

Musical News

The Official Newsletter Of Musicians Union Local 6



March, 2024, Vol.96, No.1

WE CAN DO IT!



WOMEN'S HISTORY MONTH



As I reflect on the first two years of serving as your Lead Organizer, I am filled with the spirit of Rosie the Riveter and have an overwhelming, "We can do it!" attitude. I have spent time with many of you; seen you build new relationships, develop your organizing skills, and watch many of you embrace your power and become leaders in our movement. The great Civil Rights Organizer Ella Baker refers to this as "spadework" or "routine or difficult preparatory work." It is this work of relationship deepening, skill sharpening, and power building that will serve as our foundation for your wins to come.

1 LEARN IT, DO IT, TEACH IT

Many of you have learned and executed skills like the structured organizing conversation, how to facilitate meetings, various processes for strategizing campaigns, and planning an action. If we want to take our power and ability to win gains for musicians in the Bay Area to the next level, we must adopt the "learn it, do it, teach it" culture within our community. This is critical. Our movement will require hundreds of leaders over the next few years. If we want to be a community that can fix any problem musicians face, we need to add the third pillar of this method and see members teaching members organizing skills in the year of 2024.

2 STRUCTURE TESTS

Whether you planned a workshop, organized a survey, or put on a public panel, many of you participated in one of the core ingredients of organizing, the structure test. A structure test is any time you take action and you can assess how many of your fellow workers you are able to bring together. Every structure test should build off of the last and in every community in 2023, we saw our commitment to take action together grow. But we have a long way to go. If in 2023 10% of our membership participated by taking an action, or sat on a committee, or served as a Labor Council Delegate, we have to ask ourselves what we could accomplish if 25%, 50%, or even 100% of the musician community was participating in some level of the movement.

3 ALL ABOUT LOVE

You don't have to organize with musicians for very long to begin to sense divisions, mistrust, and disengagement within our community. In these two years, many of you have opened up with me about these realities and how this contributes to your fear of organizing and belief that we can't win change. Is there too much water under the bridge? Have we grown too far apart to ever be whole again? After my first year (2022), in the face of this reality that we have a long journey ahead of us to heal this division, I prepared myself by reading All About Love by bell hooks. They suggest that organizing communities do not conceptualize love as ephemeral or indescribable. That instead we understand love as real actions within our community, actions like consistency, transparency, grace, and justice to name a few. It is these values that I brought into my conversations with you in 2023 and I saw this strategy first hand begin to break down the apathies listed about. I offer it to you as a strategy to begin to heal the divisions and mistrust, and bring us back together; be consistent, act transparently, offer grace, and stand for justice.

In this newsletter, you will find delegate information on to explore a few of the actions, campaigns, and buckets of work that are being tackled by members of our local. As you read through, I challenge you to see yourself in our movement this year. If we want to ensure that exploitation is ended in the music industry, this is the demand it will require. I look forward to the next two years and I am confident that our capacity to fight and win against bigger challenges will grow.

In Solidarity,

Hannah Kuhn, Local 6 Lead Organizer

In Memoriam

Med Daugherty
Zaven Melikian (former)
Michael A Nicholson
John 'Jackie' Orzel
Darrell V. Parker

Membership Dues

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

LOCAL 6 OFFICERS

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

BOARD OF DIRECTORS

Meredith Brown, Trustee
 Gretchen Elliott, Trustee
 William B. Harvey, Trustee
 John N. Fisher, Director
 Mario Guarneri, Director

STAFF

Lori Ponton Rodriguez, Membership, Pension x304
 Roman Fukshansky, Contracts, Recordings x305
 Katie Curran, Casuals, CBAs x306
 James Pytko, MPTF, Payroll x307
 Hannah Kuhn, Organizing, New Members x308

PRESIDENTS EMERITI

David Schoenbrun
 Melinda Wagner

MEETINGS SCHEDULE

General Membership
 April 29, 2024 1:00 pm

Board of Directors

Board meetings are open to the membership.
 Every other Thursday at 10:00 am

The Office Will Be Closed:

New Year's Day
 Martin Luther King Jr. Day
 President's Day
 Memorial Day
 Independence Day (July 4th & 5th)
 Labor Day
 Columbus Day
 Veterans Day
 Thanksgiving Day (and day after)
 December 25th - 31st

Editor, Musical News: Beth Zare

The Musical News is published 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.

The rehearsal hall is available for a rental fee.

MUSICIANS UNION LOCAL 6

116 9th Street
 San Francisco, CA 94103
 (415) 575-0777
 info@afm6.org
 www.afm6.org

*The office is open by appointment only.

