

# Overture

online

★ HAPPY **LABOR** DAY ★

**“IF WE DON’T HAVE WORKERS ORGANIZED INTO LABOR UNIONS, WE’RE IN GREAT PERIL OF LOSING OUR DEMOCRACY.”**  
– DOLORES HUERTA

**“IT IS ONE OF THE CHARACTERISTICS OF A FREE AND DEMOCRATIC NATION THAT IT HAVE FREE AND INDEPENDENT LABOR UNIONS.”** – FRANKLIN D. ROOSEVELT

**“CAPITAL IS ONLY THE FRUIT OF LABOR, AND COULD NEVER HAVE EXISTED IF LABOR HAD NOT FIRST EXISTED. LABOR IS THE SUPERIOR OF CAPITAL, AND DESERVES MUCH THE HIGHER CONSIDERATION.”** – ABRAHAM LINCOLN

**“JOIN THE UNION, GIRLS, AND TOGETHER SAY: EQUAL PAY FOR EQUAL WORK.”**  
– SUSAN B. ANTHONY

**“IF CAPITALISM IS FAIR THEN UNIONISM MUST BE. IF MEN AND WOMEN HAVE A RIGHT TO CAPITALIZE THEIR IDEAS AND THE RESOURCES OF THEIR COUNTRY, THEN THAT IMPLIES THE RIGHT OF MEN AND WOMEN TO CAPITALIZE THEIR LABOR.”** – FRANK LLOYD WRIGHT

**“ONLY A FOOL WOULD TRY TO DEPRIVE WORKING MEN AND WOMEN OF THE RIGHT TO JOIN THE UNION OF THEIR CHOICE.”**  
– DWIGHT D. EISENHOWER

# Overture

online

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American Federation of Musicians Local 47 -

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**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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# DO WE HAVE ROYALTIES FOR YOU?



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



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# President Stephanie O'Keefe



“Labor Day marks a new epoch in the annals of human history,” wrote Samuel Gompers, president of the American Federation of Labor, in the New York Times in 1910. “Among all the festive days of the year...there is not one which stands so conspicuously for social advancement of the common people as the first Monday in September.”

It is important to remember what life was like for working people prior to the labor movement. Working conditions were often, by today’s standards, inhumane — factories were dangerous, often unsanitary, and employers expected workers to regularly put in 12-hour days, with few breaks. Child labor was acceptable and, for the employer, quite profitable.

To quote former President Barack Obama, “It was the labor movement that helped secure so much of what we take for granted today. The 40-hour work week, the minimum wage, family leave, health insurance, Social Security, Medicare, retirement plans. The cornerstones of the middle-class security all bear the union label.”

What does this mean for our profession?

First and foremost, unionization and collective bargaining have brought us agreements that provide a living wage, health insurance, and retirement. Breaks, overtime, additional compensation for doubles, the recording of live engagements for broadcast — all of these contingencies, and more, are recognized and covered. And in the studio, our agreements not only provide wages and benefits for musicians during the recording process, but also the guarantee that our music, once recorded, will not be repackaged and resold without musicians receiving additional compensation.

And what if compensation is not forthcoming? Again, we see the power of organized labor, for when employers do not pay musicians or fail to pay them per the agreement, the union steps in to secure the correct payment of wages and benefits.

While I am aware of the many challenges we face, the fact that we are organized and that we are a Union of professional musicians, standing together, gives us an advantage we must never take for granted.

“With all their faults, trade unions have done more for humanity than any other organization of men that ever existed. They have done more for decency, for honesty, for education, for the betterment of the race, for the developing of character in men (and women) than any other association.” – Clarence Darrow

In Solidarity,

Stephanie

## Vice President Rick Baptist



I was looking through a few of my older columns and I came across this column from the Spring of 2016.

The reason I wanted to reprint this particular column is because of the subject matter. I was talking about attending a special luncheon in honor of Vince De Rosa in honor of his 95th birthday. On Oct. 5, 2021, Vince will be 101 years old. I realized that if you read the last three lines of the column below, he has fulfilled his statement to all of us. Because of Covid restrictions he couldn't do it last year. Let's make it happen this year.

It is sad that Bob Pain and Phil Teele would not be able to attend, but would be there in spirit.

It truly was a magic day honoring a brilliant studio musician and a friend.

