

The Official Newsletter of the Professional Musicians of Central California
AFM Local 12 • 1st Quarter 2012



Local 12 Members picketing Fresno Grand Opera's "Showboat" on May 12, 2012

Fresno Grand Opera on International Unfair List

Local 12 has been attempting to negotiate a successor contract with the Fresno Grand Opera for nearly eighteen months. Last fall the local requested and received assistance from Symphonic Services Division negotiator, Christopher Durham. Serving on the local's negotiating committee are Local 12 board members Laura Porter and Cynthia Stuart, and FGO orchestra members Rachel Aldrich, Rick Shiine and Roz Gratz as well as Local 12 President Larry Gardner. At a meeting in November 2011, FGO orchestra members voted to give the negotiating committee and the union the authority to call a strike whenever they deemed it necessary. On March 26, 2012 the membership again voted to reaffirm that strike authorization.

On March 27, 2012 the negotiating committee and the Union called a strike against the Fresno Grand Opera (FGO) for a concert featuring Renee Fleming.

Chief among the issues are the scope (or coverage) of the agreement, the makeup of the roster of musician members, a lack of personal service agreements and late timing of work calls to offer employment.

Scope: In the FGO proposal, large portions of the agreement would not be applicable to a majority of their offerings. The FGO is using semantic distinctions to exempt itself from any contractual responsibilities with exceptions based on definitions of "presented, purchased, or produced" performances. (Continued on Page 4)

CBA Updates

California Musical Theatre (aka Music Circus)

In January, Richard Lewis, the Executive Producer for California Musical Theatre (CMT), requested a onetime only reduction in the number of "musician work weeks" that are required for the Music Circus season. Our contract states that CMT provides 100 musician work weeks during the Music Circus season and management was requesting a reduction to 70 for the 2012 season. (FYI, there are no minimums for the Broadway season). The Music Circus committee along with Local 12 had a financial analysis done to verify the financial difficulty of the CMT organization. The committee and the union bargained and accepted a reduction to 80 musician work weeks for the 2012 season. A sideletter to this affect was then ratified by the bargaining unit. Thanks to our Music Circus Committee: Mike McMullen (chair), Eric Achen, Tom Derthick, & Chip Tingle.

(Continued on Page 3)

Central California Upbeat

The Official Newsletter of the
Professional Musicians of Central California
American Federation of Musicians, Local 12
Established 1897

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Please notify the office of any change of
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Opinions expressed by contributing writers
are their own and not necessarily those of
AFM Local 12.

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(916) 453-9627

Office Hours
Tuesday - Friday
10:00 a.m. - 4:00 p.m.
(closed Monday)

2012 Membership Dues

Category	Quarterly	Yearly
Regular	51.25	205.00
Life	22.50	90.00
Inactive Life	16.75	67.00

• A \$20.00 discount will be given if Yearly
Dues are paid prior to January 31.

Scheduled Meetings
(Unless announced otherwise)

General Membership
Quarterly at Local 12 office

Executive Board
Monthly at Local 12 office 10:30 a.m.
on the second Thursday of each month

Meetings are open, and members
are invited to attend.
Members wishing to formally
appear on the agenda must
submit a request in writing
at least 24 hours prior to the meeting.

Any notice appearing herein shall be
considered to be an official notice
to the membership.

Suspension Policy

Any members whose Regular or Life
Membership Dues remain unpaid *three*
months from the due date shall stand
automatically *suspended* from membership
and be ineligible for Local 12's benefits or
referrals and shall be required to pay a
reinstatement fee of twenty-five dollars, plus
back standing dues and late fees of five
dollars per quarter in order to resume
membership in good standing.

Members not paying dues for six months
will be dropped.

Reinstatement requires payment of a
Local Initiation Fee of fifty dollars in addition
to the reinstatement plus quarterly late fees.

If off the role book for one year or longer
a Federal Initiation Fee of sixty-five dollars
is also due.

To Resign in Good Standing

If dues are current a member may resign
in good standing by **written request**
delivered by mail, FAX or e-mail.

Telephone message is not acceptable.

