

# Overture

online

## AMERICAN MUSIC FAIRNESS ACT

**Supporting Artists' Rights on Radio**



*Congratulations 2021 Emmy  
Nominees!*

*Union Benefits Corner:  
Flex Plan Update*

# Overture

online

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American Federation of Musicians Local 47 -

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Linda A. Rapka

AFM LOCAL  
**47**

## Message From the Editor

Please be aware that until further notice, AFM Local 47 will not be publishing, due to cost-saving measures, a print Overture Magazine. We will continue to publish our monthly digital e-magazine, Overture Online, and will continue email blasts and our Local 47 Beat email newsletter.

In order to better serve you, Local 47 is looking at every possible way to cut costs and save on administrative expenses. One simple yet effective step all members can take to help us reduce expenses is to add your current email address to your Directory profile. This allows us to ensure that you receive timely updates from Local 47 in the most cost-effective way possible.

Please update your Directory profile with your current email and notification preferences by filling out the update form at [afm47.org/directory](http://afm47.org/directory) or call 323.462.2161. Thank you!

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# Auto, Home, or Personal Loans Rates That Make You Smile



**BURBANK**  
3820 W. Riverside Dr.  
Burbank, CA 91505

**LOS ANGELES**  
5757 Wilshire Blvd.  
Suite 124  
Los Angeles, CA  
90036

**SHERMAN OAKS**  
14118 Magnolia Blvd.  
Sherman Oaks, CA  
91423

**NORTH BURBANK**  
3220 Winona Ave.  
Burbank, CA 91504

**VIRTUAL BRANCH**  
Internet Banking:  
[www.sagaftrafcu.org](http://www.sagaftrafcu.org)  
Telephone Banking: 818.260.0609  
or 800.392.9321 (toll-free)



# President Stephanie O’Keefe



In the last six months, my office has been busy negotiating Collective Bargaining Agreements. The following agreements have been ratified:

- Academy of Magical Arts
- Beverly Hilton Hotel
- California Philharmonic
- Gay Men’s Chorus of Los Angeles
- Great American Songbook Orchestra
- Los Angeles Chamber Orchestra
- Los Angeles Orchestra Leaders’ Association
- Magic Mountain
- Palm Springs Opera Guild
- Redlands Symphony
- Riverside Philharmonic
- San Gabriel Valley Music Theatre

The following negotiations are in progress:

- Actors’ Theater Series
- Asia America Symphony
- Bridge Street Productions
- Dolby Theatre
- El Capitan Theatre
- Jacaranda
- Los Angeles Master Chorale
- Los Angeles Opera
- New West Symphony
- Metropolitan Orchestra Agreement
- Music at Westwood
- Music Center Dance
- Music Theatre Guild
- New West Symphony
- Pasadena Playhouse
- Pasadena Symphony
- Symphonic Jazz Orchestra
- Wallis Annenberg Center for the Performing Arts

Two of these CBAs are brand new to the AFM and Local 47: the Great American Songbook Orchestra and Bridge Street Productions.

## **Business Representatives and the Structure of Local 47**

As a rank-and-file member, I often thought that the thing I wanted from the Union — more than anything else — was to know that, when I went to work, I would be paid exactly per the agreement covering the job. I wanted contracts to be enforced, without my ever having to speak to anyone about it.

To accomplish this, the Local needs well-trained business representatives, in a number sufficient to handle the amount of work taking place in our jurisdiction.

In Live Performance, that includes all the theater work, various casuals, and the many orchestras and other classical ensembles.

In Electronic Media, that includes Jingles, Sound Recording, Live Television and Motion Picture/TV Film.

When I first took office, I interviewed each person working at the Local, asking them about their job, any difficulties they might be having, and any ideas they had that they felt might make their areas run more efficiently. I also was able to learn more about the overall organizational structure.

What I began to realize was that the entire organization is essentially a giant support system for business representatives, who are the people who help the work to get and stay under contract, and who ensure that musicians receive the correct wages and benefits. I also realized that the more and better trained business reps we had, the more work would occur under contract and the more musicians would be interested in joining the Local.

I am pleased to announce that Rebecca Gurnee will be the new Motion Picture/TV Film Business Representative. While still my assistant, Rebecca has been working both in Motion Picture/TV Film, under the guidance of Matt Allen, from the AFM West Coast Office. Rebecca is also working in Sound Recording, as Erick Cruz has left Local 47 for a new position and Sound Recording is temporarily being handled through the President’s Office.

Rebecca’s new position is a start. I look forward to delivering to you a thriving Electronic Media Department and a Live Performance Department — led by the extremely capable Diane Lauerman — each with sufficient representation to guarantee that your needs will be met.

## **#WhyUnion**

The #WhyUnion project continues to grow. Go to [whyunion.org](http://whyunion.org) to read the responses of your colleagues.

Please consider submitting your own answer to this very important question. [Click here](#) to participate.