Life, laugh and love,

Rick

### **'Music Keeps Us Young'**

*(reprinted from Overture Magazine, Spring 2016)*

Wednesday, March 9, 2016, I was invited to a very special luncheon for the great Vince DeRosa at Vince's favorite Italian restaurant in Burbank, Tony's Bella Vista. I truly was honored to be invited. The other invitees besides Vince, who is 95 and a half, were Bob Bain, 92; Dick Nash, 88; Gene Cipriano, 84; and at the kids' table were David Duke, Phil Teele, Malcolm McNab, Gary Grant, Chuck Finley, Kevin Kaska, Alan Kaplan, Gus Klein and me.

It was amazing to sit in on their memories, reliving the tours, studio gigs and all the amazing jobs that they all played on. Vince truly was on cloud nine, very alert, joining in on the conversation and adding info that he recalled. Dick and Vince talked about their first movie together which was "Cleopatra" in 1963. The composer was Alex North and they all said how fantastic he was to work for and the respect that they all had for him was off the charts.

Cip started the conversation about Henry Mancini which immediately led to them talking about Vince's solo on "Days of Wine and Roses." Cip said they recorded about 10 takes and Vince never made a clam, and then he said "I don't think Vince made a clam in his entire career." With that being said, the whole room answered in unison: "Amen."

Dick Nash told a story about a young bass trombone player coming to him for lessons. Dick told the kid "I don't teach bass trombone," but the young student pleaded and Dick agreed. At that time Dick was on staff at Fox and the staff bass bone player was leaving, so Dick went to the contractor and told him he had to listen to this young guy play. The year was 1964 and the young player that got the gig was the great Phil Teele. Phil leaned over to me and said that the smartest thing he ever did was ask for a lesson.

Chuck started to tell stories of "Live From Studio 8H" in New York. They all jumped in with hilarious stories of the TV show, infamous for all the things that went before, during and after broadcast. I truly believe that if anyone had walked by the banquet room during that story, they would have guessed it was just high school or college kids laughing and recounting their pranks.

Sitting there I tried to do a little figuring about how many cumulative years of studio work that the 10 of us have done. I came up with a rough estimate of 600 years. I figured about 30,000 motion pictures, tens of thousands of radio and TV shows and at least that many record dates — just Gary, Chuck and Bob alone would be in the many thousands. Cip played on this year's 88th Oscar telecast. Cip has played on all but three shows since 1958; that is 55 Academy Awards, the most of any musician. Vince was next with 51, then Dick with 43, and me with 30. Six-hundred years of making amazing music that has been heard around the world. These musicians ARE the Hollywood Sound and they represent the legacy of every musician who came before them and who will follow after them.

The luncheon ended with Vince telling everybody that we will do this again on his 100th birthday and guys, I believe him.

Rick Baptist

## Secretary/Treasurer Danita Ng-Poss



*Photo by Mustafa Sayed*

My fellow musicians, it's hard to believe we are already going into the last month of the 3rd quarter of 2021. The Executive Board passed the 2021 Local 47 budget in early August. This budget contains funding for the completion of a new version of Local 47's computer database, Ensemble 2.0. Let me explain what this action means to you as a member of Local 47.

Many of you already know that Local 47's office operations currently use Ensemble 1.0, an extremely old and outdated database. Ensemble 1.0 has outlived its intended lifespan. Because for decades we have neglected to fully update our database system, we are now facing a ticking time bomb. Ensemble 1.0 will soon become completely obsolete because it will be unsupported by present-day computer operating systems.

Aside from its pending obsolescence, Ensemble 1.0's age means it is incredibly inefficient. Our staff spends countless hours on tasks that could and should be automated. Some examples:

- Staff must manually enter membership dues, work dues, and job report forms.
- Work dues statements must be generated manually to be sent to you.
- In order for you to see your statements online, once per day our staff must manually synchronize Ensemble to the website.
- When you make payments online, staff must manually post your payments in Ensemble and apply your payment to the jobs you worked.
- If members' work dues are late or a member makes a partial payment, we must go into each members' account and manually assign exactly how the payments are allocated to different jobs, past due fees, etc.

There are many working hours behind the scenes for all this administrative processing that you do not see and of which you may not be aware. Before I took office I certainly did not know all this. Even after 8 months as Secretary/Treasurer, I am still learning about new workarounds and manual techniques our staff uses to avoid the shortcomings of our current Ensemble software. As you can imagine, all of this consumes huge amounts of time, energy, and money while being prone to errors.