Services and Benefits

- Recording Industries Music Fund
- Pension Fund
- Payroll Service
- Legal Contracts
- Instrument & Equipment Insurance
- Emergency Traveling Assistance
Program: 1(800) ROAD-GIG
- Union Privilege
- Credit Union Info
- Group Health Insurance (Self Pay)
- Delta Dental (Self Pay)
- Wage Scales
- National Ear Care Plan
- Referral Service
- Petrillo Fund
- Electronic Media Services
- Collective Bargaining
- Legislative Representation
- Recording and Multimedia
Protection

It's a great time to be a member!

OAKLAND EAST BAY SYMPHONY

Michael Morgan, Music Director and Conductor

Announces auditions for the following position:

ASSOCIATE CONCERTMASTER

Auditions will be held in Oakland on October 8, 2012

Deadline for applications is October 1, 2012.

Qualified applicants please send a concise resume and a \$25.00 deposit
(refundable at time of audition) to:

Carl Stanley, Orchestra Personnel Manager
Oakland East Bay Symphony
2201 Broadway, Suite 300, Oakland, CA 94612

A list of the audition repertoire and other relevant information will be mailed
to the candidate upon the receipt and acceptance of the resume.

No phone calls please.

If an advertised position is won by a current OEBS member, the resulting va-
cancy may be awarded to another winning candidate . E-mail questions to

cstanley@oebs.org.

President's Message

Unionism 101

During the Great Depression, on the docks of San Francisco men would go out every morning at 6 am and stand around waiting for a "boss" to come out and hire someone. All the guys would want to be picked for a chance to load and unload ships for 8, 12, or 16 hours straight and receive one day's wage. All the dockworkers would say "Pick me! Pick me!" And, since they all wanted that scrap of money, they would underbid each other, or perhaps bribe the boss in order to get the work. They wouldn't complain about the long hours, hard labor, or other deplorable working conditions because they so desperately needed that money. A friend of mine calls this the "race to the bottom".

However, the workers eventually started working together and began to bargain collectively. Previous to that, the employers (the companies and the bosses) had all the power. However, through the power of collective bargaining and some hard fought strikes, the dockworkers (aka longshoremen) were eventually able to get reasonable working hours, pay and other conditions. If you'd like to know more about this story, look up Harry Bridges, the founder of the International Longshoremen's and Warehousemen's Union (ILWU).

Aren't most of us in the same boat? We all want that extra gig to be able to help with our own financial situation and we're all looking out for number one, sometimes to the detriment of the group of musicians as a whole. Looking out for professional musicians as a whole is the purpose of our "union". When the union makes rules, or wage scales, please remember that it's not me, it's not the Local 12 board, it's not the AFM International President, it is us. **We** are the union. Our local and the AFM as a whole make every effort to come to a consensus and then take action (or not). It is only by standing together as union musicians that we can hope to overcome the management tactics everywhere.

Fraternally,

Larry

larry@musicianshall.org
(559) 259-9081 (cell)

(CBA Updates, cont.)

Fresno Philharmonic

This contract expires August 31, 2012 and the committee is preparing to negotiate this as of this writing. Financially, the season has been in jeopardy since the Fall of 2011. The Executive Director resigned in October. A previous executive director, David Gaylin, came back as interim and was holding down his current job as well as the FPO management duties. Another interim executive director, Cindi Hubbard, was hired for May & June. The newly appointed Executive Director is Stephen Wilson will take the reins as of July 16, 2012. He has served the Binghamton Philharmonic in the same capacity since 2000 and as Development Director before that. Committee members are Cynthia Stuart, chair, Rachel Aldrich, Joe Farkas, Laura Porter and Tammy van der Paardt.

Modesto Symphony

The committee and the local are just beginning the negotiation process. We've requested the financial information and the committee is working on a survey. The schedule for the season has been announced and it seems that the symphony has cut back the number of Masterworks rehearsals from 4 to 3. Committee members are Forrest Byram, chair, Alden Cohen, Kelley Maulbetsch, Nicky Roosevelt, Valerie Tisdail.

