to accept the reinstated members.  
Secretary-Treasurer Zare presented the June credit card charges in the amount of \$2,359.19.  
Secretary-Treasurer Zare discussed the details of the Economic Injury Disaster Loan offered by the Small Business Administration.  
MSC to adopt an electronic balloting process for the Local 6 election in October due to health concerns during the pandemic.  
MSC for the upcoming Local 6 election to allow candidates to submit petitions consisting of a list of members in good standing who support their candidacy rather than signatures on the petition.  
Secretary-Treasurer Zare discussed the details of the case against Michael Sasaki as it relates to Local 424.  
MSC (5-2-0 [Byram,Zare]) to make the following changes to Article 1, Section 8(b)2 of the Local 6 Bylaws:

*Whereas, it is important to maintain officer presence at Local 6 during business hours, both to be available to members and to provide on-site staff support and supervision; and*

*Whereas, Article 1, Section 8(b)2 currently allows full-time officers to telecommute, but fails to provide adequate guidelines; and*

*Whereas, this bylaw was never intended to allow full-time officers to telecommute on the same days;*

*Be it resolved to amend Article 1, Section 8(b)2 as follows:*

*Full-time officers may be away from the union offices when in performance of*

*union business, including but not limited to negotiations, committee meetings, and appropriate telecommuting, such as negotiations and committee meetings. Limited telecommuting will be allowed with the understanding that not more than one full-time officer shall be absent from the office except to attend conferences of the AFM and similar union events, or for other board-approved exceptions.*

President Cumings reported on negotiations and activities for our collective bargaining groups.  
President Cumings reported on an upcoming roundtable at the Center for Innovative Leadership, at which he will be a guest speaker.  
President Cumings reported on the AFM's Integrated Media Agreement Covid Sideletter.  
The Board discussed the idea of having a board retreat to discuss the future of the Local.  
Trustee Brown presented a sneak peek at an online project by Bruce Chrisp created with the Musicians of the Oakland Symphony.  
Meeting adjourned at 12:26 p.m. in memory of Henry 'Hank' Segrove.  
Submitted by Secretary-Treasurer Zare

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#### **Board of Directors meeting minutes from July 16, 2020**

Meeting called to order at 10:05 a.m. by President Cumings.  
Present via Zoom Video Conference: Zare, Brown, Byram, Elliott, Fisher, Gray and Hanson.  
Guests: Thalia Moore and Ruth Lane.  
President Cumings read a thank you letter from a member who received aid from Local 6 and is now able to make a donation to the Covid Relief Fund.  
MSC to accept the amended minutes from July 2, 2020.  
MSC to approve expenditures for June in the amount of \$55,699.10.  
Two deaths were reported in June. MSC to continue to self-insure the Local 6 death benefit with monthly Board oversight.  
MSC to reopen the application process for aid from the Local 6 Covid Relief Fund with a deadline of August 25, 2020.  
Secretary-Treasurer Zare informed the Board that the union's nonprofit tax forms for 2019, as required by the IRS and the Franchise Tax Board have been prepared and filed.

*(continued on page 14)*

# Minutes *continued*

MSC to authorize an expense of up to \$400 to send the Life Members a postal invitation to attend a virtual event on August 19, 2020.

Secretary-Treasurer Zare informed the Board about the upcoming Mid-Term Western Conference held July 23-24, 2020. President Cumings reported on negotiations and activities for our collective bargaining groups. President Cumings reported on the Electronic Media Association's (EMA) disagreement with the Federation. On behalf of the Musicians of the San Francisco Opera, Ruth Lane and Thalia Moore asked the Board to engage PR Consultant Randy Whatley from Cypress Media Group to assist with current negotiations. MSC to approve the \$10,000 retainer requested by Whatley with the proviso that additional fees need prior authorization.

MSC to approve a request from the SF Opera Musicians that Local 6 retain the services of the AFM Symphonic Services Division's financial analyst Bob Zagozda to assist them at a cost to Local 6 of \$375. (The AFM provided prior approval and will split the total cost of \$750 with Local 6.)