## **Diversity, Equity, and Inclusion**

In my opinion, the events of the last two years, particularly the murders of George Floyd, Breonna Taylor, and other victims, have demonstrated that there is much work to be done to ensure that we live up to the principles of liberty and justice for all. But I am also encouraged, seeing the many, many Americans — from all walks of life — who have demonstrated their concerns and their desire to live in a society in which all are truly given equal opportunity and equal protection under the law.

I am very pleased to be a member of the Local 47 Diversity Committee. We will be bringing you updates of our activities in the coming weeks and months, and we invite you to join us in the ongoing dialogue regarding these all-important issues.

In closing, I want to say that my administration’s goals are to be helpful, responsive, and effective, assisting all musicians. Please know that my door is open, and I am happy to discuss any issue of concern. And going forward, we will continue to focus on creating a streamlined infrastructure, one which will efficiently take us all where we want to go.

Stephanie

# DO WE HAVE ROYALTIES FOR YOU?



## More than \$500 Million Distributed to Musicians & Vocalists

Royalties Distributed to Both Union & Non-Union Session Musicians & Vocalists For Their Performance on Songs Played on Satellite Radio, Non-Interactive Streaming Services, Webcasts, Other Digital Formats and Certain Music Performed on Film & Television

**Find Out If We Have Royalties For YOU**

[www.afmsagaaftrafund.org](http://www.afmsagaaftrafund.org)



The AFM & SAG-AFTRA IPRD Fund is a 501(c)(6) non-profit organization - est. 1998  
4705 Laurel Canyon Blvd., Suite 400, Valley Village, CA 91607  
p. 818.255.7980 | f. 818.255.7985 | [www.afmsagaaftrafund.org](http://www.afmsagaaftrafund.org)



## Vice President Rick Baptist



Let's talk a little about these last 16 months. I guess we finally have an answer to the question, "Is there anything that can stop the music short of nuclear Armageddon?"

It was a virus called SARS COVID-19.

Our building has been closed to our members for all that time. We had to sadly furlough three of our longtime employees and lay off one because of COVID. We started slowly coming back to the building first by allowing our employees to work from home when possible. After a few months, we opened the upstairs to employees on a rotating basis so only five or six at a time in the building to do their very important jobs of entering checks that came in and getting those checks out to our musicians.

Sadly, one of the casualties was we had to cancel our yearly golf tournament which raised many thousands of dollars for the Music Fund of Los Angeles. I am sorry to report here that, again, the golf tournament must be postponed because we could not hold the tournament that we wanted to put on. We are hoping that next summer everything will be back to normal and we can put on a great day of golf and fun for all. I would like to take this opportunity to ask, or even beg, that if you could find it in your heart to make a donation to the Music Fund of Los Angeles. It truly would help our down and out musicians, until we can do the golf tournament next year. Any and all donations can be sent to:

Music Fund of LA, C/O AFM Local 47  
3220 Winona Ave.  
Burbank CA 91504

Please make out checks to: Music Fund of Los Angeles

God bless you for your donations.

Now, to all our musicians who have been waiting to rehearse in our rehearsal rooms: LA County — who I like to say is still driving the bus — has told us to keep the rooms closed until more information on this new variant is available. We were hoping that the month of July was looking good to open, BUT the new variant kicked our butt. I promise: As soon as we can safely open, we will. Both myself and my amazing assistant Marisol will be calling all of you and giving you updates on the time frame for opening.

Lastly, I want to thank the Executive Board on approving the recommendation of naming our rehearsal facility the "Captain Greg Welch Rehearsal Facilities." Our beloved Captain went home to his Lord on July 7, 2020. I will be working with Linda Rapka on having a beautiful plaque made in Greg's honor and we will have a big celebration to present it to his family.

To all of you: Remember to Live, Love, and especially Laugh.

Rick

## Secretary/Treasurer Danita Ng-Poss



*Photo by Mustafa Sayed*

In the six months I have been in office I have spoken with many members and non-members who do not understand why they need

to pay their work dues. So I thought I would take some time to explain the basics and explain the importance of our work dues payments.

Our union has a structure a little bit like the United States. Nationally (technically internationally since we include Canada) we are the American Federation of Musicians (AFM). We also have Locals like our own Local 47 which cover smaller regions. Both the AFM and Locals have their own responsibilities, similar to how federal and state governments each have their own duties.

It is through the AFM that we musicians negotiate Collective Bargaining Agreements (CBAs) with employers that do work in various states. These CBAs are often referred to as “national contracts,” meaning everywhere in the USA uses the same contract (same rates, rules, and benefits) for the work they cover. Two examples of national CBAs are the Sound Recording Labor Agreement (SRLA) and the Motion Picture / TV Film Agreement.

Through our Locals, like Local 47, we negotiate CBAs with regional employers. For example, through Local 47 we negotiate CBAs with the LA Phil, Hollywood Bowl Orchestra, Pasadena Symphony, and the Pantages Theatre. We even have our own preset agreements for new one-off projects like the Local 47 Limited Pressing Agreement and the Live Performance scales.