Sacramento Choral Society

This contract was ratified last November and is effective until June 30, 2013. The SCSO committee is Leo Gravin (chair), Janis Lieberman, Sandra McPherson & Erika Miranda

Sacramento Philharmonic

As of this writing, a tentative agreement was ratified by an overwhelming majority of SPO members who voted and is expected to be ratified by the SPO board at their meeting on June 26. This agreement covers this past season (2011-12) and next season (2012-13). The agreement includes a 3% wage increase for the 2012-13 season, improved guaranteed service language, a relaxed attendance requirement (until there are 5 sets in a season), and it fixes some issues with percussion cartage. Special Thanks for the long-range negotiating skills of the SPO committee: Sandra McPherson (co-chair), Maryll Goldsmith (co-chair), Eric Achen, Pete Nowlen, & Melinda Rayne.

(Fresno Grand Opera, cont.)

In theory, an opera such as Carmen would fall under the agreement; a Jackie Evancho concert would not. In addition, management seeks to remove industry standard language from the contract: right of first refusal, offers of employment for all services, and a coherent hiring and firing procedure.

Roster: The FGO proposes to delete eighteen musicians from the roster with no cause and demote five others. These are musicians who have performed at a professional level since the inception of the Fresno Grand Opera in 1998. They also proposed to remove the title and pay scale for assistant principal positions throughout the orchestra.

Personal Service Agreements: Without a PSA, musicians have no guarantee of employment and no way to plan their work schedules. What was the reason for management's refusal to issue PSAs given at the bargaining table? "Too much paperwork".

Notice: In stark contrast to other organizations, the FGO typically begins to offer employment three to ten days prior to the first service; even though season brochures are published at the beginning of the season and tickets are sold. Understandably, as working professionals, roster musicians are previously engaged with other commitments. The result is the FGO often ends up with a pick-up orchestra, not the world-class orchestra that they claim to have.

Adding insult to injury, management wants to impose a stringent attendance policy - without any service guarantees. Consider this sequence of events: 1) a musician is called one day before a service, 2) said musician is forced to turn down the job due to a prior commitment, 3) after two refusals, management removes the musician from the roster. In what world does this sequence of events make sense? Most organizations would not attempt to pursue this sort of surreal logic.

Through the efforts of AFM International President Ray Hair we were able to secure the support of Actors' Equity Association (AEA). An actor who grew up in Fresno, Jacqueline Antaramian, wrote a letter of support to the leadership of AEA. The "Directors" (their leadership council) voted to support our strike, which caused 3 principal actors to leave the FGO production of *Show Boat*. Ms. Antaramian also wrote a letter to the editor of *The Fresno Bee* in our support as well.

Local 12 picketed the following FGO services: the Fleming concert, 3/27/12; the Jackie Evancho Concert at the CCT in Sacramento, 3/28/12; the load-in for *Show Boat*, 2 rehearsals and 2 performances at the Saroyan Theatre, from May 6 through May 11, 2012. We were joined by members of the International Alliance of Theatrical Stage Employees (IATSE-aka Stagehands), the California Faculty Association (CFA), CSEA (California School Employees Association), and many of our friends and family. We thank you!

It is only by standing together as union musicians that we can hope to overcome the management tactics of the Fresno Grand Opera. The negotiating committee for the musicians of the Fresno Grand Opera Orchestra asks that you demonstrate your support in the following ways:

Please sign our petition here:

<http://www.change.org/petitions/fresno-grand-opera-reach-a-fair-deal-with-the-opera-musicians-of-fresno-2>

Please like us on FaceBook here:

<http://www.facebook.com/FresnoOperaMusicians>

And visit our website here:

<http://www.operamusiciansfresno.com/>

And finally, Local 12 wishes to recognize the tireless efforts of the FGO negotiating committee. They are, Laura Porter (chair), Rachel Aldrich, Roz Gratz, Rick Shiine, and Cynthia Stuart. Thanks!