MSC to approve a request from the SF Symphony Musicians that Local 6 retain the services of financial and actuarial consultant Jim Holland of Cheiron at an hourly rate (\$425) of up to \$5000 with the proviso that additional fees need prior authorization.

The board discussed SFS lawyer Susan Martin's request to increase her retainer. Trustee Fisher reported on his attendance at a recent SF Labor Council meeting as it related to COPE endorsements. MSC to purchase 2 tickets (\$35 each) for an upcoming Living Wage Rewards Ceremony and a congratulatory line in the program (\$25).

Meeting adjourned at 1:19 p.m.

Submitted by Secretary-Treasurer Zare

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## **Board of Directors meeting minutes from August 6, 2020**

Meeting called to order at 11:34 a.m. by President Cumings.

Present via Zoom Video Conference: Zare, Brown, Byram, Elliott, Fisher, Gray and Hanson.

Secretary-Treasurer Zare read a thank you letter from a member who appreciated the way President Cumings ran the General Meeting on July 27th and a letter from AFM Financial Analyst Bob Zagozda, who appreciated Local 6's financial transparency.

MSC to accept the amended minutes from July 16, 2020.

MSC to accept the reinstated members. Secretary-Treasurer Zare presented the July credit card charges in the amount of \$1,239.08.

Local 6 was approved for an Economic Injury Disaster Loan (EIDL) in the amount of \$150,000 which includes a \$10,000 grant that has already been received. The Board recommended sending the terms to the Financial Committee for review.

MSC to approve a request from SF Symphony's attorney Susan Martin, for an increase in her monthly retainer to \$3000 for the remaining 3 years of the contract to cover reopening negotiations due to the pandemic.

The Board discussed the success of Local 6 member Bruce Chrisp's Shelter-in-Place recording workshop and the possibility of similar workshops in the future.

MSC to hire Local 6 member Michael Hatfield to provide music at the upcoming virtual Life Member Lunch event.

President Cumings reported on negotiations and activities for our collective bargaining groups.

President Cumings reported on the AFM's Integrated Media Agreement (IMA).

President Cumings reported on an upcoming change in leadership at Local 47 (Los Angeles).

President Cumings reported on the success of the new weekly, "Ask Me Anything" member meetings.

MSC to adopt the following resolution pertaining to the amendment of Section 8 of Local 6 Bylaws:

*Whereas the law and legislative committee reviewed the proposed amendment to Section 8 b.2 of the Musicians Local 6 Bylaws with a recommendation AGAINST adoption; and*

*Whereas the Board of Directors has the authority to establish policies to be carried out by elected officers under by-laws Sec. 4 b. 1;*

*Be it resolved that:*

1. *The amendment proposal to the by-laws be WITHDRAWN and NOT submitted to the membership for ratification or vote at the General Election.*

2. *The Board of Directors will exercise its authority under Section 4. B. 1 of the Bylaws to clarify and adopt future guidelines for all officers and employees regarding their attendance at the union office at 116 Ninth St. in San Francisco during regular business transaction hours.*
3. *The adoption of such guidelines are to be implemented when normal office presence is restored and it is deemed safe and prudent to return to the building.*

Meeting adjourned in memory of Ernest Knell and David Altschuler at 1:39 p.m.

Submitted by Secretary-Treasurer Zare

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## **Board of Directors meeting minutes from August 13, 2020**

Meeting called to order at 10:02 a.m. by President Cumings.

Present via Zoom Video Conference:

Zare, Brown, Byram, Elliott, Fisher, Gray and Hanson.

Guest: Dang

Allison "Gigi" Dang reported to the Board on the recent Regional Orchestra Players Association (ROPA) Conference held virtually.

MSC to accept the amended minutes from August 6, 2020.

MSC to approve expenditures for July in the amount of \$79,710.39.