With the new budget we are moving full speed ahead on completion of Ensemble 2.0 and our new website portal. We are racing to complete the project before Ensemble 1.0 becomes obsolete. To reach that goal our IT personnel set a very aggressive timeline, and we are firing on all cylinders to meet it. It is my plan that you will see some major changes within a year. These changes should make it easier for you to use the Local 47 website, and new automation will greatly reduce the manual processing needed behind the scenes. We want technology that works for us, not us working for the technology.

Let me clarify a little about automation and how it will affect our staff. Automation does not mean we will not need our staff data analysts. It means that instead of spending so much of their time tediously entering data manually, the data analysts will be able to monitor, verify, and actually analyze the data in our system. This will make processing of your checks, work dues, and membership dues more efficient and accurate.

Local 47's unique Ensemble database software is the heartbeat of our administrative operation. Without Ensemble, Local 47 cannot track your membership dues, work dues, or paychecks. We cannot pay our bills or process anything for Local 47. In other words, we depend on Ensemble for our daily functions. Completing Ensemble 2.0 is essential to keep Local 47 operating for all of us.

I am pleased that our board has approved the funds to complete this project. Local 47 is heading in the right direction with the right IT person to see this through for us. The hard work begins now, and it will continue over the next year until we complete this task of bringing Local 47's administration processes into the 21st century.



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



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# HAPPY LABOR DAY

## Exploring the Role of Trailblazing Musicians Within the Labor Movement

Labor Day, celebrated the first Monday in September, is a creation of the labor movement and is dedicated to the social and economic achievements of American workers. It constitutes a yearly national tribute to the contributions workers have made to the strength, prosperity, and well-being of our country. This month we reflect upon some of the trailblazing musicians who led the way in labor equity and social justice.

### WOODY GUTHRIE

No folk singer-songwriter, is more inextricably linked to the music of hardship and protest than Woody Guthrie. Born in 1912 in Okemah, Oklahoma, he took to the road at the height of the Dust Bowl era, frequenting hobo and migrant camps on his way to California, where he first popularized his songs about the plight of Dust Bowl refugees.

With politically charged songs such as “(If You Ain’t Got the) Do Re Mi,” “Union Made,” “Tom Joad” (inspired by *The Grapes of Wrath*), and “This Land Is Your Land,” Guthrie became a mythic figure who continued his support of labour and radical politics (including his involvement with the Communist Party) long after most American intellectuals had abandoned them. In the process he became not only a catalyst for the folk music movement centred on New York City’s Greenwich Village in the 1940s and 1950s, with its strong association with leftist politics, but ultimately a role model for singer-songwriter Bob Dylan, who championed social protest in the early 1960s at the head of the folk music revival.

### JOAN BAEZ

Joan Baez was born in 1941 in New York and graduated high school in Palo Alto, California. Her family moved to Boston and by the late 1950s, and Baez was a regular at the famed folk venue, Club 47, in Cambridge.

As her music career expanded, Baez’s work as an activist grew significantly in the 1960s with her commitment to the civil rights and anti-war movements. She has channeled her activism into groups like Amnesty International, Circle of Life Foundation, Human Rights Watch, and Bread and Roses, founded by her late sister, Mimi. Baez co-founded the Institute for the Study of Nonviolence in the 1960s which still operates today as the Resource Center for Nonviolence.

Her seminal debut album of 1960 was honored by the National Academy of Recording Arts & Sciences in 2011, which inducted it into the Grammy Hall of Fame and subsequently by the Library of Congress in 2015, which selected it to be preserved in the National Recording Registry. That same year, Amnesty International bestowed its highest honor on Baez, the Ambassador of Conscience Award, in recognition of her exceptional leadership in the fight for human rights. In 2020, Baez was awarded the annual Woody Guthrie Prize in honor of her groundbreaking career and impact on humanitarian causes.

“As I have followed in the footsteps of Woody Guthrie, it has been my mission to use my music as a voice for those who cannot be heard or have been silenced by fear and powerlessness,” Baez said.

## #AFM47 Union Activist Spotlights

### BRUCE SPRINGSTEEN

“Unions have been the only powerful and effective voice working people have ever had in the history of this country,” says Bruce Springsteen. AKA “The Boss,” Springsteen has sung of the plight of working men and women throughout his career. In “Badlands,” he sings, “Working in the fields ’til you get your back burned, working ’neath the wheel ’til you get your facts learned,” in which he is essentially asking, why go to work each day for a pittance? Is it a search for sustenance, for honor, or is it a quest for a higher state of being? His song “Factory,” from “Darkness on the Edge of Town,” evokes the physical toll hard work can extract with an ominous foreboding of violence. And a good job is the underpinning for a happy life in “The River” — when there isn’t work, a life and a family can be torn asunder. “My Hometown,” the seventh single from 1984’s “Born in the U.S.A.,” is an ode the working man. A central tenet of the music of Springsteen is what happens to blue-collar laborers when manufacturing jobs leave. Springsteen doesn’t have the answer — many will say America has not come with an answer yet — still, the question ominously hangs.