COMING SOON



**Directory
Wage Scales
Constitution & By-laws**

2024

Music Union Local 6
American Federation Of Musicians
116 Ninth Street
San Francisco, CA 94103-2603
(415) 575-0777
Fax (415) 863-6173
www.afm6.org

Send updated contact info to
info@afm6.org



UPCOMING EVENTS

NEW MEMBER BASICS COMING UP:

Monday, April 11th
11:00 AM- 1:00 PM

Monday, May 5th
5:30 PM- 7:30 PM

Monday, June 3rd
11:00 AM- 1:00 PM



Register via the QR Code

Fair Play Initiative

Information Sessions

When: See upcoming dates via the QR code



JOIN THE MOVEMENT TODAY!

actionnetwork.org/fair-play-music-initiative/

JOIN IN COLLECTIVE ACTION FOR FAIR PAY

ARE YOU A FREELANCE MUSICIAN?

FILL OUT THIS SURVEY ON MUSICIAN WORKPLACE STANDARDS TODAY!



FOLLOW THE QR CODE OR VISIT:

bit.ly/musiciansurvey

Welcome to the AFM



Vincent Price

Dr. Vincent Pierce is new to the Bay Area from Austin, Texas. Vincent is a harpist, composer, teacher, and a leader in the harp community. He holds degrees from Baylor University, where he received a Bachelor of Music Education degree, and The University of Texas at Austin, where he received his Master's and DMA degrees in harp performance. Vincent is an experienced orchestral harpist, having performed with orchestras throughout Texas. He currently holds the principal harp position with West Texas Symphony, with whom he performed Mozart's Concerto for Flute and Harp in 2022, and has performed with Waco Symphony, Dallas Winds, Corpus Christ Ballet, and many others. In addition to orchestral performance, Vincent is an avid performer of chamber music and new music. He performs with his partner, Dr. Alan Berquist (flute), with whom he will premiere his new piece for electroacoustic harp and amplified flute at the National Flute Association Convention in San Antonio in August 2024. Vincent is currently working on an album of original music for electroacoustic harp which will be released in 2025. A community-minded musician, Vincent is also a board member for the Bay Area Chapter of the American Harp Society and has served on the board of directors of the American Harp Society at the national level.

www.vincentpierceharpist.com



Jennifer Reason

Hailed as a pianist "in the league of Carnegie Hall," a "rising star" whose playing is "lush, sensual and colorful: like a painting" (*Sulzbach-Rosenberger, Germany*), a "powerhouse" (*Victor Forman, CPR*), and one who possesses an "extraordinary skill" (*D. Frantztreb, SCC*), Jennifer Reason is a vibrant and versatile performer in consistent demand. After giving her first solo recital at the tender age of five, solo/ensemble performance credits now cover 14 countries and 15 states, including ten European festivals, two appearances at Carnegie Hall, and an international conducting debut at the Vatican; recording credits number over 100. She is proud to be a recipient of the Sacramento Business Journal's Top 40 Under 40 award. (2016) Collaboratively, she has recently completed her nine year tenure as Artistic Director for vocal ensemble RSVP- during which time they received an Emmy Nomination (2020), and she also serves as Music Director of the modern opera collective Rogue Music Project, as founding pianist of contemporary chamber music ensemble Citywater, and as a regular pit member for Broadway Sacramento. Away from the piano, you can hear her as the Midday Classical Host for CapRadio (88.9FM/capradio.org), where she loves to talk about the music! She also is honored to work with the Grammy Awards, as a recently elected Advisor to the Recording Academy Board of Directors, SF Chapter, as well as a Voting Member of the Academy and a District Advocate to Congress on behalf of professional musicians.

www.jennifer-reason.com

Insta: @jenniferreason

MEMBER INFORMATION

NEW MEMBERS

Arai-Lopez, Annamarie
Bassett, Christopher
Bregman, Benjamin
Chew, Connie
Chi, Eric
Collier, Riley
Cone, Brayden
Dechtenberg, Lorne

Estrada, Joshua
Fair, Jeffery Brian
Feinberg, Yosef
Fitzgerald, Brendan
He, Eric Zunhao
Hillis, Evan
Hoang, Doreen
Hoffman, Haley

Hoffhenke, Emma
Huey, Laura
Jankowski, Patrick C
Katz, Gabriel
Kim, Yubeen
Lawrence, Andrew
Lee, Minkyong
Lindgren, David

Martinez, Criselda 'Crissy'
Merrill, Zoe
Montalbo, Cortez
Moore, Scot
Pierce, Vincent
Porcaro, Gennaro A
Porter, Laura
Reason, Jennifer

Richardson, Anne
Rollett, Edmund
Rose, Caleb
Scarfe, Ian
Scott, Dora
Simons, Mark
Sjostrand, Rudolfina
Stutzbach, Alisa Rata