Membership Updates

NEW MEMBERS

Hocking, Bill
2508 Fair Oaks Blvd. #115
Sacramento, CA 95825
PH: 916-488-0966
Email: ezlife@att.net
Bb Trumpet

Kirkpatrick, Rick
10732 Peoria Rd.
Browns Valley, CA 95918
PH: 530-742-1890
Cell: 530-205-5821
Email: rtkirkpatrick@yahoo.com
Guitar

Lunetta, Henry
1049 38th Street, Apt. B
Sacramento, CA 95816
PH: 916-254-0832
Cell: 916-612-5562
Email: thehipsterguru@gmail.com
Guitar

Thomas, Ilana
4424 Queensboro Way
Union City, CA 94587-3848
PH: 925-294-9490
Cell: 925-784-9611
Email: ITZDAT2002@gmail.com
Violin, Viola, Electric Violin

Walker, Rachel A.
965 Magnolia Ave. #38
Larkspur, CA 94939-1034
Cell: 240-461-1757
Email: Rachel.andreana@gmail.com
Violin

Weiss, Randall
360 Guerrero St. #402
San Francisco, CA 94103
PH: 415-621-4211
Cell: 415-608-3927
Violin

REINSTATED

Mendelson, Nina
27150 Silver Oak Ln. #2024
Canyon Country, CA 91387-8146
Cell: 415-342-2993
Email: ninamantchorova@yahoo.com
Viola

Peterson, David
PO Box 590522
San Francisco, CA 94159
PH: 415-271-4674
Email: washman1@earthlink.net
Alto Sax, Oboe, Bb Clarinet
Flute

ADDRESS/PHONE/EMAIL CHANGES

Blanquart, Alicja
257 Wisconsin Ave.
Long Beach, CA 90803-5729

Collins, Tony
PH: 408-857-2799
All else same

Cumings, Kale
1981 Boynton Ave.
Martinez, CA 94533
All else same

Davis, Ronald G.
5407 Nyoda
Carmichael, CA 95608
All else same

Hillebrandt, John
1928 Post Oak Dr.
Modesto, CA 95354
All else same

Matfis, Ilana
2811 Stanton St.
Berkeley, CA 94702
All else same

Mindoro, Lauren
864 Southshore Dr.
Chula Vista, CA 91913
All else same

Powell, Heather
1917 Drexel Dr.
Davis, CA 95616
All else same

Riggs, Krista
10681 N. Seacrest Dr.
Fresno, CA 93730
All else same

Robinson, Tom
2020 Cheyenne Way
Modesto, CA 95356
All else same

Steffans, Lea
302 E. Riverdale Ave.
Orange, CA 92865

Swanson, Jim
34 Wrangler Ct.
Chico, CA 95928
PH: 530-809-2363
All else same

ADDRESS/PHONE/EMAIL CHANGES (Cont'd.)

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PO Box 1895
Sacramento, CA 95812-1895

Zhong, Jay
2174 35th Ave.
San Francisco, CA 94116-1611
Cell: 213-247-1176
Email: jzviolin@gmail.com

RESIGNED

Hedman, Elizabeth	06/30/11
Roach, Steve	09/30/11
Schlagel, Chris	09/30/11
Busteed, Alan	12/31/11
Ekholm, Karla	12/31/11
Hawkins, Priscilla	12/31/11
Hoehn, Rudi	12/31/11
Janzen, Stephen	12/31/11
Lishman, John	12/31/11
Millington, Stephen	12/31/11
Pittman, Deborah	12/31/11
Struve, Dale	12/31/11
Davis, Ronald Gene	03/31/12
Hocking, William	03/31/12
Wilson, Elisha	03/31/12

EXPELLED for NON-PAYMENT

Alvis, Tony
Contreras, Angelina
Danilles, Erik
Donehew, Robert
Durst, Alan
Kihm, Carol
Miller, Katherine
Nakayama, Jim
Peeples, Baker
Tammes, Mark
Tingle "Chip"
Vines, Michael
Walden, Cooper
Williams Sr., Maurice



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DO NOT PLAY – FRESNO GRAND OPERA

The musicians of the Fresno Grand Opera orchestra began a strike against the Fresno Grand Opera on March 27, 2012.

If you are called, DO NOT ACCEPT employment from the Fresno Grand Opera, Thi Nguyen, or any other Fresno Grand Opera representative.

This organization is on the AFM International Unfair List.
Members who play for them will be brought up on charges.

DO NOT PLAY – ELK GROVE STRAUSS FESTIVAL

AFM Local 12 continues its boycott of the Elk Grove Strauss Festival performing with an amateur orchestra.