### **BUT WHY DO I HAVE TO PAY WORK DUES?**

When we perform work under a national or local CBA, we agree to pay a small percentage of our wages to Local 47. These small fees are our “work dues.” This money pays the expenses of negotiating and administering our contracts with various employers.

Negotiating is hard work that involves a lot of time from musicians who work on the contract, Local officers, staff, and lawyers. There are also supplies, travel, research, and other costs to ensure that our needs are met in any agreement. Then we need to continually administer contracts to ensure we are paid properly according to the terms of the agreements, process our benefits, and deal with any issues that arise in the course of us musicians doing our work.

In addition, when we pay our work dues to Local 47, Local 47 also pays a small percentage of our dues to the AFM. Those dues cover the AFM’s own contract negotiations and administration costs, and all the work the AFM does to support Locals. The AFM and Local 47 are always working together on issues that require coordination on local and national levels. Remember that much of the work done under national contracts flows through Los Angeles.

Each of our work dues are vital money that ensures we have jobs that are safe, dignified, and pay a proper wage for our specialized skills. Our work dues also pay the administrative costs to process the paperwork generated by the thousands of us who do this work.

Work dues are a fee that we, the musicians, have chosen to pay to our own union. We have made them a part of our local bylaws that we created and that we continue to update from time to time as our world changes. One example of those updates is the EMSD fee.

### **WHAT IS THE EMSD FEE?**

From the Local 47 Bylaws, Article XII, Section 1:

“Electronic Media Division: The Local shall maintain a special Electronic Media Division (EMD) to monitor all electronic media engagements — including all music preparation work done in conjunction with such engagements — taking place in the jurisdiction of the Local. The EMD shall employ sufficient personnel to administer adequately, to coordinate, and to keep records of all business connected with such engagements, and under no circumstances shall the Local expend for the specific expenses of the EMD less than ¾% of the scale wages for such engagements upon which Work Dues are collected by the Local.”

We musicians voted to enact this fee as a part of our bylaws. It was agreed that the processing of EMD contracts required more administrative time and resources so we voted to pay an EMSD fee to cover those costs.

The AFM and Local 47 are a labor union -- musicians working together to protect ourselves. We make our own rules and decide how we want to pay to maintain our contracts and infrastructure. Work dues are important to keep our union operating, bargaining, and making sure all musicians are properly paid and protected.

Do your part and pay your work dues on time. By doing so you reduce Local 47’s operating costs by minimizing the work of reminding you to pay your work dues. That way more of your money can be put towards helping you!

Regards,

Danita Ng-Poss

(pronounced dah-NEE-tah UNG-poss)



# American Music Fairness Act: Supporting Artists' Rights on Radio

With strong support from the Recording Academy, and partners in the musicFIRST coalition, the American Music Fairness Act was introduced in the House of Representatives on June 24.

## What Is the American Music Fairness Act?

The American Music Fairness Act is a bipartisan bill that establishes a performance right for sound recordings broadcast by terrestrial (AM/FM) radio. The bill ends a decades-long loophole that has enabled AM/FM radio broadcasters to use the music of hard-working performers and producers without compensating them for their work.

The American Music Fairness Act establishes a domestic performance right for sound recordings played on AM/FM radio stations. Under the bill, artists, performers, producers, and other music makers involved in the creation of a sound recording would be entitled to fair market rate for their music played on radio stations across the U.S., just like they currently receive on other music platforms like streaming services, satellite radio, and internet radio. AMFA also contains important protections for small and non-profit broadcasters to ensure that local and community supported radio stations can continue to be diverse and thrive.

## Why Do We Need the American Music Fairness Act and a Performance Right on Radio?

Empowering creators to have control over their own intellectual property is a fundamental and constitutionally protected right in America. Unfortunately, this does not hold true for AM/FM radio — the only industry in the U.S. that is legally authorized to use the intellectual property of others without permission or compensation. Big radio corporations have earned billions in advertising revenues by exploiting music and its creators, while the creators themselves have lost out on millions of dollars of potential royalties.

The lack of a domestic performance right is exacerbated by the fact that virtually every industrialized country in the world has a performance right on radio. When American music is played overseas, other countries collect royalties for American artists — approximately \$200 million annually — but never pay those royalties because the U.S. does not reciprocate with our own performance right.

The American Music Fairness Act rights these wrongs, and ensures American music makers are able to earn a fair rate for their work.

## Who Supports the American Music Fairness Act?

In addition to the Recording Academy, the American Music Fairness Act is supported by the AFL-CIO, American Federation of Musicians, Future of Music Coalition, musicFIRST Coalition, National Federation of Community Broadcasters, RIAA, SAG-AFTRA, SoundExchange, and more.

## What's Next for the American Music Fairness Act?

The American Music Fairness Act has been referred to the House Judiciary Committee — chaired by Rep. Jerry Nadler (D-NY), an original co-sponsor of the bill — for consideration. The Recording Academy, working alongside proponents of the bill, will make AMFA a top legislative priority during the 117<sup>th</sup> Congress.

To help advance the bill, supporters are encouraged to [contact their lawmakers and ask for their support](#).