Talbot, Austin
Tjoa, Steven
Wions, Dan

REINSTATED MEMBERS

Bedner, Alexander
Boytz, Laura

Diaz, Amalia
Hall, Elizabeth

Hawkins, Daniel
Jekabson, Erik J

Judelson, Max
Germain, Aaron

Mendelow, Garrett
Perdicaris, Stephen

RESIGNED MEMBERS

Adessa, Anthony
Barrad, Kseniia
Polstiankina
Campbell, John L

Dorcy, Bruce J
Florio, Daniel J
Kim, Christy
Latta, Jonathan

Lee, Richard
Patrick, Rachel
Payne, Stephanie N
Pinkerton, Justin

Runnels, Bob
Rustici, Corrado
Smith, Rebecca
Waddell, Margarite

Wolford, Dale
Yasuda, Marika
Matthiesen, Nicholas A
Nordmoe, Anna

WELCOME TO OUR NEW BOARD MEMBERS!



Mario Guarneri

Mario Guarneri is a musician who has "done it all", from playing Dixieland jazz with Louis Armstrong at the age of thirteen to fifteen seasons with the Los Angeles Philharmonic under the batons of Zubin Mehta and Carlo Maria Giulini. He has toured Europe with the Los Angeles Brass Quintet and performed with the New York Philharmonic, the San Francisco Symphony, Radio City Music Hall and the Barnum and Bailey Circus. Mr. Guarneri has recorded solo albums on the Crystal and Nonesuch labels, one of which was nominated for the Prix de Rome. For a decade, Mario was the principal trumpet with the Los Angeles Chamber Orchestra and has played on over 400 TV and motion picture soundtracks, including solo performances on Lonesome Dove and Godfather III. He has taught trumpet for over 50 years, and is currently a trumpet instructor at the San Francisco Conservatory of Music. Guarneri also performs regularly with his jazz quartet in the San Francisco area and has recorded four jazz CDs. In 1986 he developed the Buzz Extension and Resistance Piece (B.E.R.P.) for all brass instruments, a dynamic advancement in brass pedagogy. Since then, he has lectured extensively on the BERP concept. In recent years, he has presented lectures at the International Trumpet Guild, the New York Brass Conference, and numerous state and regional music conventions across the country. Guarneri has taught master classes in Asia and Europe, and has established a worldwide reputation as a creative musician of the highest level. His most recent project, Jazz in the Neighborhood, www.jazzinthenighborhood.org, is a non-profit bringing together on the bandstand, emerging young performers, and local jazz artists in alternative neighborhood venues.



John N. Fisher

John N. Fisher received his BA from Loyola University. John has held faculty positions at the San Francisco Conservatory of Music Preparatory Dept., The East Bay Center of Performing Arts, and Blue Bear Music School. John is an active Freelance player in a variety of Latin, Rock and Jazz groups. He has been Local 6's delegate to the San Francisco Labor Council since 2008 and is also a delegate to the AFM Triennial Convention.

FAIR PLAY INITIATIVE

A GRASSROOTS CAMPAIGN TO IMPROVE WORKING CONDITIONS FOR MUSICIANS

FAIRPLAYMUSIC.ORG

In Spring 2024 Musicians and those who care about a vibrant live performance scene in the Bay Area are piloting the *Fair Play Initiative*, a grassroots campaign to improve working conditions for Musicians in Bay Area cities; recognizing our key role as professionals that provide the backbone of local, regional and international culture.

Fair Play's first step is to partner with selected cities to establish a guaranteed pay "floor" secured through a Prevailing Wage ordinance in city Charters. It would not put a "ceiling" on what Musicians are paid to work on municipally-financed events, series, and festivals but rather standardize a minimum rate to help eliminate unclear or exploitive pay practices that can't sustain Musicians sufficiently to live in and contribute their craft to the very expensive Bay Area.

Modeled after the IATSE prevailing wage ordinance, passed in SF 2004, the Fair Play Initiative will introduce and see enacted robust Prevailing Wage legislation for Musicians in Mountain View, Oakland, Richmond and San Francisco in 2024.

Following up on this prevailing wage effort, Fair Play will further shore up Musicians' working conditions and opportunities: initiate city-based fair procurement standards and benefits along with other city-based support favorable to venues, community agencies, and producers who adhere to these protocols (such as permitting help and grants) to help venues & producers who strive to treat Musicians fairly.

FAIR PLAY INITIATIVE NEXT STEPS INCLUDE

- Working for equity in booking, full disabled access and professional protections for all working Musicians.
- After Musicians are added to cities' Prevailing Wage ordinances each city will begin the research phase where a fair prevailing wage framework is set. Fair Play will inform this activity with resources, benchmarks and best practices guidelines for pay, professional protections, equity booking and access for disabled Musicians.
- Include cultural producers in the collaborative work to strengthen a sustainable music scene.