### TOM MORELLO

Tom Morello is as well known for his heavy guitar riffs with Rage Against the Machine, Audioslave, Street Sweeper Social Club and his solo acoustic act The Nightwatchman as he is for fervent political activism. Co-founder of the political group Axis of Justice, whose declared purpose is “to bring together musicians, fans of music, and grassroots political organizations to fight for social justice together,” Morello has championed causes ranging from immigration reform and ending war to abolishing torture and the death penalty. Inspired by the labor struggles in Wisconsin, his 2011 “Union Town” EP aimed to invigorate listeners to stand up, get active and fight for the rights of workers, with 100% of proceeds from record sales going directly toward this cause. In 2015, labor movement leader Joe Hill was saluted on the 100th anniversary of his death at the Troubadour in West Hollywood with a gathering of musicians that spanned generations and genres for a salute to the tradition of social and political activism in popular music. Morello spearheaded the show that featured Joan Baez, Van Dyke Parks, Ziggy Marley, Rancid’s Tim Armstrong, Jill Sobule, the MC5’s Wayne Kramer and the Black Crowes’ Rich Robinson, among others.

*Do you know an #AFM47 member union activist ?*

Email [overture@afm47.org](mailto:overture@afm47.org) to nominate a member for

*a possible feature story.*



GMA3: Liz Shuler on Election and Vision

Like Comment Share

128 · 7 Comments · 4K Views

*In August, AFL-CIO President Liz Shuler joined “GMA3: What You Need To Know” to discuss her historic election and vision for building an inclusive labor movement. [Watch on YouTube](#)*

## Liz Shuler Named AFL-CIO President

On Aug. 20, 2021 the AFL-CIO Executive Council elected Liz Shuler, a visionary leader and longtime trade unionist, to serve as president of the federation of 56 unions and 12.5 million members. Shuler is the first woman to hold the office in the history of the labor federation.

The Executive Council also elected United Steelworkers (USW) International Vice President Fred Redmond to succeed Shuler as secretary-treasurer, the first African American to hold the number two office. Tefere Gebre will continue as executive vice president, rounding out the most diverse team of officers ever to lead the AFL-CIO.

The election of Shuler and Redmond comes after the unexpected and untimely passing of Richard Trumka, who served as AFL-CIO president from 2009 until his death on Aug. 5, capping a more than 50-year career of dedication to America’s unions and working people.

The American Federation of Musicians of the United States and Canada is saddened to learn of the death of AFL-CIO President Richard Trumka today.



Throughout his entire life, Rich Trumka fought hard to improve the lives of working people, not only in the United States, but around the world.

AFM sends its most sincere condolences to President Trumka’s family, his friends, and his extended AFL-CIO family. We will honor his legacy by continuing the fight for the dignity and justice professional musicians deserve, and for all working people, everywhere.

“I am humbled, honored and ready to guide this federation forward,” Shuler said after her election. “I believe in my bones the labor movement is the single greatest organized force for progress. This is a moment for us to lead societal transformations—to leverage our power to bring women and people of color from the margins to the center—at work, in our unions and in our economy, and to be the center of gravity for incubating new ideas that will unleash unprecedented union growth.”

We congratulate Liz Shuler and Fred Redmond on these new leadership roles, and look forward to working together to improve the lives of working people here in Los Angeles and throughout the nation.

### CONGRATULATIONS TO THE NEW LEADERSHIP TEAM OF THE AFL-CIO



LIZ SHULER  
PRESIDENT



FRED REDMOND  
SECRETARY-TREASURER



TEFERE GEBRE  
EXECUTIVE VICE PRESIDENT

AFL-CIO



# Vote NO on the Recall!

Why is voting **NO on the Recall** so important? What's at stake for all workers is decades of hard-won progress on increased pay, critical protections like paid sick leave and paid family leave, public education funding, child care and home care, the right to form unions, and so much more. Vote NO on the recall by Sept 14!

**Canvassing:** Play your part by reaching the voters of Los Angeles as the LA County Fed goes door-to-door to let them know that this recall is anti-worker.