## Congratulations #AFM47 2021 Emmy Nominees!



## Congratulations 2021 Emmy Nominees!

Congratulations to all of our AFM Local 47 members who worked on the music for the following 2021 Emmy®-nominated projects!

### Outstanding Music Composition for a Series (Original Dramatic Score)

**The Handmaid's Tale**  
"The Crossing" – HULU  
Adam Taylor, Composer

**The Mandalorian**  
"Chapter 16: The Rescue" – DISNEY+  
Ludwig Göransson, Composer

**This Is Us**  
"Birth Mother" – NBC  
Siddhartha Khosla, Composer

### Outstanding Music Composition for a Documentary Series or Special (Original Dramatic Score)

**Tulsa Burning: The 1921 Race Massacre**  
HISTORY  
Branford Marsalis, Composer

### Outstanding Music Direction

**Celebrating America – An Inauguration Night Special**  
MULTIPLE PLATFORMS  
Rickey Minor, Music Director

**Zoey's Extraordinary Playlist**  
"Zoey's Extraordinary Goodbye" – NBC  
Harvey Mason jr, Music Director

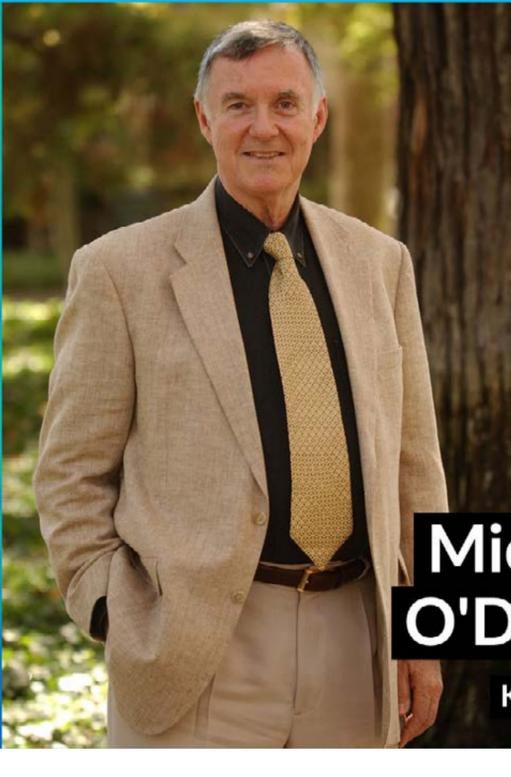
### Outstanding Original Music And Lyrics

**Zoey's Extraordinary Playlist**  
"Zoey's Extraordinary Birthday /  
Song Title: Crimson Love" – NBC  
Harvey Mason jr, Music  
Andrew Hey, Music  
Austin Winsberg, Lyrics  
Lindsey Rosin, Lyrics

*The aforementioned projects had AFM Local 47 contracts filed at time of posting. Send any updates to:*

[press@afm47.org](mailto:press@afm47.org)

# AFM LOCAL 47 #WhyUnion?



**Michael O'Daniel**

**Keyboardist**

Years before I joined Local 47, I was already well aware of the power of the Musicians Union. At the Cincinnati Symphony Orchestra, where I was assistant manager, I tended to side with the musicians on labor issues, which did not make me very popular with management. Much longer story here but that's for another time. Some of the members of Local 1 actually asked me to run for president. Honored, but not something I could take on at the time.

Four years later, when I was in the artist management business, an entire series of jazz and pop concerts I had put together for Grant Park in Chicago was cancelled by the city's Parks Department after unruly members of the audience provoked a riot that brought a scheduled Sly Stone concert to a premature close. They equated pop and jazz with the rioting element whereas they considered classical music perfectly safe. They also informed me that they weren't going to pay the artists whose concerts had been canceled. I didn't argue, I just said, "Yes, you will," called Local 10-208 and put them on the case. The artists themselves said, "We'll never see that money." I said, "Yes you will. Chicago is a union town." A couple of days later I got a call from the Parks Department saying, in essence, "Where should we send the checks?"

I joined Local 47 in 1975 with the sponsorship of the late Harry "Sweets" Edison. I personally at that time was a fairly dreadful performer (piano), although I had established some credentials as an orchestrator, copyist and arranger — my primary reason for joining was to gain access to the Musicians Credit Union. Since then, my chops have improved even if my finances have not. I am proud to call myself a Life Member and have always hired union musicians whenever I was in a position to do so. Spelling out that history, or my history with Local 47, would take much more space than I have here. Solidarity, brothers and sisters!

And when I say "solidarity," a longtime vision of mine has been that all the major sports and entertainment unions will band together to leverage their resources and media visibility to increase awareness of the importance of unions in general, and then that coalition bands together with all other existing unions and organizing movements to (a) restore labor activism to its rightful place in American society, and (b) at the grassroots level, combat the forces of voter suppression. We have a short window of time while there is an administration favorable to labor in the White House. Your previous president, John Acosta, has already made some strides in this respect and I am hopeful his efforts will be continued and reinforced at both the local and national levels. Thank you for listening!