We know that a professional, respectful working environment for Musicians will strengthen the whole lively arts landscape, from the workers up, for generations to come. However, unless we act now, together, a signature element of Bay Area culture could go silent.

WHO WE ARE

The Fair Play Initiative is generated by a coalition of grassroots organizations, organized Labor and cultural producers, including:

Coalition Member- Independent Musicians Alliance, Jazz in the Neighborhood, Whippoorwill Arts, AFM Local 6

Supporters- San Francisco Labor Council, Contra Costa County Labor Council, Alameda County, Labor Council, South Bay Labor Council, Bird & Beckett Cultural Legacy, and -You!

GET INVOLVED

Help strengthen a vibrant music scene in the Bay Area and beyond by voicing your support today.

Please sign and share this petition widely <https://actionnetwork.org/petitions/fair-play-for-musicians>

Keep in the know with the most current Fair Play Initiative actions by visiting <http://fairplaymusic.org>

JOIN IN COLLECTIVE
ACTION FOR FAIR PAY

ARE YOU A FREELANCE MUSICIAN?

FILL OUT THIS **SURVEY** ON MUSICIAN
WORKPLACE STANDARDS TODAY!



FOLLOW THE QR CODE OR VISIT

bit.ly/musiciansurvey

SURVEY PURPOSE

To ensure all actions are rooted in the experiences and voices of the gigging musicians, this brief survey is being conducted to understand which issues that musicians face in the workplace are most widely felt and deeply felt. This survey will be used in any effort to set standards at clubs, venues, and gigs across the Bay Area.

BECOMING A

LABOR COUNCIL DELEGATE

We are looking to fill 21 Labor Council Delegate positions in 2024. Learn more about it by reading about our current delegates' experience serving in the vital role.

LABOR COUNCILS WITH OPENINGS

San Francisco
Labor Council- 3

Alameda
Labor Council- 3

South Bay
Labor Council- 3

Monterey Bay
Labor Council- 3

North Bay
Labor Council- 3

Contra Costa
Labor Council- 2

San Mateo
Labor Council- 2

Napa
Solano- 2

Stipend: \$100 per meeting

Minimum Responsibilities: Attend a monthly Labor Council meeting in your region- approx 2-3 hour commitment

Potential Additional Tasks: Attend active picket lines, participate in the Labor Council political endorsement process, serve as a Board Member/officer of the Labor Council

Bill Harvey- Alameda Labor Council Delegate

We Exist. The first time I introduced myself at the New Delegate Orientation another participant (Teamsters) said he didn't know musicians had a union. As I started attending monthly meetings, often in a Local 6 T-shirt, I started getting approached by other delegates who were interested in what we do and how we work. I remember a conversation with an apprentice from the International Brotherhood of Electrical Workers - in her workplaces the employer provides tools, and she was wondering how we could work union if we brought our own instruments. I realized that she was interested in the distinction between employees and independent contractors which was important to both of us. I told her that when musicians work in the industrial setting (eg. symphonic or Broadway) we have no control over scheduling, repertoire, the notes we play or even when to breath, which would pass the Borello Test.

Political Action (Cold Calling and Door Knocking). Working on campaigns involves skills similar to what many of us do to keep ourselves gigging. In order to stay alive in the music business you have to be willing to approach people, have good conversations, and be willing to ask for something. I've learned that winning elections isn't about arguing with your relatives at Thanksgiving.

It's about finding people who agree with you and encouraging them to vote.

Community Service. Sometimes workers need help with their contract fights - if a small bargaining unit goes out on strike it won't gain much attention. I when a Bakers Union members struck at the Red Ropes factory in Union City (where I used to work with high school trumpeters).

Local politicians ironically took the side of management. The workers were demoralized and only had a handful of people standing outside the plant day and night. I volunteered to show up at 5:00am to block a busload of scabs brought in to replace the strikers. With the help of burly security guards (from Oregon) the van got through, but the media started to take notice and the Bakers got their contract.

John Fisher, San Francisco Labor Council Delegate

As a member of the San Francisco Labor Council for the past 15 years, I have had the opportunity to engage with other labor unions and coalitions and help maintain Musician Local 6's presence in the labor movement. As Professional musicians, we are workers too, and must retain our strong alliance with the labor community.