One death was reported in July. MSC to continue to self-insure the Local 6 death benefit with monthly Board oversight. \$2000 was paid on behalf of deceased member Roy Oakley, Jr. from the Death Benefit Fund.

Secretary-Treasurer Zare informed the Board of the Officer Education webinars offered by the AFM Education Department in the upcoming weeks.

The Board discussed electronic signatures on petitions for office in the upcoming Local 6 election.

The Board discussed the upcoming Life Member Luncheon on the Zoom video conferencing platform.

President Cumings reported on negotiations and activities for our collective bargaining groups.

President Cumings reported on an upcoming survey of the membership to gather data around the impact of the pandemic.

Meeting adjourned at 12:33 p.m. in memory of Victor Fierro, Jr.

Submitted by Secretary-Treasurer Zare



# UPCOMING ZOOM MEETINGS

**ASK ME ANYTHING**  
Meet with President Cumings  
Every Tuesday at 11 AM  
Meeting ID 851 2336 5671

**General Membership**  
Meeting on Zoom  
October 26, 1PM  
Meeting ID 895 3452 0377

## *Zoom Party*

The Labor Day Picnic Committee invites you to come to a series of 3 Zoom parties in October. Lots of lively conversation, catch up with friends and coworkers! Bring your own Beer, Food and Ants.

Breakout Rooms include:

Kitchen/Garden/Family/Pets  
Sports  
Politics/Covid-19 Room  
Tech/Music/Business

Thursday, October 8th at 7 PM  
Monday, October 12th at Noon  
Saturday, October 24th at Noon

Meeting ID: 874 9109 8682  
Contact [debspang@yahoo.com](mailto:debspang@yahoo.com)

## **Career Transitions and Resumé Building for Musicians**



Have you been thinking about making a temporary or permanent career change but don't know where to start? This workshop will go over the basics of career transitions, building a professional resume, and additional considerations when making the leap.

Former Local 6 Member, Monika Warchol (horn), will share her transition from freelancing to the tech industry and help answer your questions as we navigate these unprecedented times.

**OCTOBER 7th at 2 PM on ZOOM 856 3897 8327**



Awards up to \$500 available to cover uninsured losses due to wildfires.  
Request an application from [bethz@afm6.org](mailto:bethz@afm6.org).

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## Paid Gigs available through Music Performance Trust Fund

MPTF is currently accepting applications for new projects. Possibilities include: Regular MPTF community, education, or medical facility performances

Pre-approval of your proposal is necessary. All shows must be presented to Local 6 a minimum of 45 days prior to the event. Our fiscal year for funding ends April 30, 2021. For questions and more information please contact [Cheryl@afm6.org](mailto:Cheryl@afm6.org).

Community Programs | Live Stream | Music in the Schools | MusicianFest | National Programs

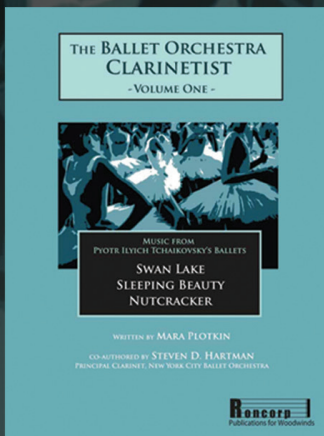
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## TANGO DEL CIELO

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Charts!



Harpist Anna Maria Mendieta's exciting new album **TANGO DEL CIELO** (Tango of Heaven) features a collection of Argentine Tangos with special focus on the music of Astor Piazzolla. The album presents new virtuosic arrangements for harp and orchestra created by a team of superstars including Local #6's Jeremy Cohen, Vincent Russo, Michael Touchi, as well as multi Grammy award winners Jorge Calandrelli, Pablo Ziegler, and others. Recorded at Skywalker Sound with engineer Leslie Ann Jones, the project shines with Piazzolla's connections and history and is brought to life through the lens of some of Piazzolla's closest colleagues and artistic collaborators, creating a groundbreaking vision for tango and harp!

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