**- Michael O'Daniel, Keyboardist**

**AFM 47 Member since 1975**



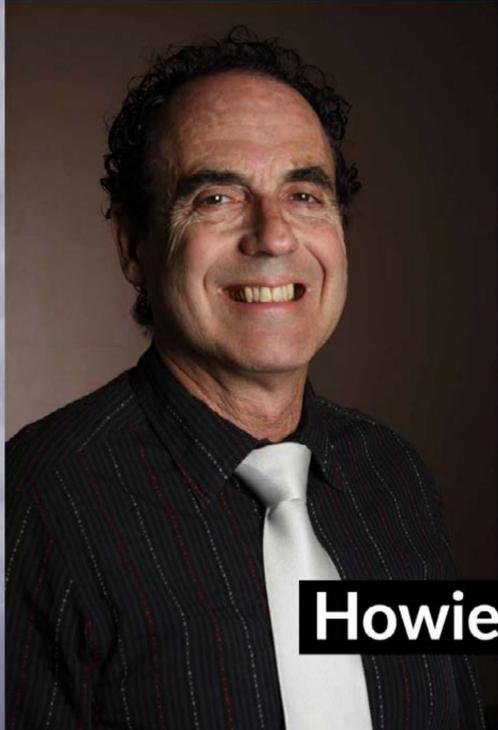
**Lesa Terry**

**Violinist**

It is an honor to be affiliated with Local 47, especially with the quality of work generated here in Los Angeles. There are so many extraordinary musicians. To sit in the middle of the string section and hear the incredible sound that surrounds me is simply sublime!

**- Lesa Terry, Violinist**

**Member since 1999**



**Howie Rich**

**Bassist**

"These are great professional people."

**- Howie Rich, Bassist**

**AFM 47 Member since 1974**

**AFM LOCAL 47 #WhyUnion?**



**Marc Sazer**

**Violinist**

Whether our work is on stage, in a pit, on a scoring stage or a studio, whether we're playing in a restaurant or a hotel ballroom, union coverage means we're not alone. Getting the right money, health and safety protections, protections for the use of our music when others use it, access to health care and pension benefits are all important.

Perhaps the most important aspect of our union is that it is made up of us — musicians. We can vote on our contracts, work with our Local and the AFM for the help we need, have a voice in public policy in areas that affect our lives.

Imagine what our world would be without our contracts, without our union, musicians out there in the workplace alone. If we agree that we need a musicians union, our participation is what makes it happen.

*- Marc Sazer, Violinist  
AFM 47 Member since 1980*



**Joe Soldo**

**Saxophonist/  
Music Contractor**

I have been a union man my entire life.

I first joined Local 16 in Newark, New Jersey (my home town).

I then joined Local 802 in New York (I'm still a member).

Later I joined Local 47 here In Los Angeles (I'm still a member).

The guidelines that you receive being a union musician are very important to let you know what agreement you are working under, casuals, sound recordings, live TV and motion pictures. Under all of those agreements there are Health & Welfare and pension payments for work that you have done.

In addition there is a great reuse arrangement that you receive through each year, also for work that you have done.

Union is the only way to go.

I have never done a non-union job.

*- Joe Soldo, Saxophonist/Music Contractor  
Member since 1975*

**What's your answer?**

Submit your **#WhyUnion?** photo and answer [here](#).



## Remembering Captain Greg Welch

One year ago, on July 7, 2020, our Local 47 family suffered the tragic loss of our beloved Captain Greg Welch. Captain Greg was a giant superhero of a man who had been a valued member of our union family since 2008. He was the warm, friendly figure who was the first to greet staff and members at our offices and downstairs in the rehearsal rooms.

On the one-year anniversary of Captain Greg's passing, Local 47 President Stephanie O'Keefe shared: "Remembering our friend today. While we may not have heard his voice for an entire year, his words — so kind, compassionate, and understanding — still echo in our hearts."

Later this year, when we reopen our doors to members, the rehearsal rooms will be officially dedicated as the Captain Greg Welch Rehearsal Facility.

## Limited Pressing Agreement Update

An update to our Limited Pressing Agreement has now been posted to the Sound Recording page of our website. You may download the revised agreement [here](#).



## Office Closures

Monday, September 6 - Labor Day

## Next General Membership Meeting

Monday, Oct. 25, 7:30 p.m.

Open to all members in good standing

## Executive Board Meetings

Tuesdays, 10 a.m.

Members welcome as observers

## New Member Orientation

Third Thursdays, 2 p.m.

*Please Note: While our offices remain closed due to COVID, meetings are currently held via Zoom unless otherwise stated.*

View our full calender @ [afm47.org/calendar](http://afm47.org/calendar)

# Local 47 Musicians Relief Fund

[afm47.org/relief](http://afm47.org/relief)

The Local 47 Musicians Relief Fund offers up to \$500 per member based on need. Applicants will need to provide bank statements and bills to receive payment. Please visit [afm47.org/relief](http://afm47.org/relief) to review eligibility guidelines and to apply.