Jimmy Kelly, Alameda Labor Council Delegate

I am a currently a delegate for the Alameda Central Labor Council (CLC) for local 6 and have been a delegate for the South Bay the Monterey Bay and the Santa Cruz County labor councils! Each one is unique but at least once a month you will meet some of the finest people who will welcome you into the broader union family! You will learn a lot about how unions engage in unity to support workers lives! This is a social as well as activist gathering of the most dedicated people you will meet anywhere! Together we support the challenges working people face; be it housing, wages, job security, education and health care! CLC DELEGATES are at the forefront of these efforts and you will get a bigger picture of how ordinary rank and file union members collaborate and win successful efforts that improve working conditions our communities, our wand our families! So welcome aboard and get ready to meet and befriend some of the most fabulous people anywhere-your union Brothers and Sisters! You will be glad you did! See you at the next CLC MEETING!

Hannah Kuhn, San Francisco Labor Council Delegate

Serving as a Chattanooga Labor Council from AFM Local 80 is how I learned my first skills as an organizer. By attending actions with bus drivers, college professors, stagehands, boilermakers, and all sorts of fellow workers, I learned and brought those strategies back to the AFM. By participating as a Labor Council Delegate externally, you can grow our power internally as well.

David Borough- South Bay Labor Council Delegate

I first became involved with the Santa Clara County Labor Council in the late 1970's. I was working with the San Jose Committee in Solidarity with El Salvador. (El Comite). We had a strong emphasis on labor, and that brought me to attend Labor Council meetings. The Santa Clara County Labor Council, during those years, pretty much had it's own foreign policy.

In 1997, I was elected to the office of Secretary, of the San Jose Federation of Musicians: AFM Local 153. With that position I became a delegate to the Santa Clara County Labor Council (now the South Bay Labor Council), for 15 years. After an absence of three years following the merger with Local 6 I was appointed to the South Bay Labor Council, and have continued to represent Local 6 at monthly meetings.

The Labor Council community, solidarity, and commonality of progressive purpose that I have experienced over the years; has been and continues to be a source of nourishment for my soul. We have campaigned, marched, rallied, struck, and celebrated causes, candidates, and victories. I have worked to bring top flight Union Musicians to events, memorials, picnics, and celebrations. It has given, and continues to give me great pride and joy, to be with my union siblings, as we hear AFM Musicians give top quality performances, as they receive union scale, pension, and working conditions. I have also worked with many Musicians, to organize the unorganized in an effort to better the lives of Working Musicians...

..... SAN FRANCISCO

EPICENTER OF NETWORK RADIO

 (PART 6)



Radio City Studio C. Phil Bovero and the ABC orchestra. (Derning Collection).

..... BY JACK BETHARDS, LIFE MEMBER OF LOCAL 6

Although Hollywood had awakened to the tremendous advertising and promotion potential of radio by the late 1930's, the networks maintained a strong presence in San Francisco. Many network shows originated here and some Hollywood-based productions such as The Bing Crosby Program would often broadcast from San Francisco because the stars enjoyed visiting the city. Since Mutual Don Lee did not yet have a large studio facility in Hollywood, their San Francisco operation continued to be of prime importance. CBS wanted to increase their control in San Francisco and attempted to buy their local affiliate KSFO. When that fell through, they bought KQW in 1941 (which later became the KCBS we know today).



Radio City Studio A. Possibly rehearsal of the long-running weekly musical variety show "The Light and Mellow Program" sponsored by Regal Pale beer. It featured baritone Armand Girard, soprano Lois Hartzell and John "Whistling" Schuler with special arrangements by Greig McRitchie, Leo Kronman, Lowell Berry and Frank Denke among others. (John Schneider Collection)

It was left to the original pioneer, NBC, to make the most dramatic statement of confidence in San Francisco. On April 26, 1942, they opened San Francisco's "Radio City" to house both the NBC Red and Blue networks plus local stations KPO and KGO. It was a building of strikingly modern yet timeless design with the very latest, most luxurious studio facilities including the City's largest studio accommodating an audience of 100 or more, two medium sized studios, one for organ and one for orchestra, and seven smaller studios. A grand lobby and stairway leading to the upper floors let visitors see the operation of master control, news room, and recording department through glass panels. There was a huge music library and workspace for arrangers and copyists. NBC's broadcasting palace was a major investment justified, I believe, by sophisticated New York investors and executives who wanted NBC to have the strongest presence in the leading city of the West.

NBC's Red network musical directors were Carl Kalash followed by Tony Freeman. The large staff orchestra was supplemented with members of the San Francisco Symphony for The Standard Hour. Music Director at the Blue network was Phil Bovero with a separate staff orchestra. In 1942, anti-trust law forced NBC to divest itself of its Blue network. It continued in operation as simply "The Blue Network" until it was later re-organized as the American Broadcasting Company. KGO and ABC stayed in the Radio City building operating much as they had before the divestiture.

