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HARVEY MASON jr

The Recording Academy chair and interim president/CEO talks advocacy, diversity and equity in a new era for the Academy, and for society at large

SAVE THE DATES:

General Membership Meeting: Oct. 26
Local 47 General Election: Dec. 8

SAFER AT WORK

What getting back to work means for musicians
in the era of COVID

Overture

online

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Contents

Navigate back to Contents by tapping the "O"

Overture Online / Vol. 6 No. 10 / October 2020 / afm47.org

Columns



HARVEY MASON jr

The Recording Academy chair and interim president/CEO talks advocacy, diversity and equity in a new era for the Academy, and for society at large

Features

It's time for the Networks to
#RespectUs
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Live TV Musicians Tell Networks: #RespectUs

In the Studio With Nina Josephs




AFM Local 47 Election News



Album Spotlight: Anna Maria Mendieta 'Tango Del Cielo'



Election 2020: Workers First. Vote Union



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President John Acosta



While the pandemic continues to stall our industry, signs of musical life and hope begin to emerge in different corners of our community. Within our orchestral sector there are amazing initiatives from the members of the Los Angeles Philharmonic, Los Angeles Chamber Orchestra, and Los Angeles Opera. Most of our activities, if not all, have become activities online, and to their credit these companies are not taking the pandemic lying down! The LA Phil Association released incredible programming for PBS with their new special “In Concert at the Hollywood Bowl” which highlights our amazing orchestra led under the stable and exciting baton of Maestro Dudamel. Some other incredible highlights feature Jazz greats such as Chucho Valdez, Diane Warren and Kamasi Washington. LACO has embarked on some exciting and innovative performances moving their chamber music series to a new streaming platform. And LA Opera has assembled a fantastic variety of opera performances now available to the online community. We also have many members performing in solos and duos, and grabbing the proverbial bull by the horns and moving their performances to their neighbors’ front lawns and online, inspiring many others within our union to do the same.

But these have also been difficult days here at Local 47. With the complete shutdown of our industry we have seen major reductions in our income, forcing us to make greater changes to our staffing levels. Due to the financial strain of the shutdown, the Local 47 Executive Board has announced another round of furloughs. These are extremely difficult and painful decisions for all of us on the Board as we navigate choppy waters while attempting to keep core staff onboard and continue to weather these turbulent times. I am most grateful to the staff who have dedicated significant portions of their careers to our union, and now must adjust to dramatic changes in their lives. I am hopeful that as our industry slowly returns, we will be able to bring our people back sooner rather than later.

AB 5 and now... AB 2257

I am happy to report that after a year of negotiations with the California legislature, we — along with the Recording Industry Association of America (RIAA), Music Artists Coalition (MAC) and many other organizations working with Assemblymembers Lorena Gonzalez and Ian Calderon — have finally reached a good balance with AB 2257, the bill that amends AB 5. I want to thank my colleagues in the AFM California Conference, Local 6 President Kale Cummings and Local 7 President Ed Velasco, for their amazing support of our collective efforts. The new regime with CA legislation AB 2257 allows resumption of flexibility for indie bands previously required under the previous law AB 5 to be engaged as employees through some payroll system when working in clubs, bars and restaurants. There were other complication under AB 5 that we fixed in this amendment, and I am grateful to all of the organizations that came together to make this happen. I don’t think any of the participants who got to work on this bill were a 100% happy — a sign, I humbly believe, that demonstrates a fair agreement. For us in the AFM it means that California has clearly set a framework for other states contemplating AB 5-type bills to follow when addressing the music industry. For us AFM Locals in California, it means when working in an orchestra, a musical theater pit, a major festival or working with a headliner at a major venue, you are now required to be treated as employees, being paid standard wages with benefits and the proper deductions, so that you can one day attain social security, receive disability (if disabled), and access unemployment when work is down. I am certain some will still object to our setting these standards, but these standards reflect what we in the AFM believe at our core: that musicians are workers and should be treated as such. As Malcom X once said, “If you don’t stand for something, you’ll fall for anything.”

In Unity,

A handwritten signature in black ink, appearing to read "John Acosta". The signature is fluid and cursive.

John Acosta

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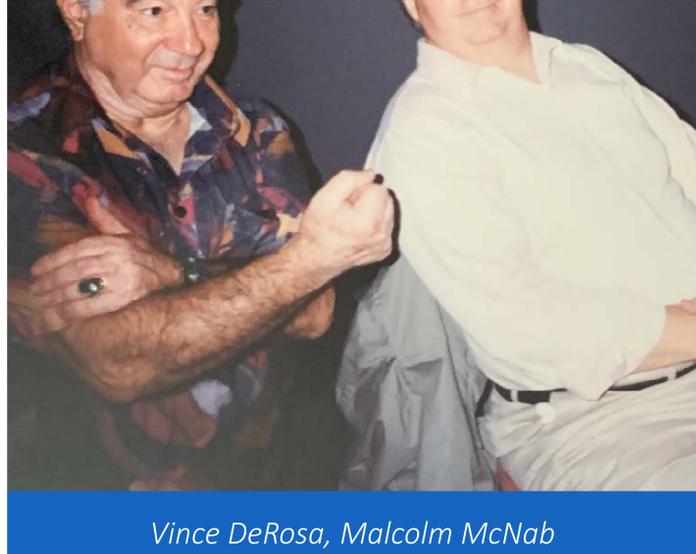


Vice President Rick Baptist



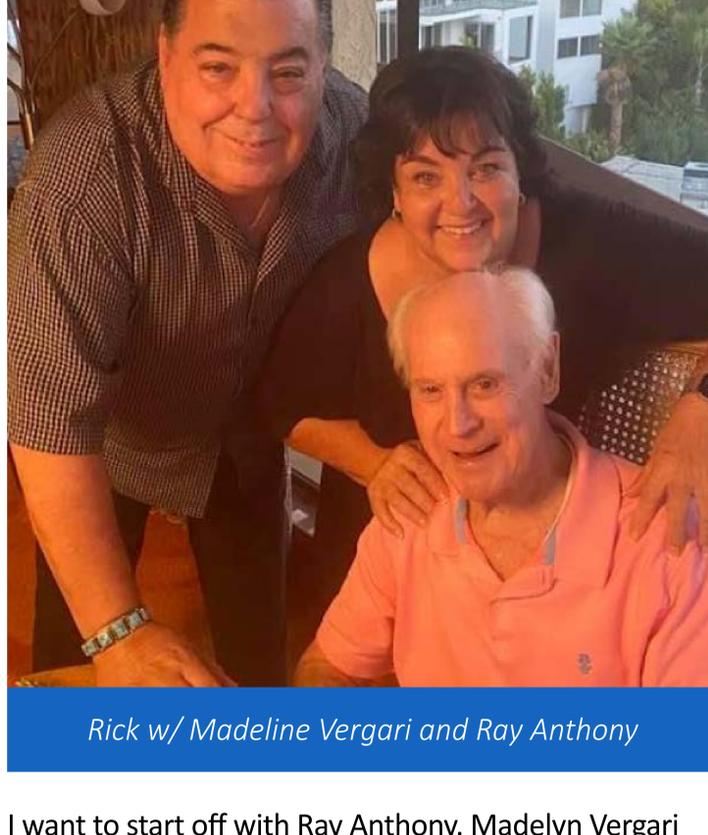
I would like to start my October column with a Big Happy Birthday to Vince DeRosa. 100 years ago on October 5, the greatest French horn player in the world was born. God bless you, dear Vince.

I would like to include one of my favorite photos of Vince. In this photo he is explaining to Malcolm McNab what this gesture means in Italian. I think he said it is some kind of greeting (lol).



Vince DeRosa, Malcolm McNab

I have always believed that playing music throughout your life will not only keep you young at heart but prolong your life. I have been going through some of my photos for proof of that statement. Here are a few of our brilliant musician friends who have reached 90 years young and are still doing their thing in life.



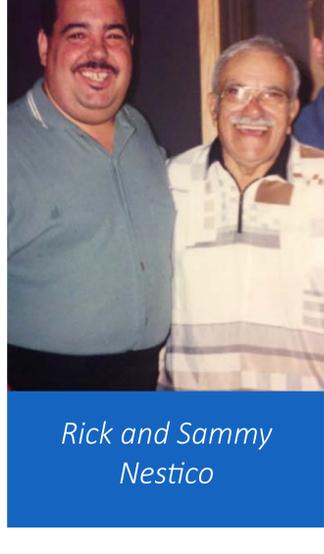
Rick w/ Madeline Vergari and Ray Anthony

I want to start off with Ray Anthony. Madelyn Vergari and I visited Ray at his home to talk to our 98-year-old former bandleader. Ray is in great spirits and still maintains his great sense of humor. At one point we made a FaceTime call To Sal Lozano. The first thing Sal said to Ray was, "Hey Ray, remember me? I was your lead alto player." Ray replied, "Of course I do, but Eric Marienthal was my favorite." He then laughed his butt off. Ray always loved busting balls. BTW, Ray will be 99 on January 20. He told Madelyn, "Let's get the band back together to celebrate."