## 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](mailto:bookkeeping@afm47.org)

## Member to Member UI Forum

*A place for CA musicians to ask questions and share tips on filing for unemployment insurance & PUA with the EDD*



**Every 1st & 3rd  
Wednesday  
1-3pm PT**

Questions about unemployment insurance and PUA? Join our Member-to-Member Zoom forums for musicians struggling through the often confusing process of filing for unemployment insurance and PUA with the state EDD office.

Led by the knowledgeable Blake Martin (member, Orange County AFM Local 7) and co-hosted by California AFM Locals 6, 7 and 47, these meetings are held the first and third Wednesdays of each month from 1-3 p.m. via Zoom.

Sign up to receive the Zoom link, and receive notifications of upcoming meetings, by sending an email to: [blakemartinmusic@gmail.com](mailto:blakemartinmusic@gmail.com)

For more information about how to file for UI or PUA with the California EDD, please visit our Musicians UI FAQ: [afm47.org/ui](http://afm47.org/ui)

## Coronavirus COVID-19

### Resources for Musicians

[afm47.org/covid19](http://afm47.org/covid19)

Find information about the Local 47 Relief Fund and other grants available for musicians, unemployment/ PUA news, community services, and more.

[afm47.org/covid19](http://afm47.org/covid19)



*Photo by Rimona Seay*

# Xtina Live With the LA Phil

On July 17, 2021, iconic singer Christina Aguilera (Xtina) joined forces with Gustavo Dudamel and the LA Phil Orchestra live on stage at the Hollywood Bowl.

The singer and songwriter has long been renowned for the power of her voice. She's racked up No. 1 singles on the Billboard Hot 100 in three straight decades — making her only the fourth female artist to do so — and she's won six Grammy Awards, including one Latin Grammy.

There's only one thing this powerhouse entertainer hadn't done: perform an entire concert live with orchestra. With the Los Angeles Philharmonic this July, this marked another milestone in her storied career.



*Photo by Rimona Seay*

## On the Town



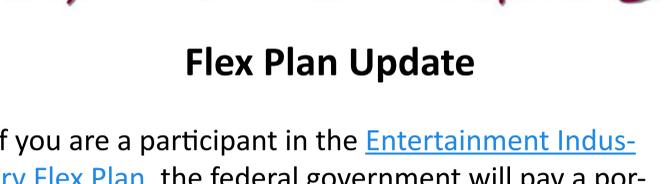
*Photo by Ellen Zuckerman/Hollywood Press Corps / Courtesy of Brandino*

# ‘The New Experience’ is Back!

After over 16 months of pandemic lockdown, The New Experience — the new band comprising AFM Local 47 members Robby Krieger (of The Doors fame) on guitar, Kevin Brandon “Brandino” on bass, and Ed Roth on keyboards and organ, with Franklin Vanderbilt III on drums — rocked downtown L.A.’s Seven Grand whiskey bar the evening of July 1.

“The late night downtown crowd had a great time and really enjoyed the band,” Dustin Brown reported in the Hollywood Press Corps. “We really look forward to the next concert from the new Experience.”

Read the full story and view more photos from the performance at [hollywoodpresscorps.com](https://hollywoodpresscorps.com).


 ENTERTAINMENT  
INDUSTRY **Flex Plan**
**Flex Plan Update**

If you are a participant in the [Entertainment Industry Flex Plan](#), the federal government will pay a portion of the premiums they are responsible for (either self-payments or pre-tax withholdings) for coverage from April 2021 through September 2021 if you meet the following conditions:

- You had a reduction in hours or lost employment (and it was involuntary)
- You are not eligible for other group health plan coverage
- You are not eligible for Medicare

If you qualify, the Federal Government will cover your entire cost of insurance premiums, less any employer payments on your behalf. You only have 60 days to apply after the original notice provided by the Flex Plan. Apply by logging in to your Flex Plan member account [here](#). If you have questions, please call Flex Plan Member Services at 323.993.8888.

*This monthly column is your one-stop-shop for information about all the benefits provided by your union membership. Got a question? [Ask us](#) to have the answer featured here.*

## Your Health Care & Pension Benefits at a Glance

### HEALTH CARE BENEFITS

#### PROFESSIONAL MUSICIANS LOCAL 47 AND EMPLOYERS HEALTH & WELFARE FUND

The Professional Musicians Local 47 and Employers Health & Welfare Fund is administered by PacFed Benefit Administrators. AFM Local 47 negotiates benefits on behalf of our members. The Health & Welfare Trust provides medical, dental, vision, chiropractic, acupuncture, prescription drugs and life insurance to musicians who qualify for benefits based upon contributions received on their behalf in accordance with Local 47 and AFM contracts and collective bargaining agreements.

#### Eligibility

Eligibility for enrollment in the Health & Welfare Fund is based upon contributions the Fund receives on musicians' behalf from Participating Employers. A Participating Employer, or an Employers' Payroll Designee, has entered into a Collective Bargaining Agreement (CBA) with the Union which calls for contributions to come to the Health & Welfare Fund. All contributions must come from a Participating Employer; musicians may not "self-pay" into the Health & Welfare Fund.