Network radio continued with live music broadcasting until the late 1950s. To learn more about the programs and personnel of the last decade, read my article in the August 2004 Musical News. E-mail me at the address below to get a copy. I was fortunate to have grown up in the last decade of live music radio and hope you have enjoyed reminiscing with me.



NBC Radio city 420 Taylor at O'Farrell

To learn more, visit the website of the nation's leading radio historian John Schneider at www.theradiohistorian.org. If you have any information or anecdotes about San Francisco radio and its musicians, let me know: jack@schoenstein.com.

Minutes

BOARD OF DIRECTORS MEETING MINUTES FROM NOVEMBER 3, 2023

Meeting called to order at 10:34 AM by President Cumings.

Present via Zoom Video Conference: Zare, Brown, Byram, Elliott, Harvey and Lockhart. Excused: Hanson

MSC to accept the amended minutes from October 20, 2023.

MSC to accept 1 new member.

Received from Local 45 in Allentown, PA a communication thanking Local 6 for the \$2000 donation to help offset outstanding legal fees incurred during an unfair labor practices complaint against the Allentown Symphony.

MSC to approve a stipend of \$100 to each of the election committee members.

ST Zare informed the Board of potential recommendations from the Law and Legislative Committee regarding future election expenses.

The Board discussed the holiday party guest list.

MSC to accept the proposed terms of a one-time, pre-hire church/choral agreement between Local 6 and First Presbyterian Church Berkeley for an engagement taking place in December, which will use 11 union musicians.

ST Zare informed the Board about a member who wishes to rent the rehearsal hall on a long-term basis as a practice room.

The Board discussed safety of the staff when working at the office.

The Board discussed a dues sale in 2024 and the possibility of offering an auto-payment option.

MSC to enter executive session to discuss

a grievance.

President Cumings discussed the Freelance Musicians Association, a grant received from High Road Training and a potential Paymaster for the California Conference called CalPayArt.

President Cumings reported on negotiations and activities for our CBA groups: Berkeley Symphony, BroadwaySF, California Symphony, Marin Symphony, Oakland Symphony, Opera San Jose, San Francisco Opera Center, and Symphony San Jose.

Meeting adjourned in memory of Steve Anderson at 1:15PM.

Submitted by ST Beth Zare.

BOARD OF DIRECTORS MEETING MINUTES FROM NOVEMBER 20, 2023

Meeting called to order at 10:08 AM by Vice President Byram.

Present via Zoom Video Conference: Zare, Brown, Elliott, Hanson, Harvey and Lockhart. Excused: Cumings

MSC to accept the amended minutes from November 3, 2023.

MSC to accept 5 new members and 4 reinstated members.

The Board discussed correspondence from a musician excluded from the invitation-only clarinet audition by the SF Ballet.

ST Zare informed the Board about the steward workshop presented by union council, David Rosenfeld, to our members on November 14th via Zoom.

ST Zare informed the Board about products to be sold on the website, including Local 6 t-shirts and caps.

The Board discussed the Oakland Symphony's concert involving Angela

Davis and comments she made during her time on stage.

The Board discussed personnel situations at Opera San Jose and Berkeley Symphony.

ST Zare informed the Board about complaints she received from members receiving ratification ballots for the AFM Integrated Media Agreement via text.

MSC to approve expenditures for October in the amount of \$153,711.80.

One death was reported in October. MSC to continue to self-insure the Local 6 death benefit with monthly Board oversight.

\$2000 was paid from the Death Benefit Fund on behalf of deceased member Tommy Atkins in October.

MSC to approve our yearly membership dues sale with a discount of \$15.00 to regular members who pay all of their 2024 membership dues before January 31, 2024.

Vice President Byram reported on negotiations and activities for our CBA groups: Berkeley Symphony, BroadwaySF, Oakland Symphony, Opera San Jose, Santa Cruz Symphony, SF Ballet and Symphony San Jose.

The Board set their meetings for January 2024.

Meeting adjourned at 11:51 AM.

Submitted by ST Beth Zare.

BOARD OF DIRECTORS MEETING MINUTES FROM DECEMBER 12, 2023

Meeting called to order at 10:42 AM by President Cumings.

Present at Union HQ: Brown, Byram, Elliott, Hanson, and Harvey.

Present via Zoom Video Conference: Zare and Lockhart.

MSC to accept the amended minutes from

November 20, 2023.

The Board authorized two \$250 awards from the Emergency Relief Fund to two members in good standing.

MSC to accept 5 new members and 1 reinstated member.

The Board discussed the changes in AFM insurance carrier and the possibility of offering outside life insurance to our members.

MSC to approve sending two delegates to the SF Labor Council Martin Luther King day breakfast at a cost of \$75 per person.