To continue with some of our great musicians who have reached 90 and are still going strong: photos of Sammy Nestico (96), Doc Severinsen (93), Bill Holman (93), Dick Nash (92), Gene Cipriano (92), Joe Soldo (95), and Clint Eastwood (90).



Wayne Bergeron, Doc Severinsen, Rick, and Rob Schaer



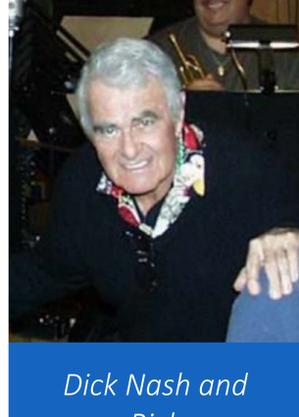
Rick and Sammy Nestico



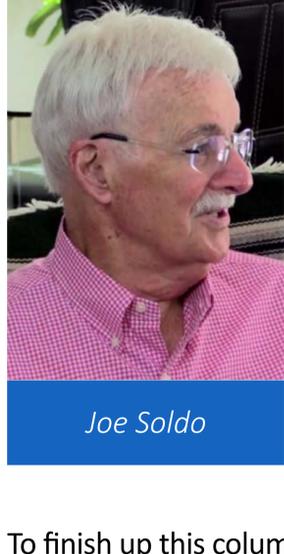
David Angel and Bill Holman



Gene 'Cip' Cipriano, Vince DeRosa



Dick Nash and Rick



Joe Soldo



Clint Eastwood

To finish up this column, I would like to recognize two gentlemen who for the last 18 years played their trumpets at our annual Music Fund of Los Angeles golf tournament, to the delight of our golfers on a par three. Either with a congratulatory fanfare or when they missed the green, some very funny loud jibes. Both Jack Coan and Jerry Kadovitz are celebrating 90 this year. Love you both and will see you next year for our rescheduled tournament.



Jerry Kadovitz, Jack Coan

I hope and pray that all our musicians in this column understand that this was for me a labor of love and much respect.

Remember to live laugh and love,

Rick Baptist



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Secretary/Treasurer Gary Lasley



Greetings from smoky Pasadena. I can't even see the mountains! Seriously, I can't remember air pollution this bad since the sixties! My heart goes out to all of those who have lost their loved ones, their homes, or their livelihoods due to the massive wildfires raging across California and the Southland. It's another reason to stay at home, as much as you can. If you and your family are struggling due to the pandemic go to afm47.org/covid19. There you'll find the latest information about financial, rent, mortgage, and food assistance, unemployment insurance, and more. Local 47 has an emergency relief fund, as does the Music Fund of Los Angeles, The Actors Fund, MusiCares, Musicians At Play, Hearts of Music, and more. It's all right there in one place. And for more information you can call my assistant, Rimona, at 323-993-3159.

On November 3rd Americans, at least those who haven't voted absentee, will venture to the polls to choose new (hopefully) national, state, and local leaders. The right to vote is a sacred right entwined in the U.S. Constitution. This year we are witnessing an unprecedented effort by the government at voter suppression, especially citizens of color, through consolidation of polling places, restricting early voting, and paralyzing the U.S. Post Office. How to protect your right to vote? Exercise it! Rights not exercised are lost. As musicians, our stake in the outcome could not be greater. I hope you will vote for candidates who are friends of workers and of musicians and who support our causes, such as pension reform, copyright reform, and performance rights.

At this moment it is vitally important for all of us to face the reality of racial injustice in our culture and systematic racism in our society and in our union. To that end we will be looking at putting together an interactive program to foster clear-eyed introspection on a personal and institutional level, and to encourage those uncomfortable conversations about confronting our past and imagining what a more equitable future looks like. We would like to present a webinar for Local 47 members sometime in the near future.

Here at Local 47, as our revenue continues to decline, we continue to tighten our belts. We have slashed our expenses, officers have taken a 10% pay reduction, and we continue to confront painful staff decisions and choices, delay payment of some bills, and establish a \$600,000 line of credit. Despite the challenges, we are steadily moving forward as we continue to serve our membership and your interests. If you have any questions, or if there's anything I can do for you, you can call me at 323-993-3160.

Finally, I'd like to publicly thank John Acosta for his decades of service to Local 47; especially his six years as President and six years as Vice President. His strong leadership has resulted in a healthy and thriving Local during normal times and a steady, even navigation through this pandemic disaster which is affecting us all. The well-being of you, the membership, has always been and still is his greatest concern. I'd also like to personally thank you, John, for years of valued friendship and support.

Until next time, thanks for listening. There are no more officer reports for the rest of the year. Be safe out there and stay home as much as you can. Enjoy Thanksgiving with your family and begin new traditions for the holiday season. With your understanding and support we will all get through this stronger together and 2021 will see the clouds gradually disperse and the sun shine brightly once again. See you then...

Warm Regards,

A handwritten signature in cursive script that reads "Gary". The ink is dark and the signature is fluid and personal.

Gary Lasley

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"I COULD NOT BE MORE SATISFIED WITH THEIR PROFESSIONALISM AND EFFICIENCY. IT'S LIKE HAVING A PARTNER ON YOUR TEAM WHO TRULY HAS YOUR BACK." - MB

William D.

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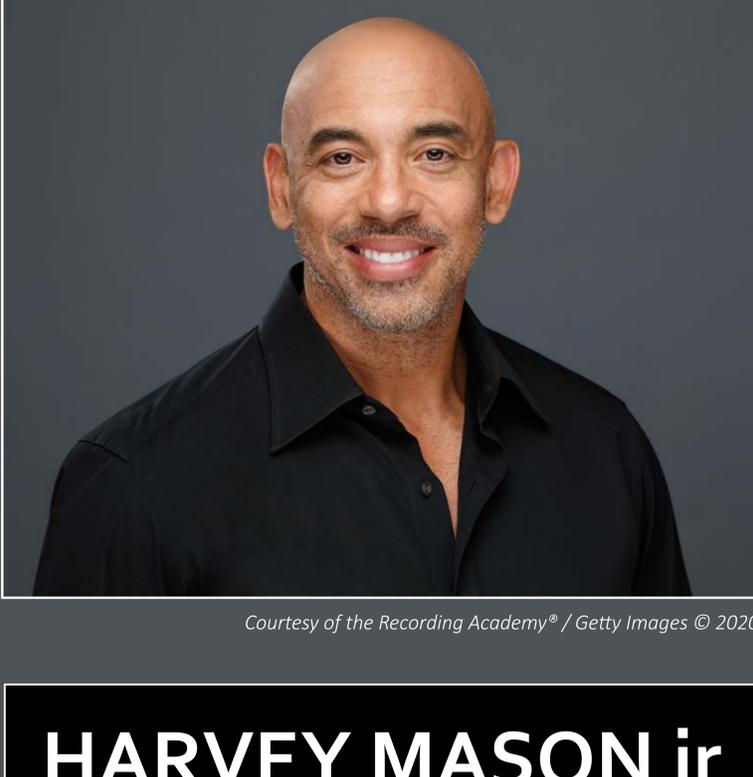
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HARVEY MASON jr

The Recording Academy chair and interim president/CEO talks advocacy, diversity and equity in a new era for the Academy, and for society at large

Harvey Mason jr, the current chair and interim president/CEO of The Recording Academy, couldn't possibly have imagined what he was in for when he signed on to the job this past January. This year has presented unprecedented challenges for all of us, and for the music industry in particular. The global COVID pandemic has devastated the livelihoods of musicians around the world and hastened the need for advocacy and civic engagement. A surge of civil rights activism has escalated the demand for more diversity, inclusion and equity not only in our society, but within our own ranks. With his work at the Academy, Harvey has stepped up to these calls with multi-pronged efforts to advocate for and elevate the profile of all musicians. In late September, he chatted by phone with Overture Magazine's Linda A. Rapka about his ongoing work and the particular challenges faced during this very strange time.

Since the pandemic hit, The Recording Academy's nonprofit MusiCares has distributed \$19 million in emergency relief funds to musicians in need. How many musicians was this able to help?

"We have helped over 19,000 members of the music community so far. We are continuing to receive a lot of requests for help, and we're continuing to give out aid to people who need it, whether that's paying rent or bills, or medical care, or issues with unemployment, food, whatever it might be. We're going to continue to support as much as we can."

How is this funding being replenished?