#### Coverage

A musician may qualify at one of three levels: Level A (\$1,500+ contribution), Level B (\$1,200-\$1,499 contribution), and Level C (\$700-\$1,199 contribution). Currently the Health & Welfare Fund has contracted with the following benefit providers: Blue Shield, Kaiser Permanente, Landmark Healthplan, Delta Dental, MES Vision underwritten by Gerber Life, and the Prudential Insurance Company of America ("Prudential Life"). To review the Summary Plan Description (SPD), please click [here](#). Any questions regarding a participant or dependent's eligibility and coverage should be directed to the Health & Welfare Fund.

#### Contact

The Health & Welfare Fund staff can help you with enrollment, coverage and HMO claims. The Health & Welfare Member Services department is available Monday through Friday, 8:30 a.m. to 5 p.m. at 1-800-753-0222 or by email at [musicians@pacfed.com](mailto:musicians@pacfed.com).

Website: [pacfed-musicians.com](http://pacfed-musicians.com)

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#### ENTERTAINMENT INDUSTRY FLEX PLAN

The Entertainment industry Flex Plan is an employee benefit plan which combines both Employer Contributions and Employee Contributions to fund benefits including medical, dental, vision, disability, group term life insurance, and dependent care assistance for union members working in Motion Picture and Television. The Flex Plan was established in 1985 to provide Health and related benefits for "Daily-Hire" Union employees working under Collective Bargaining Agreements in the Entertainment Industry.

#### Eligibility

The Flex Plan covers each person who is employed by an Employer who has entered into a Collective Bargaining Agreement (CBA) with a Local Union providing for Employer Contributions to the Flex Plan. If you are unsure if a specific employer participates in the Flex Plan, contact the Flex Plan. For a complete summary of benefits and information on Employer contributions and Employee contributions, view the Flex Plan Summary Plan Description (SPD).

#### Coverage

The Plan offers a flexible "cafeteria style" benefit option list in which you design your individual plan according to your needs. If you elect coverage from the Flex Plan Providers, the Flex Plan will make monthly premium payments on your behalf to the carrier(s) you select (provided your account balance is sufficient to pay all of the premiums). Please refer to the Flex Plan Summary of Benefits for descriptions and monthly costs of the coverages offered. If you do not have sufficient funds in your account to pay your premiums, the Flex Plan allows you to "self-pay" the necessary premiums for a period of 12 months.

#### Contact

Call the Flex Plan Member Services Department at 888.353.9401 (Monday through Friday) between 7:30 a.m. and 5 p.m. (PT). You may also contact the Flex Plan electronically here. Website: [flexplan.com](http://flexplan.com)

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#### SELF-PAY HEALTH CARE

If a musician does not qualify for coverage under the Health & Welfare Fund or the Flex Plan, Covered California offers individuals and small businesses residing in California to purchase private health insurance coverage at federally subsidized rates. For information about coverage outside of California, visit [healthcare.gov](http://healthcare.gov). AFM Local 47 members may also contact Mark Cormany of French Cormany Insurance Services at 949.975.1155.

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### PENSION

#### AMERICAN FEDERATION OF MUSICIANS & EMPLOYERS' PENSION FUND (AFM-EPF)

One of the most important benefits your job provides you with is the ability to receive pension benefits when you retire. Even though you can collect Social Security at retirement, your retirement years will be more financially secure if you also receive pension benefits. The American Federation of Musicians and Employers' Pension Fund (AFM-EPF) is a defined benefit multi-employer pension plan for members of the American Federation of Musicians.

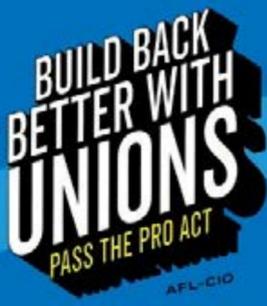
Under a collective bargaining agreement with the AFM and its Local unions, or other written agreement acceptable to the Board of Trustees, your employer has agreed to make contributions to a pension fund to provide pension benefits to you and other employees working as musicians. The Pension Fund is operated by the AFM-EPF Board of Trustees, which consists of an equal number of Federation Trustees and Employer Trustees.

You should keep in mind that you are not guaranteed a pension just because a pension fund has been established to which your employer contributes. The Pension Fund has rules about how you begin to participate, how can you earn a right to your pension, how much you might receive and when you can start getting payments, what happens to your pension if you die before or after retirement, and many other issues. For more information, please contact the Pension Fund office.

#### Contact

If you have any questions about your pension, contact the AFM-EPF Office at 800.833.8065.

Website: [afm-epf.org](http://afm-epf.org)



**PASS THE PRO ACT:**



**PROTECT WORKERS**



**PROTECT DEMOCRACY**

**ADD YOUR NAME**

## **Protect Workers. Protect Democracy. Pass the PRO Act!**

Workers' rights are under attack.