The Board discussed the Oakland Symphony's concert involving Angela Davis and comments she made during her time on stage.

ST Zare informed the Board about an internal audit to be administered by International Representatives Pearson and Elliott from January 16-19, 2024.

MSC to approve engaging Thielen and Associates to prepare the 2023 financial analysis for the Local at a cost of up to \$9900.00.

MSC to approve a successor 4-year CBA with Symphony San Jose, which has already been approved by the members.

The Board reviewed the Bylaws and Constitution which reflects the current changes voted on by the membership. (version 11.28.2023)

President Cumings reported on the Integrated Media Agreement which was ratified.

MSC to approve the costs of sending President Cumings to AMPTP Negotiations in Los Angeles, January 21-30, 2024.

President Cumings informed the Board of a \$50,000.00 settlement by the Oakland Symphony from a 2020 streaming project to be distributed among the musicians.

The Board went into executive session to discuss ongoing grievances and organizing

targets.

President Cumings reported on negotiations and activities for our CBA groups: Berkeley Symphony, BroadwaySF, California Symphony, Oakland Symphony, Opera San Jose, Santa Cruz Symphony, and SF Opera.

MSC to allow Trustee Harvey to donate his services at Saint John's Presbyterian Church in Berkeley on Sunday, December 17, 2023.

Trustee Harvey discussed an item regarding the conflict in the Middle East, which was coming up for a vote at the Alameda Labor Council.

Meeting adjourned at 12:19PM
Submitted by ST Beth Zare.

BOARD OF DIRECTORS MEETING MINUTES FROM JANUARY 11, 2024

Meeting called to order at 10:04 AM by President Cumings.

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

MSC to accept the amended minutes from December 12, 2023.

ST read a letter of appreciation from member Pruda Walkman.

MSC to accept 6 new members and 2 reinstated members.

MSC to approve sending two delegates to the Western Conference to be held in Boise, ID from April 26-28, 2024.

ST Zare informed the Board about problems with the website which sent error messages to members wishing to pay their dues.

ST Zare informed the Board that she will be attending the Sphinx Connect Conference to be held in Detroit, MI from January 25-28 in her capacity as Chair of the AFM Diversity Committee.

ST Zare informed the Board that the

February Musical News will be edited by Lead Organizer, Hannah Kuhn.

The Board went into executive session. MSC to award money to a member who applied to the relief fund.

MSC to approve a 3-year successor agreement with the Santa Cruz Symphony which has already been ratified by the musicians (2022-2025).

President Cumings informed the Board that the Philharmonia Baroque Chorale won union representation through the American Guild of Musical Artists (AGMA).

President Cumings informed the Board about two recording projects, Gordon Getty's Goodbye, Mr. Chips, and McGraw Hill's request to license a recording from Philharmonia Baroque.

President Cumings updated the Board on freelance activities.

President Cumings informed the Board that Team San Jose has requested employees sign off on their Employee Handbook which is in conflict with the musician CBA.

President Cumings reported on negotiations and activities for our CBA groups: Berkeley Symphony, BroadwaySF, California Symphony, Oakland Symphony, Opera San Jose, Monterey County Pops, Santa Cruz Symphony, and SF Opera.

ST advised the Board that Hannah Kuhn and Mario Guarneri will be attending the upcoming SF Labor Council Martin Luther King Day Breakfast.

MSC to approve supporting 100 CalCare's single payer health care initiative.

Trustee Harvey informed the Board of the newly enacted 2024 laws that could affect our members as they relate to independent contractor status, and paid sick days from employers.

Meeting adjourned in memory of Med Daugherty, John "Jackie" Orzel, and Tom Smothers (former) at 12:49PM.

Submitted by ST Beth Zare.

Oakland Municipal Band Names **New Music Director**



The Oakland Municipal Band is pleased to announce that **Dr. Kaitlin Bove** has been named music director following the 2023 season. Dr. Bove was chosen by the Friends of the Oakland Municipal Band, the band's management, the members of the band, and the audience for her superior organizational and performance skills.



Dr. Kaitlin Bove is Director of Bands and an Assistant Professor of Music at Diablo Valley College in Pleasant Hill, California. She also serves as Artistic Director for the Diablo Wind Symphony (part of Blue Devils Performing Arts) and on the board of California Band Directors Association. Kaitlin holds a Doctorate of Musical Arts in Wind Conducting from University of Kentucky and a Masters and Bachelors of Music in Education from the University of the Pacific. Kaitlin is founder of the And We Were Heard initiative, a volunteer organization that matches underrepresented composers of wind band and orchestral literature with ensembles, generating quality recordings of the music of diverse compositional voices. She is also co-founder of Girls Who Conduct, a mentorship program that supports gender parity on the conducting podium.