**Phone Banking:** The LA County Fed will be phone banking on Tuesdays, Thursdays, and Saturdays.

[Click here to sign up for a 'NO on the Recall' event near you](#)

*AFM Local 47 is a member of the LA County Federation of Labor, AFL-CIO*



## Joni Mitchell to be Honored as 2022 MusiCares Person of the Year

Joni Mitchell has been chosen as the 2022 MusiCares® Person of the Year. A Life Member of AFM Local 47, the legendary artist is an eight-time GRAMMY® Award winner and 16-time GRAMMY Award nominee.

“We are so excited to bring together an amazing lineup of artists to celebrate the musical legacy of Joni Mitchell,” said Laura Segura, Executive Director of MusiCares. “She is being honored not only for her iconic music and lyrics, but for her trailblazing spirit and the inspiration she’s brought to so many artists.”

The MusiCares Person of the Year tribute ceremony is one of the most prestigious events held during GRAMMY Week. It includes a reception and silent auction, offering an exclusive selection of one-of-a-kind items for bidding guests, followed by a dinner and tribute concert, featuring renowned musicians and other artists paying tribute to Mitchell.

“I’m honored to be chosen as Person of the Year by this great charity,” said Mitchell, “I look forward to being part of this gala that will help MusiCares continue their inspired work in providing a support system for those in need.”

Proceeds from the event will provide essential support for MusiCares, the leading music charity providing music professionals health and human services across a spectrum of needs. The tribute will be held at the Los Angeles Convention Center on Sat, Jan. 29, 2022, two nights before the 64th Annual GRAMMY Awards.

As the industry heals from the recent pandemic and live music returns, so does the Person of the Year tribute. Since 1991, money raised from this gala goes toward MusiCares programs and services that assist the music community, including physical and mental health, addiction recovery, preventative clinics, unforeseen personal emergencies, and disaster relief. The safety of our honorees, guests, performers, and staff is our first priority. The event will follow all necessary COVID-19 precautions, safety guidelines and requirements set forth by health officials.

Mitchell joins a prestigious list of recent MusiCares Person of the Year honorees including Fleetwood Mac, Dolly Parton and the 2020 honorees, Aerosmith.

The event will be produced by the newly formed live event broadcast outfit Lewis & Clark, made up of Joe Lewis and R.A. Clark. Between the two of them, they’ve created broadcasts seen by millions for the Academy Awards, the GRAMMYS and the Super Bowl, and once-in-a-lifetime music tributes to the Beatles, Prince, Elton John, the Bee Gees, Stevie Wonder, and Motown.

Tables will be available for purchase on Sept. 8, 2021, 10 a.m. PT at [musicares.org/person-year](https://musicares.org/person-year). For more information about MusiCares Person of the Year, please visit [musicares.org](https://musicares.org) or email [personoftheyear@musicares.org](mailto:personoftheyear@musicares.org).



## Office Closures

Monday, Sept. 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

\* Currently on hiatus - for mail-in orientation  
please email [orientation@afm47.org](mailto:orientation@afm47.org) \*

*Please Note: While our offices remain closed due to Covid, meetings are currently held via Zoom*

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

## Member to Member EDD/UI Forum

*Share tips on filing  
for unemployment  
insurance & PUA  
for Musicians and  
Entertainment  
Workers*

California AFM Locals 6, 7 and 47 are hosting a series of Member-to-Member UI Zoom forums for musicians, led by the knowledgeable Blake Martin (member, Orange County AFM Local 7).

You are invited to join, ask questions, and share helpful tips about filing EDD claims directly with your colleagues about this often confusing process. 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)

### Upcoming meeting dates:

**Wednesday, Sept. 8, 1-3 p.m. PT**

**Wednesday, Sept. 22, 1-3 p.m. PT**

Read our FAQ on filing for Unemployment for Musicians at [afm47.org/ui](http://afm47.org/ui).

# Coronavirus COVID-19

## Resources for Musicians

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

## Membership Updates

Members may log in to the [members section at afm47.org](https://afm47.org) and navigate to the "Members-Only Scales and Documents" page to view Member Updates including Suspende/Expelled member lists, Hearing Representative reports to the Executive Board, and more.