"A lot of different ways. Initially, Phase 1 was us going out into the music community. Steve Boom, who is the chair of the MusiCares board, and I made a lot of phone calls. We talked to streaming companies, publishing companies, record companies, managers, artists — everybody we could reach within the community that had the means to contribute, we asked. And a lot of people really, really went above and beyond and donated money to MusiCares to go back into the music community. So now we're in what we're calling Phase 2, and we're trying to make sure that we're meeting individual needs and prioritizing those who are really experiencing a crazy personal crisis, like a physical or mental health emergency, substance abuse disorder, if they're going to get evicted — things like that. Funding is being replenished by concerts and virtual events, there are auctions that are taking place, and artists are donating proceeds from streaming to MusiCares. We are also still reaching out to different organizations and corporations inside and outside the industry and continue to do the work to try and raise money. The good thing about the money we raise is it's \$1 in, \$1 out. There's no overhead cost; nothing is being taken away for the administration, it's all going directly to the music community."

In August, the Academy held its 7th annual District Advocate Day — the largest nationwide day of advocacy for music and its makers. Obviously it was very different this year, and also probably the most important one yet. Musicians and entertainment workers have been among those hit hardest by the pandemic. What came out of this year's talks?

"So much, and like you said this was one of the most important advocacy days ever; in fact we're calling it the Summer of Advocacy. On this particular day, 2,000 members across the country met with roughly 250 congressional offices across all the states. We were virtually meeting with them to try and get them to include us and treat us equitably around COVID relief and the stimulus packages that were happening, and make sure they were advocating on behalf the HITS Act. As a result of that, over 120 co-sponsors — bipartisan, both sides of the aisle — came together on some great legislation for us: the Mixed Earner Pandemic Unemployment Assistance Act, the Save Our Stages Act, and the HITS Act. These are all things that are really important to us in the music community. And we're starting to see some real momentum around some of those, and obviously with the HITS Act. We were really excited about our efforts on this District Advocate Day."



Courtesy of the Recording Academy® / WireImage © 2016 / photo by Paul Morigi

Mason jr and colleagues in Washington, D.C. for "Grammys on The Hill Advocacy Day" in 2016.

The Academy just announced the launch of a new Black Music Collective, whose mission is to amplify Black voices within the Academy and the wider music community. Can you speak about some specifics on achieving these goals?

"The initial goal was to make sure we built something that's never happened at the Academy before, which was to have a Black Music Collective. We're in a really new era and we're making some real transformative change. This was a commitment we've made to ensure that we're thoughtful, and also listening to and learning from the Black music community. There's so much happening in our society — there's medical issues going on with the COVID pandemic, we've got the racial unrest... there's just a lot happening. So for us, we're trying to move more forward in every way possible. The Black Music Collective is something that will give us an opportunity to learn and listen from the people that create in that space, and make sure that we're really representing Black music throughout everything we do at the organization: our membership, awards, all the way to our TV shows and how Black music is represented by the Academy. And our hope is also that it can also have a positive impact in industry as a whole. Our goals are to build the collective out. It is going to be led by the honorary chairs. John Legend, Jimmy Jam, Debra Lee, Quincy Jones, Sylvia Rhone and Jeff Harleston are honorary chairs so far — and we are still talking to other people. That group is formulating what's called a National Leadership Council which will be approximately 30 people from across country that are active in the Black music space and really in the trenches: in the studios, or out on the road, or at the labels, who are really making a difference in the Black music community. With that Leadership Council we're going to rely on them to advise us and help the Academy make sure it's representing Black music in the right way in everything we do."

HARVEY MASON jr

(continued from previous page)

I know the Academy also aims to uplift the profile of women. Can you speak about these efforts?

“Those are ongoing, and have been for a little bit here. We’ve entered into some great working relationships with some of the women’s organizations, She Is the Music and a couple others. We’re making financial contributions as well as direct collaborative efforts with them to learn more, engage more, and find ways to move the needle in achieving some parity around that within the music community. At the Academy we’re very proud that we have reached gender parity within the staff, within the executive leadership and within our board rooms. So we’re going to continue to try and do that within our membership and in other stages of the Academy. We feel that there’s still a lot of work to do around that effort and we are going to continue trying to learn, trying to improve, and trying to work really hard to make sure we’re representing all music creators of all races, of all genders, of all sexual orientation.”

If only that could be the goal in every board room. That should be the mantra of everyone, right?

“Yeah! It makes sense. That’s why we felt it so important that we bring in a Chief Diversity Inclusion officer, Valeisha Butterfield Jones, and that’s been a game-changer for us. She is absolutely doing huge work in the Academy, and outside the Academy for that matter. We’re looking at everything we do through that lens. It’s incorporated into all of our efforts, making sure we’re diverse and we have equitable outcomes, and we’re inclusive to all the different groups. It’s because following right thing to do and what makes the most sense, it also gets us the best results. Music people, consumers and creators, are coming from all different areas and all different experiences, and when we get a more well-rounded body assembled you end up getting better results, better ideas, better thought-leadership, better outcomes. I truly believe at the Academy that’s something we really, really want to work toward achieving.”

Aside from voicing his very public call for diversity and inclusion during the Grammy Awards last January, has Sean ‘Puffy’ Combs been involved with the process?

“You know, I’ve had a couple conversations with him and invited him to participate, and am hopeful that he does. But my approach has been, before Puffy issued the ‘ticking clock,’ I had myself on a ticking clock. I was elected chair of the board last July, and it’s a two-year term, so I knew that I wanted to get a lot accomplished. Halfway through the first year Puffy added an additional level of accountability, but I really honestly was holding us as an Academy to our own timeline. We’d started working really hard on some of the initiatives prior to Puff making his statements and we’re continuing to go down the path of looking at everything we do and making sure we are inclusive. Our hope is that he will be involved, he’s definitely invited, but regardless we are making great changes and great strides in so many areas, and at the end of this year at the next show my hope is that we’ve made up some ground, we’ve accomplished some things with the right momentum, but also knowing that we still have more work to do and knowing that I as chair have a little bit more time. As interim president I also have some more time to make sure we make change that can last and be legislated, and added into our bylaws and our governance to make sure that these changes are longstanding and last beyond any one leadership’s tenure.”

Several notable changes have been announced for the 2021 Grammy Awards, including renaming the ‘Urban Contemporary Album’ to ‘Progressive R&B Album,’ doing away with certain restrictions on eligibility for best new artist that were seen to exclude hip-hop artists, and creating more transparency in the nominations process. What is the Academy’s goal in implementing these changes, and are there more on the horizon?

“There are a bunch more on the horizon, and our ultimate goal is to always represent our members in the way they ask to be represented. So the changes, some of them come because we realize things need to be done differently. You know, we have to be more transparent. In the day that we live in and the era that we’re in, transparency wins. We have to share with our members, with consumers, with people who are involved in the Grammy process, we have to share with them everything we can. So this year we’ve released the Grammy Rulebook publicly for the first time in our 63-year history. Our goal ultimately is to make sure that we reflect what’s happening in music, and the way our organization is set up is that members and other people in the music community decide how the Academy works as it pertains to the Grammy Awards process. People submit proposals; people say, ‘We don’t like the way this category is working,’ ‘We don’t like the name of this category,’ ‘We don’t like the qualifications for this category or this genre or this award,’ and then submit proposals. The Academy takes that in, and that’s how we effect change. That’s how we try and stay fluid and be nimble about the pivot, so that we can stay relevant. Sometimes we’ve done that better than other times. Right now is a time where we realized in order to keep up with the changing times of music and the pace of which the entertainment music space is evolving, we have to be able to listen to our members and listen to people that are putting together these proposals, and make quick and thoughtful decisions. So those are some of the things that we’re trying to do more of: Try and make sure that we’re listening, try and make sure we’re representing our member and the music community as a whole. Ultimately our goal in implementing any change is to make sure our process is reflective, it’s respectful, and it’s effective in honoring the best music and the best art of that year. And that’s what we really want to do, is honor great music.”

COVID has shone a spotlight on the importance of workers’ ability to have a security net during times of unexpected hardship. What’s your view on the importance of workers belonging to labor unions?

“My opinion of 47 is amazing. I’ve been a member for pretty much my whole life and I’ve always appreciated belonging to the union, and have always been a proud member. I’ve always felt that the union has always served the music community very well, and I’ve always been thankful to be able to be a member.”

With COVID still among us, do you have an idea yet of what the next Grammys may look like?

“Yeah. It’s going to be January 31st. It doesn’t seem like it’s going to have an audience at this point, although that could change. We’re taking into consideration the medical advisors and politicians, and the people who are trying to keep people safe, as we make our plan. We don’t want musicians and artists, and performers and workers for the show, to feel uncomfortable. We also don’t want our fans of music who see the show to feel uncomfortable. We want to honor music and excellence of music, and we also want to use the show as something to bring people together, and be a time to use music to help heal some of the conflict that’s happening in the world on many fronts. We want to use that show to have people gather together and watch something that’s entertaining, that feels good, that can be some medicine for some of the craziness that’s going on. Whatever form the show takes it will absolutely be a spectacle, it will be exciting, and it will be honoring great music and great artistry.”