Our outdated labor laws have been chipped away and weakened by anti-worker legislators. Every day, we hear about corporations openly union-busting and retaliating against workers without consequence.

That's why we need the Protecting the Right to Organize (PRO) Act, the labor law reform we need to protect workers and unions. If it passes, it would:

- Empower workers to form unions and bargain over wages and work conditions
- Hold corporations accountable for union-busting
- Repeal “right to work” laws, which were created during the Jim Crow era to divide Black and White workers
- Strong unions mean higher wages, safer working conditions and dignity for all people who work. Passing the PRO Act is our first step to getting there

Whether your senators support the PRO Act or not, help us keep up the pressure and make it clear to them that the PRO Act is a priority for working people. Add your name today.

[\*\*Add Your Name Here\*\*](#)

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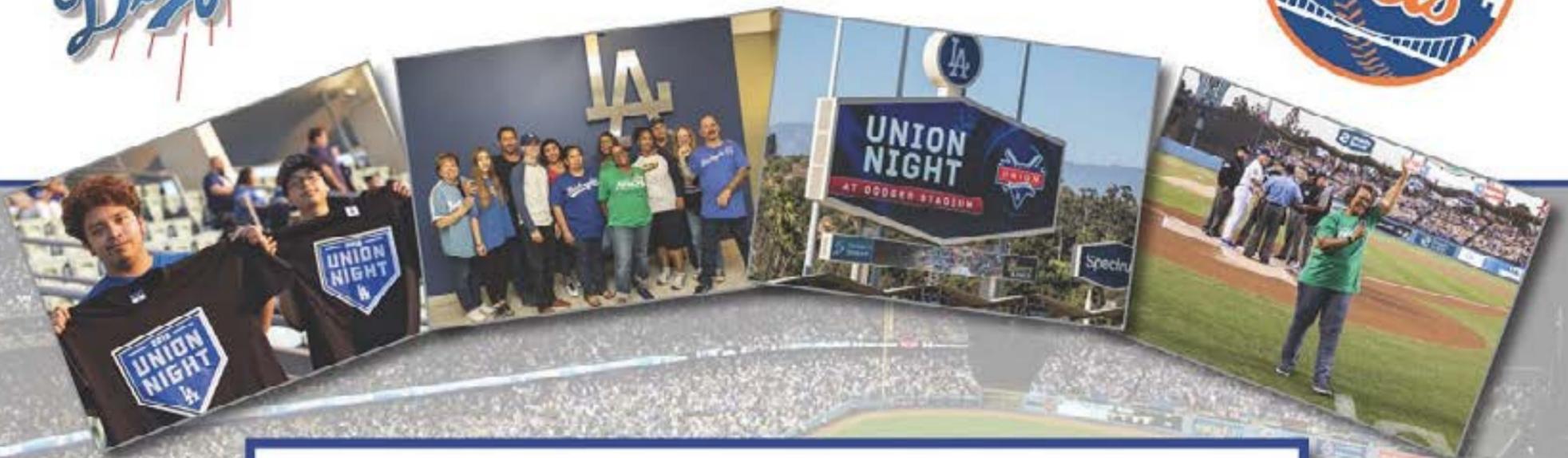


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## Final Notes



### In Memoriam

**Marian L. Wilson**

Life Member. Violin

12/7/1924 - 1/27/2021

Survived by brother

Send your Final Notes remembrances using our online submissions form at [afm47.org/overture](http://afm47.org/overture)

or you may send to:

[overture@afm47.org](mailto:overture@afm47.org)

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# Letters



*Send in your Letters to the Editor:*

*[overture@afm47.org](mailto:overture@afm47.org)*

*3220 Winona Ave.*

*Burbank CA 91504*

*Please keep within a maximum of 400 words.  
For full submission guidelines, please [click here](#).*

## 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](http://afm47.org/dues)

## Dues Schedule

***NOTE: We are extending our pandemic waiver of the \$75 reinstatement fee until further notice. Members wishing to reinstate membership may do so without paying the \$75 penalty.***

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 (*currently waived due to COVID waiver*). **Payment 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 (*currently waived due to COVID waiver*). **Payment 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 (*currently waived due to COVID waiver*).

## 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 of \$75 is currently waived due to COVID waiver.*)

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](mailto: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.

Members may download the rebate form from the international AFM website [here](http://afm.org) (afm.org login required; locate the rebate form under "Miscellaneous" in the Document Library).

## 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.*

## Do Not Work For...

The list published at [afm47.org/donotworkfor.html](http://afm47.org/donotworkfor.html) 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 323.993.3181.

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

## Job Postings

- ADVERTISEMENT -

# Inglewood Unified School District Seeks High School Music Teacher

Job Description: Under direction, teach and instruct pupils in grades 9 through 12 in secondary academic subject matter, social, behavioral, and other educational skill areas; plan, develop, organize, and conduct a comprehensive educational program for secondary level pupils; assist upper secondary level pupils in making appropriate life style adjustments, and in the determination of career and vocational choices; perform other related functions as required.

See the full job posting [here](#).

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