The Oakland Municipal Band has been performing at Lakeside Park in Oakland since 1912. It is a fully professional band. The band currently perform five concerts every year, starting July 4 and continuing on four ensuing Sundays at the Edoff Memorial Bandstand, opposite the Garden Center and behind Children's Fairyland on Bellevue Avenue. Concerts are presented by the Friends of the Oakland Municipal Band with the cooperation of the City of Oakland, and the Musicians Union Local 6. It is supported by the Music Performance Trust Fund and the generosity of our volunteers and donors. Please join us this season which begins on July 4, 2024 at 1pm at the Edoff Memorial Bandshell at Lake Merritt. If you would like to help continue this 112 year old tradition, please donate to the Friends of the Oakland Municipal Band at <https://oaklandmunicipalband.org/donate/>





Dr Craig McKenzie, Music Director

Dr German Gonzalez, Associate Music Director

The Golden Gate Park Band announces auditions for the following positions on April 21, 2024

Clarinet 4

Alto Saxophone 2

Trombone (principal)

French horn 2

French horn 3

Trumpet 4 -1 year position, possibly permanent

2024 wages are \$120.00 for Section musicians and \$126.00 for Principal musicians. GGPB contributes 10% to AFM pension and all regular payroll requirements.

The Golden Gate Park Band is San Francisco's oldest musical institution, providing free public concerts in Golden Gate Park since 1882. We perform a minimum of 24 concerts from April through October. Additional services may be offered.

GGPB recently incorporated as a musician lead 501(c)3 non-profit organization administered by a volunteer board of musicians and community members. For more information about the band see parkband.org.

Highly qualified applicants are invited to apply by submitting a 1 page résumé no later than April 7, 2024. Verified eligibility for employment is required. Resumes may be sent to: employment@goldengateparkband.org

All musicians must be or become members of the American Federation of Musicians.

Audition repertoire will be posted at <http://goldengateparkband.org/employment> when it becomes available. Upon acceptance for the audition we will send confirmation.



MODESTO
SYMPHONY
ORCHESTRA

Announces auditions for the following positions:

**Section Violin I, II (multiple positions)
Assistant Principal Violin II**

Auditions will be held at:

The San Francisco Conservatory of Music
50 Oak Street, San Francisco, CA 94102

Audition Date: June 8, 2023

Application Deadline: May 25, 2023

Additional information and repertoire can be found at:

<https://www.modestosymphony.org/employment-and-auditions>

**Send a one-page resume
and refundable audition
deposit of \$20 to:**

Matthew Siek, Director of Operations
Modesto Symphony Orchestra
911 13th Street
Modesto, CA 95354
msiek@modestosymphony.org

**checks should be made payable to:
Modesto Symphony Orchestra
Association**

2023-2024 base service pay: \$153
Assistant principal: \$168.30

Paid Pension
Travel Compensation up to \$42 per day
Homestays/housing available



COME CELEBRATE WITH THE Music Performance Trust Fund

The Music Performance Trust Fund supports traditional live performances, live stream concerts, senior/nursing homes etc. Our goal is to have quality performances highlighting each month while reaching many communities with admission-free music while impacting them in a meaningful way.

Applications must be complete and submitted at least 40 days in advance.

The Music Performance Trust Fund announces 100% funding for MPTF gigs celebrating Juneteenth. **Performances MUST occur on June 18-20, 2024.** Application for next year's MPTF funding (May 24-April 25) can be accepted starting 5/6/24.

Please use the 'Description of Performance' box on the application to detail your performance. One-word descriptions will not be accepted. Send us photos! Photos are the best way we can highlight the work we all do. We are always seeking potential sponsors and having great photos help us showcase these wonderful performances. Please let us know ahead of time if you have a program that could use some highlight and exposure.

Contact james@afm6.org if you have interest in putting on an MPTF concert.

General Membership Meeting

April 29, 2024 at 1pm via Zoom
Meeting ID: 895 3452 0377

Musicians Union Local 6
116 - 9th Street
San Francisco, CA 94103

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SYMPHONY SAN JOSE

Announces auditions for the
following tenure-track positions

**ASSISTANT PRINCIPAL VIOLA
SECTION VIOLA (CHAIR 8)**

May 14, 2024

Application Deadline: April 29

Information at
www.symphonysanjose.org/auditions



**MONTEREY
SYMPHONY**

AUDITION ON MAY 20TH 2024

Section Bass

ONE POSITION

\$151.85 Per Service

30-40 Service Annually

5-6 Subscription Sets + 1 Pops Set

Application Deadline:

11:59PM, Friday, April 19th, 2024

Application Requirements & details:

monterey_symphony.org/auditions

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