How have you been coping during this unprecedented time?

“I’ve been coping by focusing on the positives in life, focusing on the things I feel appreciative for and fortunate to have in my life: people, health, the opportunity to make music in this industry, which is incredible. I try and be thankful. I know there are so many people that have so much hardship right now, and I try and use my time to be helpful and in service of other people in the community. And I also get inspired. There’s opportunity now with COVID, and with the other things that are happening in our society, there’s a chance to step back and be strategic, and really use this time to make a difference in a lot of different ways. So I do generally wake up optimistic. I try to keep that mindset even though there’s so much negativity in the world. I try and use this chance to make change, bring change, make a difference, and remain thankful for what we have, and what I have. The opportunity to work with the Academy has been incredible. I’ve also been able to stay in the studio and continue to create and make music and work in that space, so I feel like now is the time to be able to really accomplish some things that can make a difference. That’s my hope.”

(At the end of our interview, Harvey shared this fun tidbit: “When I was a kid, my dad was a member of the union. I was about 4-5 years old and used to spend my summers at the rehearsal studios on Vine [in Hollywood]. I would be down there every summer, and run across the street to the drum shop... I spent a lot of time at the 47 union and running around those halls and pestering people on the stairways in the entryway. There are definitely lots of roots for me at the 47 union.”)



Strengthens Voice

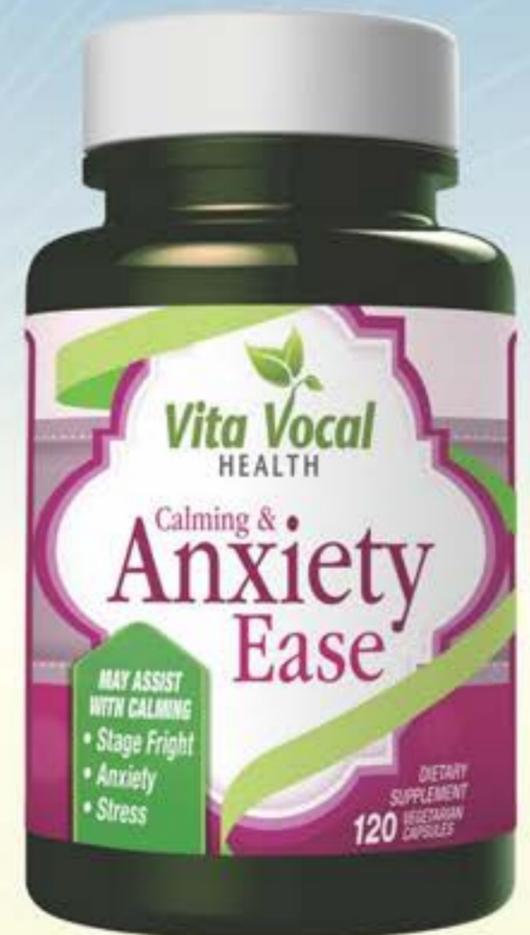
Soothes Throat

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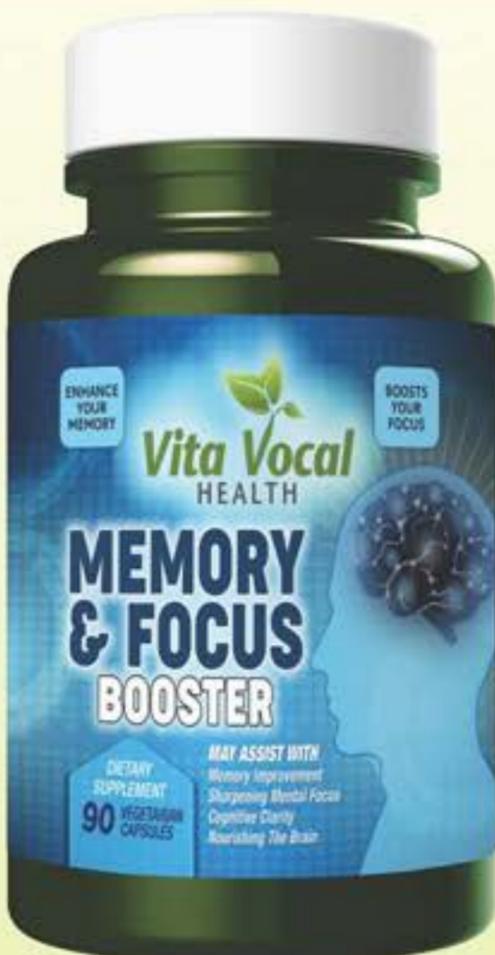
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It's time for the Networks to **#RespectUs** **@ABCNetwork @CBS @NBC**

Live TV Musicians Sign Open Letter to Networks Demanding #RespectUs

The musicians who perform and make music for television shows such as “The Tonight Show Starring Jimmy Fallon,” “Dancing With the Stars,” and “Jimmy Kimmel Live!” delivered a letter to the entertainment industry’s major television networks on Sept. 17 demanding fair wages, fair health coverage, and equal residuals for work used on streaming platforms.

After years of attempts to achieve balance and fairness in the broadcast television industry, a majority of the house band musicians, members of the American Federation of Musicians, have signed an open letter to the networks calling on Disney/ABC Television, NBCUniversal, CBS Entertainment Group, and ViacomCBS to return to the bargaining table to create true pay parity for the musicians and dismantle the structural racism that still runs rampant in the television industry.

A cultural shift is happening across the globe and consumers are watching and listening. The networks’ shows use Black music and Black, Indigenous, and people of color (BIPOC) for humor, healing, and processing emotional content. The clips from these shows and music from these programs generate millions of views and tens of millions of dollars in advertising revenue on streaming platforms like Peacock, CBS AllAccess, and Disney+, yet the musicians receive no residual payment for music that is being monetized and featured on any streaming platform.

“TV networks have agreed to make meaningful residual payments and have increased pension and health contributions to singers, actors, writers, and directors when content is made for streaming, but have refused to do so for musicians,” said AFM International President Ray Hair. “It is unconscionable that these wealthy global companies have decided that some digital content creators deserve compensation that reflects the value of their work, but that musicians don’t.”

Historically the musicians’ union has been more inclusive of BIPOC members than the other unions inside of the live TV industry. Unfortunately, this goes hand-in-hand with its members being economically disrespected, undervalued and underpaid in comparison to those of other unions. Systemic racism becomes the status quo regardless of intention or awareness, but now is the time to rewrite this narrative. The #RespectUs campaign asks the television networks to place themselves on the right side of history.

AFM members from Los Angeles to New York continue to strengthen a national member-led campaign as they approach the next round of contract negotiations.

In the Studio



Photo by Jason Schulz

In the Studio With Nina Josephs

In early February 2020 — just weeks prior to the nationwide shutdowns caused by the COVID pandemic — a stellar group of AFM musicians was able to gather together in the famed studios of Capitol Records with vocalist Nina Josephs.

Music coordinator, bassist and orchestra contractor Brian Cassier played a key role in putting this project together, and ensuring that it was recorded union. “Singer Nina Josephs and her music director Jonathan Hughes approached me about wanting do a union recording with a big band at Capitol Records,” he said. “I jumped on the opportunity. I said with a union contract you will get the best players in L.A. and you will be able to use their names on your CD covers, and photos of the session. Without being union, it would be very difficult to get some of the players you want. I also explained that there are so many different contracts these days for different types of projects, making the session union is not only easy, but very affordable. When I gave her the budget and process, she was thrilled at the opportunity.”

AFM Local 47 musicians, widely regarded as among the best in the world, draw composers, producers and directors from around the world. Known for their unrivaled ability to sight read new pieces of music, artists often remark on the ease and efficiency of working in with L.A. studio musicians.

“I wanted to sing live with the very best and capture the in-the-moment energy of all of us coming together to create something beautiful,” Josephs said. “This band was unbelievable, not just their astounding musicianship but the powerful energy of joy and collaboration they walked in the room with.”

“When you enter Capitol Studio A, I consider it walking on hallowed ground, so with great deference to the body of incredible work recorded there for more than 60 years, you absolutely have to bring the best with you,” Hughes said. “To that end, a union contract means we get to record a big band album with some of the best musicians in the world, right here in the heart of Los Angeles. It’s just hard to beat that, and we were absolutely thrilled with the results.”

Music Director / Arranger

Jonathan Hughes

Reeds

Brian Scanlon
Alex Jackson
Kirsten Edkins
Geoff Nudell

Trumpets

Wayne Bergeron
Jonathan Bradley
Mike Cottone
Chris Tedesco

Trombones

Jim McMillen
Nick Daley
Kevin Hicks
Craig Gosnell

Rhythm

Tom Ranier, piano
Gary Solt, guitar
Brian Cassier, bass
Ray Brinker, drums

Got an upcoming recording project? Our Local 47 business representative will be happy to help you find the right contract for a project of any size. Contact Erick Cruz: 323.993.3170, erick.cruz@afm47.org

At the Local



Indian Classical Music

AND ITS DIVERSITY

A musical celebration presented via
live stream by Musicians Federation of
India & American Federation of
Musicians 47, supported by Nagpur
Performing Arts Centre

SATURDAY OCT 17 - 7:30PM PDT
(LOS ANGELES CA, USA)

*** LIVE STREAM ***

SUNDAY OCT 18 - 8:00AM IST
(NAGPUR, INDIA)

AFM LOCAL
47



Zoom Registration: afm47.org/seminar

General Membership Meeting

Monday | Oct 26 | 7:30pm
Zoom Virtual Meeting



Open to members
in good standing

On the agenda (*subject to change*):

- Officer Reports
- Old and New Business

Open to all members in good standing.

Please review meeting policies [here](#).

Based on guidelines from the Centers for Disease Control and the California Governor's Office prohibiting group gatherings during the COVID-19 crisis, we will be holding our next General Membership Meeting electronically via Zoom.

All Local 47 members will be receiving information on how to register for the meeting. Registration is required. After registering, you will receive a confirmation email containing a unique link and information about joining the Zoom Membership Meeting. (If you are a member and did not receive this information, send a message to: press@afm47.org)

New to Zoom? Read our Step-by-Step User Guide [here](#).



Indian Classical Music and Its Diversity

Sat, Oct. 17, 7:30 p.m.

[More info](#)

Local 47 General Election

Tues, Dec. 8 (see page 10)

[More info](#)

Inaugural Meeting

Installation of New Officers

Mon, Jan. 11, 7:30 p.m.

Musicians' Club Annual Meeting

Mon, Jan. 11 - Immediately Following Inaugural Meeting

Executive Board Meetings

Tuesdays, 10 a.m.

Members welcome as observers

New Member Orientation

Third Thursdays, 2 p.m.

Office Closures

Mon, Oct. 12 - Indigenous People's Day

All events are currently held virtually due to COVID safety restrictions. View full calendar

@ afm47.org/calendar



2020 GENERAL ELECTION

The next General Election of the AFM Local 47 President, Vice President, Secretary/Treasurer, Trustees, Directors, Hearing Board, and AFM Convention Delegates/Alternates takes place Tuesday, Dec. 8, 2020. To review Bylaws relating to the election, you may access them in the members-only section of our website (log in at afm47.org/user/login and navigate to “Members-Only Scales & Documents” > “AFM47_Bylaws.pdf” in the rightmost column) or request a copy from the Secretary’s Office at 323.993.3159.

Due to the unique and unprecedented circumstances surrounding COVID-19, we know that members and candidates will have questions about the logistical aspects of this year’s Local 47 election. The Election Board will be offering additional instructions and guidance as we proceed with this process. For continued updates please visit afm47.org/election.

Alphabetical Listing of Nominees*

President & Delegate (elect 1):

Stephanie O’Keefe
Marc Sazer

Vice President & Delegate (elect 1):

Rick Baptist
Mike Merritt

Secretary/Treasurer & Delegate (elect 1):

Gary Lasley
Danita Ng-Poss
Lydia Reinebach

Trustee (elect 3):

Allison Allport
Michael Lehmann Boddicker
Dylan Skye Hart
Bonnie Janofsky
Scott Mayo
Doug V. Tornquist

Director (elect 6):

Camille Avellano
Mei Chang
Susan G. Chatman
Giovanna Moraga Clayton
P. Blake Cooper
Allen Fogle
Pam Gates
Javier Antonio Gonzalez
Norman S. Ludwin
Phil O’Connor
Bill Reichenbach
Karl Vincent

Hearing Board (elect 7):

Rachel Berry
Mike Davis
Alan Estes
Paula Fehrenbach
Elizabeth Hedman
Jon Kurnick
Andrew Lowy
Marisa McLeod
Bernie D. Nelson
David A. Pittel
Robin Ross
Allen Savedoff
Linda Gall Silva
Walter Edward Simonsen

** Candidacy eligibility of nominees named here are subject to final verification as per Local 47 Bylaws Article IX, Sections 2, 5, 6 and 7. The official list of candidates for the Local 47 General Election as approved by the Election Board will be published in the Election “Special Edition” issue of Overture to be published in November 2020. AFM Local 47 is entitled to six Delegates to the AFM Convention. The titled officers automatically fill three Delegate positions.*

Watch for the Special ‘Election Edition’ of Overture publishing in November containing Candidate Photos & Statements and additional Local 47 General Election information.

[continued on next page >](#)

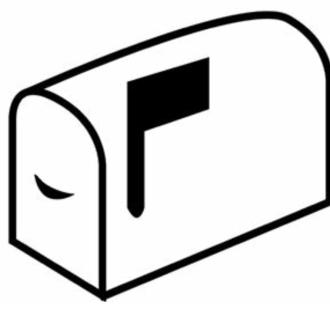
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On-Site Voting

In accordance with Bylaws Article IX, Sections 1 and 11, members in good standing may vote on-site Tuesday, Dec. 8, 2020 or by absentee mail-in ballot. On election day, Local 47 headquarters will be open for members to cast their ballot between 9 a.m. and 9 p.m. The Election Board, in conjunction with Local 47 building management, will design a protocol for on-site voting that follows government health and safety regulations in effect on the day of the election.

Voting by Mail

Instead of going to the polls on December 8, you may vote using the vote-by-mail absentee ballot that is available only by request.



Any member may request an absentee ballot by submitting the absentee ballot request form to the California Elections Company via mail or fax. The absentee ballot request form will be available in the October and November issues of the Overture as well as a printable PDF on the Local 47 website at: afm47.org/election

After you receive your absentee ballot and have completed it, return your vote-by-mail absentee ballot ASAP by mailing it in the envelope provided only to the address printed on the envelope.

When your vote-by-mail absentee ballot is received by the Post Office, it will remain in the P.O. Box until the Election Day when it is picked up by the election board and election company at 9:00 a.m. To preserve the secrecy of your ballot, the election company shall verify the absentee ballot and place it in a sealed ballot box to be counted with the other ballots cast.

Vote-by-mail absentee ballots received at the post office after 9:00 a.m. on the Election Day or cast in violation of instructions in accordance with Local 47 Bylaws shall be null and void.

Once the request form is received, absentee ballots will be mailed to members beginning October 19, 2020. After this date, if you do not receive your voting packet within 10 days of your request, please contact the Election Board.

Casting Votes

Per Article IX, Section 14 of the Bylaws: Each member may cast votes for as many candidates in each category as there are positions to be filled. The member may choose to cast votes for fewer candidates than there are positions to be filled, but not for more, and should more than the allowed number of votes be marked for any category, that portion of the ballot shall be deemed invalid.

Policy Governing Eligibility to Vote

1. All Local 47 members who are in good standing as of 4:30 p.m. (close of business) on Dec. 7, 2020, 4:30 p.m. — the last business day prior to the General Election — are eligible to cast a ballot.
2. Any Local 47 member who has been suspended or expelled for the non-payment of dues or wishing to reinstate within one year of resignation shall have until 4:30 p.m. on Dec. 7, 2020 by which to clear his/her delinquency and return to full good-standing status in order to be eligible to cast a ballot.
3. New members or those rejoining after resignation must complete and submit a membership application no later than Monday, Nov. 30, 2020 by 4:30 p.m. (the week prior to Election Day), so that their membership can be approved at the next Local 47 Executive Board meeting the Tuesday prior to the General Election. All applicable fees apply. (Note: The Local reserves the right to refer applications of all persons seeking reinstatement from resignation to the International Executive Board per Article 9, Section 19 of the Federation's Bylaws.)
4. Life Members in good standing may vote in the Local 47 General Election. Inactive Life Members, who pay a reduced membership fee, are not eligible to vote per our Bylaws. Inactive Life Members wishing to vote may do so by changing their membership status to Life Member by contacting the Membership Department at 323.993.3116 and completing the process by 4:30 p.m. on Dec. 7, 2020. All applicable fees apply.



2020 GENERAL ELECTION

(continued from previous page)

Prohibited Campaigning Directive

The use of Local 47 facilities, equipment or property (including stationery, telephones, stamps and stamp machines, computers, copying machines, and any other equipment or materials) by any candidate or member, for the purpose of campaigning for or against any candidate for office in the Local 47 election, is prohibited by the Local’s Bylaws and is also a violation of Federal Law. Additionally, members are barred by Article IX, Section 13 of the Local 47 Bylaws from collecting nominating petition signatures while on Local 47’s premises.

However, obtaining signatures on public property (ie, sidewalks surrounding the Local’s property or off-site locations) IS permissible. It is also acceptable to announce at the Local or off-site locations (ie, job sites, gatherings of musicians) that petitions are available to sign if desired, if the following guidelines are observed:

1. Permission must be granted by the leader/contractor at their discretion without any coercion or pressure on them or on the potential signee to make or allow the announcement.
2. The Leader/Contractor may not express nor show bias of any kind for or against the member’s candidacy when making such an announcement.
3. Announcement must be made and signatures must be collected before or after the job or on a break. Nothing in the Bylaws prohibits friends/family of a candidate from soliciting signatures on nominating petitions ~~providing that the friends/family are also Local 47 members in good standing and~~ provided they abide by all the rules listed above. (amended 7/31/2020)

Eligibility for Office

To be nominated for any office a member must have been in continuous good standing a period of 365 calendar days immediately preceding Oct. 1 in any election year. To hold any office, a member must have been in continuous good standing for the period of 365 days immediately preceding the scheduled date of installation of office on Monday, Jan. 11, 2021.

No member shall hold nor accept nomination for more than one office, although they may additionally hold the position of, and accept nomination for, Delegate or Alternate Delegate. However, members nominated for the offices of President, Vice President, or Secretary/ Treasurer shall not be eligible to accept separate nomination for Delegate or Alternate Delegate. Further, candidates for President, Vice President, or Secretary/Treasurer, because those officers are automatically delegates, shall not appear separately on the ballot as Delegate (see Bylaw Article IX, Section 2).

Electronic Communications Policy

Following the intent of Article IX, Section 12, of the AFM Local 47 Bylaws, it shall be a matter of policy that the rules and restrictions as outlined in said Bylaw shall also apply to all electronic communications published by Local 47, including the digital issues of Overture Online, the Local 47 website (afm47.org), the Local 47 email newsletter “The Local 47 Beat” and any special notices sent by Local 47 via email blast, and all associated social media pages (Facebook, Twitter, Instagram, LinkedIn, etc.).

Questions About the Election?

Please be aware that only members of the Election Board — no Local 47 officers or staff members — are authorized to answer any questions concerning the election. Should you have any questions, please contact one of the Election Board officers:

- Michael Deutsch (Chairperson): deutschdrums@gmail.com, 818.357.8651
- Stephen Green: sgreen0@ca.rr.com
- Scott Higgins: shiggs@me.com
- Kris Mettala: krmettala@yahoo.com
- Paul Sternhagen: psternhagen@hotmail.com
- Marcy Vaj: marcy.vaj@gmail.com
- Mark Zimoski: mzimos@gmail.com

IS YOUR DIRECTORY PROFILE CURRENT?



Make sure your contact information is current!

Update your profile @ afm47.org/directory

Update your email, phone numbers, mailing address, instrument listings, print & digital subscription preferences, & more

Coronavirus COVID-19

Resources for Musicians

afm47.org/covid19

AFM Local 47 has extended our Emergency Relief Fund program for COVID-related job cancellations. Check our resources page for continued updates on relief grants, unemployment/PUA news and more.

afm47.org/covid19

Update Your Beneficiary Card

Your beneficiary card designates the recipient of the Local 47 \$1,000 death benefit. If you need to change your beneficiary, update beneficiary information, or if you just can't remember who you have listed, please contact our Benefits Department for a new card:

(323) 993-3159 | benefits@afm47.org

Please note: The Local 47 Death Benefit is not payable to a beneficiary if the member was suspended, expelled or had resigned at the time of passing.

If you have any change of beneficiary or contact info updates, be sure to also to report them to:

AFM Pension Fund (AFM-EPF) – (800) 833-8065

Film Musicians Secondary Markets Fund – (818) 755-7777

Sound Recording Special Payments Fund: (212) 310-9100

AFM & SAG-AFTRA Intellectual Property Rights

Fund: 818-255-7985

Claim Your Money!

The musicians listed here have not responded to notices of checks in escrow at Local 47. If your name is listed or you know the whereabouts of these musicians or their beneficiaries, please contact our Finance Department:

323.993.3146, bookkeeping@afm47.org

ANNA MARIA MENDIETA

TANGO DEL CIELO



‘Tango Del Cielo’

New album by Anna Maria Mendieta’s is an aural slice of heaven

A project long in the making, harpist Anna Maria Mendieta’s new album and video release, *“Tango Del Cielo”* (“Tango in Heaven”), is an inspired collection of Argentine tango and Spanish music for the harp that brings into focus the music of Astor Piazzolla as we approach the 100th anniversary of the revolutionary tango musician’s birth in March 2021.



Mendieta — an active member of AFM Locals 47 (Los Angeles), 6 (San Francisco) and 12 (Sacramento) — considers the harp a perfect vehicle for tango, and has spent almost two decades advocating for the form and collaborating with the most important and influential figures in the tango world. These efforts, brought to life through the lens of some of Piazzolla’s closest colleagues and artistic collaborators, come together in this new vision for tango and harp.

“It was in 2004 when I was first introduced to the music of Astor Piazzolla and thus the world of tango,” she said. “I was captivated, intrigued, and mesmerized. The music is not only fiery and passionate but intricately rhythmic. To faithfully express on the harp all that this music has to offer, was a challenge I was driven to undertake. I had to develop my own technique and create my own arrangements in order to make it work.”

Originally intended for harp and string quartet, special arrangements were created for Mendieta by an all-star list of composers and personal friends of Piazzolla including multi-Grammy Award winner Pablo Ziegler and multi-Grammy nominee Daniel Binelli. Other music and arrangements are by multi-Grammy nominee Jeremy Cohen of Quartet San Francisco, winner of the International Tango Competition and co-producer for the album.

“At the time, I was told by many that it could not be done,” she said. “I created my own arrangements, and I was invited to premiere these arrangements at the 2006 National Harp Conference.” However, the project was halted because of a serious car accident.

In 2014 she picked up the idea again, this time re-imagining it with full orchestra. Multi-Grammy Award winner, Oscar nominee and longtime Local 47 member Jorge Calandrelli joined onto the project, and recording sessions began in 2015 at Skywalker Sound with members of AFM Locals 6 and 47. Due to her demanding concert schedule, recording continued slowly over the next five years.

Days before the statewide COVID shutdown in March 2020, Mendieta found her concerts suddenly canceled, so she headed into the studio to finish tracks. The album was completed just in time for the upcoming Grammy season, narrowly meeting the eligibility requirement which allow exactly five years from the date of the first recording session to the date of release to qualify. “It would not have qualified if we had waited any longer,” Mendieta said. “It was because of COVID that we were able to finish!”

“Tango Del Cielo” has been submitted for Grammy Award consideration in the Classical Instrumental Categories for engineering, arrangements, composition, performance, and artwork. The combination music recording and film project features music videos with footage filmed on location in Buenos Aires, Argentina and film footage from her international show *Tango Del Cielo* with an ensemble of award-winning musicians and dancers, as well as a documentary of the entire project. The album debuted at #2 on Billboard’s Classical Crossover charts.

“It has been a rewarding journey in every way,” Mendieta said. “My hope and prayer is that when you listen to the music, it will take you on an amazing journey as well.”

“Tango Del Cielo” is now available on all digital platforms and CD. It will soon also be released on high-quality pressed vinyl. For more information visit tangodelcielo.com.



Please note: All Music Performance Trust Fund performances are currently on hiatus due to the coronavirus COVID-19 pandemic. Please stay tuned for updates as the situation continues to evolve.

About MPTF

For over seven decades, the Music Performance Trust Fund has provided grants to help create free music performances for the public's entertainment and education. For more information please visit afm47.org/mptf.

Live Corner



COVID-19 has devastated the entertainment industry. Musicians and their audience have not been able to gather in celebration. The current solution? Virtual concerts!

AFM Local 47 group The Hodads has performed virtual concerts for the cities of Beverly Hills, Norwalk and Placentia on their own platforms (websites, Facebook, and closed circuit TV). Way to go, Hodads!



A Canine Dream Come True

2711 North California Street
Burbank 91504

AFM LOCAL
47

Call 818-565-3555

or text

(805) 604-5122

to schedule your dog's FREE evaluation!

You will also get 10% off any daycare or boarding
package!

Union 47 Membership I.D. Required



YOUR VOTE IS ESSENTIAL **GET READY.**

WorkersFirstVoteUnion.org



ELECTION 2020: Workers First. Vote Union

America faces crises on three critical fronts: a public health pandemic, an economic free fall and long-standing structural racism. And too many of America's working families are suffering needlessly because of ineffectual leaders and their reckless policies.

We need safe jobs, economic security and freedom from systemic racism. We need to vote for candidates who share our values, and vote out those who don't. Together, we can truly make America great and build a nation that works for all working people.

Here's a look at three key propositions on the November ballot as endorsed by California Labor:

Schools & Communities First:

YES on Prop 15

School cannot continue in this crisis without the resources our students need and deserve. A YES vote on Prop 15 means:

- No in-person schooling until the scientific data supports it
- Police-free schools
- All schools must be supported to function as community schools with adequate numbers of counselors and nurses
- Safe conditions including smaller class sizes, PPE, cleaning, testing, and other key protocols
- Equitable access to online learning
- Support for our communities and families, including canceling rents and mortgages, a moratorium on evictions/foreclosures, and other critical social needs
- Moratorium on new charter or voucher programs and standardized testing
- Massive infusion of federal money to support schools and communities, funded by taxing billionaires and Wall Street

To ensure safe, healthy and equitable schools for all, vote YES on Prop 15!

Opportunity for All: YES on Prop 16

Everyone should have access to good jobs with fair wages, promotions, healthy communities and other opportunities. Prop 16 would end the ban on affirmative action to level the playing field for women and people of color, and to fight against systemic racism and gender discrimination without implementing quotas. For decades, corporations and their management have stayed in power by selecting their network of friends and denying opportunities to well-qualified and deserving workers.

Though we can't undo all of the damage of the past, we do have the power to change our families' future by voting YES on Prop 16 to support affirmative action.

Sick of Greed: NO on Prop 22

Uber, Lyft, and Doordash wrote Proposition 22 to create a special exemption for themselves from a California law that requires app-based companies to classify their workers as employees.

Now they're spending more than \$100 million on Prop 22 to boost their profits by denying their drivers' right to a minimum wage, paid sick leave and basic protections including safety equipment and PPE, overtime, meal breaks and rest periods, paid sick leave, health care, workers' compensation, unemployment insurance and more.

Vote NO on Prop 22 to tell app companies they must play by the same rules as all other businesses: treating their workers fairly and following state law.



The LA Fed Election 2020 Endorsements

The Los Angeles County Federation of Labor supports progressive initiatives and leaders that address the urgent concerns of our community. The candidates and ballot measures listed on our website are the best choices for working people in the November 2020 election:

thelafed.org/2020endorsements

We urge you to register to vote as soon as possible, as California's universal mail-in ballots will begin arriving October 5. We also urge you to fill out and mail in your ballot as soon as it arrives!

VERIFY YOUR VOTER REGISTRATION STATUS

Check your voter registration status and get the information you need to vote, including polling place locations and resources to vote by mail safely, securely and on time. Visit vote.org to check your voter registration, register to vote, request an absentee ballot to vote by mail, get election reminders, and find your polling place.

HELP STAFF YOUR LOCAL POLLING PLACE

America is facing a record shortage of poll workers this year due to the coronavirus. Our democracy depends on ordinary people who make sure elections run smoothly and everyone's vote is counted. You can make sure we have a safe, fair, efficient election for all. Learn more @ powerthepolls.org/aflcio

Do Not Work For...



[This list](#) contains the names of employers with whom Local 47 currently has disputes.

If you have any questions about this list please contact the President's Office: 323.993.3181

Notice of Strike Sanctions

On June 24, 2015, strike sanctions were approved by the Los Angeles County Federation of Labor against:

Cinema Scoring
CMG Music Recording
Peter Rotter Music Services

If and when any of the aforementioned parties calls a non-union engagement, other labor unions have agreed to stand in solidarity with Local 47 and not cross our line.

If you are being pressured to participate in non-union work or take financial-core status and quit the union, know that it is illegal for employers or employers' representatives to coerce, pressure or otherwise influence any employee to take fi-core status under the National Labor Relations Act. Should this happen to you, call 323.993.3143.

Your Union will take action — with legal counsel if necessary — on your behalf to ensure your rights as a union worker are protected.



What getting back to work means for musicians in the era of COVID

To ensure that when musicians return to work, they do so safely, AFM Local 47 has been working closely with the City and County of Los Angeles, the State of California, entertainment unions, management, infectious disease specialists, rank-and-file musicians, scoring stage crew, and live performance venues to establish health and safety guidelines.

In mid-June, Los Angeles County saw the resumption of film, television and music production work in line with new Safer At Work guidelines amid COVID-19. Ahead of the re-opening, an Industry-Wide Labor-Management Safety Committee Task Force comprising entertainment unions, production studios and management submitted a 22-page white paper to state leaders offering safety guidelines for workers. While we are still awaiting the safe reopening of musical venues, the Local 47 Post COVID-19 Work Rules Working Group has developed recommendations for both recording and for live performance, which have been approved by the Executive Board. These recommendations include:

- Safety/Health Officer on-site throughout each service
- Required facilities including hand sanitizer, masks, gloves, and paper bags for masks when not in use
- Adequate air circulation
- Sanitization of all on-site facilities, and all gear/equipment
- Adjustments to existing entrance/exit, bathroom and catering protocols
- Social distancing protocols for all musicians and everyone on site, with 12-foot minimum for wind and brass players and 6-foot minimum for everyone else
- Strict protocol for those feeling ill prior to or during the service, including ensuring they shall not be deprived of wages or benefits

The full sets of guidelines are available in the members-section of the Local 47 website at afm47.org/user/login. For more information about our efforts to return Safer at Work, please contact President John Acosta at john.acosta@afm47.org or 323.993.3181.

Call for Submissions:

How Are You Keeping Creative During Covid?

AFM 47

musicians: We want to hear from you! Let us know how you are keeping creative while sheltering at home. Send in your stories, music, photos and videos using our online submission form at afm47.org/overture

or email overture@afm47.org.



Stay healthy & safe!

share YOUR story
with
the Overture

OPEN MIC!



Got a Story to Tell?

Let us know! Overture welcomes submissions from our members. Share about your latest union recording, performance or event by sending us your story (and photos!) using our online submission form at afm47.org/overture.

Final Notes



In Memoriam

Pat Longo

Life Member. Saxophone
9/11/1929 - 3/26/2020
Survived by spouse & son

Fred M. Newman

Member. Piano
5/24/1952 - 2/14/2019
Survived by spouse & children

Duane Tatro

Life Member. Composer
5/18/1927 - 8/9/2020
Survived by spouse & son

Send your Final Notes remembrances using our online submissions form at afm47.org/overture

or you may send to:

overture@afm47.org

Local 47 Overture Online
3220 Winona Ave.
Burbank CA 91504

Should I Have a 'Living Trust'?

"Living" or revocable trusts are not just for the wealthy. A trust can provide for the management of your assets if you become ill and unable to handle your affairs, or if you pass away. The person(s) you choose can assume responsibility for your financial affairs in an accountable fashion, and without court supervision.

Another advantage of a living trust over a mere will, particularly where there is an estate in excess of one hundred thousand dollars, is, quite simply, that wills are subject to Probate and trusts are not. If a Probate is required, statutory fees for attorneys and executors in California are among the highest in the country. For example, if your gross estate is \$500,000, which would certainly include the owner of a moderate home in many parts of Los Angeles, the state authorizes the payment of fees and commissions totaling \$26,000, plus the Court costs and related expenses. A substantial portion of these costs can be avoided through the proper establishment and operation of a living trust.

The rising costs of probate administration are not unwarranted. It can be a time consuming and unwieldy process. Even a simple Probate proceeding will take a minimum of nine months in Los Angeles County.

In our practice, we often see people who have estates larger than anticipated. High real estate values, even in the current market, often translate into a significant increase in estate assets. This real property, if not held in a trust, may be subject to probate, which could mean a drawn out and expensive Court procedure.

Your undertaking the preparation of an appropriate estate plan, often involving the preparation of a living trust, is of even greater financial benefit today than ever before.

Kramer + Dresben

Estate Planning · Trust Administration · Probate

5858 Wilshire Boulevard, Suite 205, Los Angeles, CA 90036
Tel 323-964-7100 Fax 323-964-7107



Seeking Bill Perkins Music Manuscripts

I am very fond of the music of the late Bill Perkins and would like to keep his music going through live performance. Can anybody in the union put me in touch with the family member serving as executor of the estate re: current existence of music manuscripts. Thanks, Jerry Zinn

Email: Zinn@southslope.net

Phone: (319) 626-4718

We want to hear from you!

Send your Letters to the Editor:

overture@afm47.org

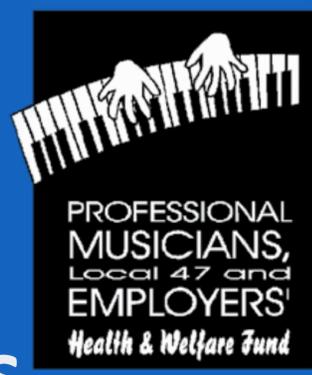
3220 Winona Ave.

Burbank CA 91504

Please keep within a maximum of 400 words.

For submission guidelines please [click here](#).

Professional Musicians & Employers'
Health & Welfare Fund



Digital Tools for Emotional Wellness

Self-Care at Your Fingertips at No Cost to Kaiser Members



**KAISER
PERMANENTE®**

This year has been incredibly stressful with COVID-19, unrest in the streets, extreme heat and out-of-control wildfires. Maybe the most stressful component is having all these external pressures making our worlds seem out of control.

Kaiser Permanente wants to help

Kaiser is offering a third-party application to assist with emotional wellness. Everyone needs support for total health – mind, body and spirit. Digital tools can help you navigate life's challenges, make small changes that improve sleep, mood and more, or simply support an overall sense of well-being.

- Thoroughly evaluated by Kaiser Permanente clinicians
- Easy to use and proven effective
- Safe and confidential

Take these three steps to a healthier you

From a desktop computer, go to kp.org/selfcareapps/scal to access myStrength® for the first time.

Click on the Get Started button and sign in to kp.org with your user ID and password.

Follow the prompts to complete registration and begin using myStrength®.

myStrength® helps with:

- Depression
- Anxiety
- Sleep
- Stress
- Substance use
- Chronic pain

myStrength® is a personalized program that includes interactive activities, in-the-moment coping tools, inspirational resources, and community support. You can track preferences and goals, current emotional states, and ongoing life events to improve your awareness and change behaviors.

Membership Dues Policy

Membership Dues Fees

Regular Member

Annual Dues: \$210

Semi-Annual Dues: \$110

Life Member

Annual Dues: \$110

Inactive Life Member

Annual Dues: \$90

Make checks or money orders payable to:

AFM Local 47,
3220 Winona Ave.
Burbank CA 91504

You may also make payments with VISA, MasterCard, Discover, AmEx by phone at 323.993.3116 or at afm47.org/dues

Dues Schedule

Annual and Semi-Annual Membership Dues for Regular, Life and Inactive Life Members are due **Jan. 1** of each year. Payment must be received by **March 31** (three-month grace period) to avoid suspension. If not paid by this date, a \$75 reinstatement fee will be assessed. **Both dues and reinstatement fee must be paid by June 30 to avoid expulsion.**

Likewise, Semi-Annual Membership Dues for Regular Members are due **July 1** and must be received by **Sept. 30** (three-month grace period) to avoid suspension. If not paid by this date, a \$75 reinstatement fee will be assessed. **Both dues and reinstatement fee must be paid by Dec. 31 to avoid expulsion.**

Please note: Inactive Life Members do not have all of the same rights as privileges as Regular and Life Members, such as the right to vote in Local elections. Please review the AFM Local 47 Bylaws for complete information.

Work Dues Notices

At its Dec. 9, 2014 meeting, the Local 47 Executive Board passed the following motion:

“As a matter of policy, Local 47 will no longer mail checks to members or non-members whose delinquent work dues liability is in excess of \$1,000. When the Local receives a payroll check for anyone who has such a delinquency, the member or non-member shall be contacted by the Secretary/Treasurer’s office. Checks within 14 days of expiration will be deposited in the Escrow Fund.”

If you fall into that category, you will receive a postcard informing you that your check is in the office. You can call the Secretary/Treasurer’s office at (323) 993-3159 to discuss your work dues delinquency and to make arrangements to pick up your check.

Notice From the Executive Board: Work Dues Delinquency and Suspension

1) Local 47 members whose work dues delinquency exceeds \$500 shall be suspended; and

2) Non-Local 47 members whose work dues delinquency exceeds \$500 shall be referred to the IEB as provided in the AFM Bylaws.

In order to reinstate membership, a \$75 reinstatement fee will be assessed.

Resignation Policy

In order to resign in good standing, you must email, mail or fax your written request to Local 47 before your membership is suspended. Though dues are due Jan. 1 and July 1, current grace periods extend to March 31 and Sept. 30, respectively; suspensions are posted April 1 and Oct. 1. The reinstatement fee is \$75.

In addition to membership dues, all other financial obligations, Local and International, must be paid prior to resignation. Your letter of resignation will be presented at the following Executive Board meeting and a written response will be mailed to you. Don’t wait! If you wait, you will be required to pay another half year’s dues and/or clearance fee.

AFM Local 47 Refund/Return Policy

Unless otherwise specified, Membership and Work dues payments made to AFM Local 47 are not refundable. Merchandise or other items purchased directly from AFM Local 47 may be returned within fourteen days of purchase upon return of the item(s) in the condition in which you received said item(s). To request a refund and return content, please contact AFM Local 47, Attn: Vice President's Office, 323.993.3172, merchandise@afm47.org, 3220 Winona Ave. Burbank CA 91504, to receive instructions on returning your product(s).

HELP A MUSICIAN IN NEED

Be an anonymous donor to the Local 47 Musicians Relief Fund. Send contributions to the Secretary's office or call (323) 993-3159 for more information.

Multiple-Card AFM Member Rebate

Did you know? If you hold membership in three or more Locals throughout a full calendar year, you are entitled to a rebate from the AFM.

Under the rebate program, membership in a base of two Locals must be established in order for a member to qualify for a rebate. The International Secretary/Treasurer's office has determined that a musician's membership in his or her "Home Local" and the subsequent Local of longest tenure shall be designated as the two base Locals. The Secretary/Treasurer's office will then rebate the appropriate per capita dues for membership in the third Local and any other Local(s) beyond three to which a member belonged for the entire previous calendar year.

To petition for a Multiple-Card Member Rebate, members should fill out the form and return it to the Secretary/Treasurer's office together with copies of all their paid-up membership cards, receipts of canceled checks for annual dues from all Locals, or a letter from each Local stating that the petitioner was a member in good standing of the Locals for the full year prior. Rebates will be issued after Jan. 1.

[Download the Rebate Form here](#)

Local 47 Property Notice

Notice to All Persons Entering or Utilizing the Property of the Musicians' Club* of Los Angeles:

The premises of the Musicians' Club of Los Angeles are reserved for the exclusive use by the officers, employees, and Full, Youth, Life or Inactive Life Members in good standing of AFM Local 47 and the American Federation of Musicians. All other persons must receive written permission from the office of Local 47's president to enter or utilize these premises. Local 47 reserves the right to remove and to cite for trespass any party found on these premises who does not fulfill the above conditions of occupancy. (Note: This notice is not applicable to those making deliveries to AFM Local 47, or customers of and those making deliveries to tenants of the Local 47 headquarters.)

** The Musicians' Club of Los Angeles, Inc., is a California Non-Profit Corporation incorporated in 1926. It owns all land and improvements where AFM Local 47 conducts its business. The Corporation rents space to other tenants, mainly industry related. All members of AFM Local 47 are also members of the Musicians' Club of Los Angeles.*

IS YOUR BENEFICIARY CARD CURRENT?

Your beneficiary card designates the recipient of the Local 47 \$1,000 death benefit. If you need to change your beneficiary, update beneficiary information, or if you just can't remember who you have listed, please contact our Benefits Department for a new card:

(323) 993-3159 | benefits@afm47.org

Please note: The Local 47 Death Benefit is not payable to a beneficiary if the member was suspended, expelled or had resigned at the time of passing.

If you have any change of beneficiary or contact info updates, be sure to also to report them to:

AFM Pension Fund (AFM-EPF) – (800) 833-8065

Film Musicians Secondary Markets Fund – (818) 755-7777

Sound Recording Special Payments Fund: (212) 310-9100

AFM & SAG-AFTRA Intellectual Property Rights Fund: 818-255-7985

Auditions



The Redlands Symphony Orchestra announces vacancies for:

SECOND CLARINET

Audition Date: Monday, March 8, 2021

THIRD/BASS CLARINET

Audition Date: Tuesday, March 9, 2021

SECOND BASSOON

Audition Date: Thursday, March 11, 2021

THIRD/UTILITY BASSOON

Audition Date: Tuesday, March 9, 2021

Resume and \$50 Audition Fee must be received on or before: **February 25, 2021.**

(Audition Fee will be refunded at check-in prior to the audition. All candidates that fail to appear for the audition forfeit the Audition Fee to the Redlands Symphony.)

Highly qualified applicants: Please send a **one-page** resume in PDF format, including name, address, e-mail address, phone number and instrument to:

Michelle.Chavez@redlandssymphony.com

The refundable \$50 audition fee can be mailed to:

**Redlands Symphony Orchestra
Attn: Michelle Chavez, Audition Coordinator
112 E. Olive Ave., Suite C
Redlands, Ca 92373**

Audition materials/information can be viewed on the RSO website:

www.RedlandsSymphony.com/Auditions

The audition committee of the Redlands Symphony reserves the right to dismiss immediately any candidate not meeting the highest professional standards.

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CONTACT: Dan Walding: 315.422.4488 ext. 104
dwalding@bentley-hall.com

*For information on posting auditions, please visit
afm47.org/auditions.html*