## 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)

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

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

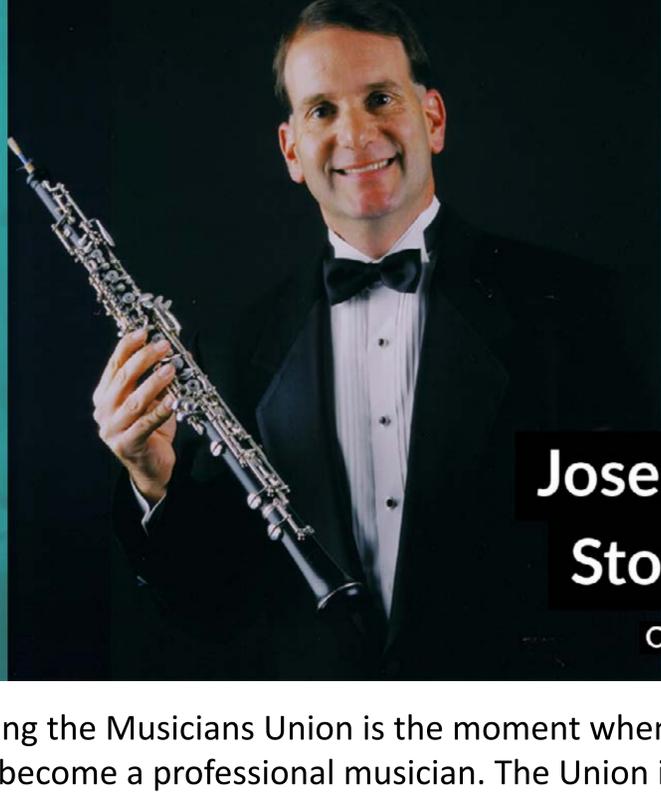
AFM Pension Fund (AFM-EPF) – (800) 833-8065

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

*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.*

**AFM LOCAL 47 #WhyUnion?**

**Joseph Stone**
**Oboist**

Joining the Musicians Union is the moment when you become a professional musician. The Union is your support team that helps to manage the business side of music making leaving you more time and energy to pursue your artistic and career success. Wages, working conditions, health insurance, pension, dispute resolution, and Intellectual Property Rights protection... there is no practical way a musician can enjoy all those benefits without the being a member of the Musicians' Union.

– **Joseph Stone, Oboist**

**Member since 1980**


**Robert Burns**
**Trumpeter**

It's important for musicians to have (legal) representation for matters that we ourselves can't or handle ourselves. Also all the other resources — e.g., contracts, education, directory of other musicians — are a must.

– **Robert Burns, Trumpet**

**Member since 1992**


**Mitch Glickman**
**Conductor/Composer**

Without the tremendous support of the Musicians Union, Local 47, the 68-member Symphonic Jazz Orchestra would not exist. The challenge of combining a symphony and a jazz band to perform newly commissioned music blending jazz, classical and other genres was met with the creation of a specially tailored CBA (Collective Bargaining Agreement). The Union's flexibility to work with our unique ensemble allows us to perform and record this special hybrid music with the finest musicians on the planet.

– **Mitch Glickman, Conductor/Composer**

**Member since 1984**


**Alex Iles**
**Trombonist**

The AFM represents the single most viable organization representing professional musicians of all genres and backgrounds to be treated fairly and to receive the benefits of collective bargaining.

The alternative is to essentially become pawns, each of us fending for ourselves, with nowhere to turn if we are hurt, treated unfairly on the job, or unpaid for our work.

Musicians all want to go to work, comforted by the thought there is a place with a team of fellow professionals with the resources to represent them to see they are treated professionally and fairly.

We need a place where we can turn to support each other as well as stand up for our profession.

Our past, present and future pay rates, working conditions, health insurance, and pension contributions would have not have existed (and will not exist) without us having a place to come together to make them happen.

The AFM is that place.

– **Alex Iles, Trombonist**

**Member since 1983**

**What's your answer?**

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



*Courtesy of LA Philharmonic Association*

## **LA Phil Association to Require Vaccinations to Attend Indoor Concerts**

### **Proof of Full Vaccination and Masks Will be Required to Enter LA Phil-Presented Concerts at Disney Hall Starting Oct. 9, 2021**

To enable the safest possible reopening for in-person indoor events, the Los Angeles Philharmonic Association will require proof of full vaccination for all audience members, staff and artists at LA Phil-presented concerts at Walt Disney Concert Hall beginning October 9, 2021. This policy will only be limited as required by law. The LA Phil will also follow the guidelines of the LA County Department of Public Health, which currently requires all persons to wear masks indoors.

Patrons must have received the final dose of a vaccine authorized by the World Health Organization (WHO) or the U.S. Food and Drug Administration (FDA) at least two weeks before entering Walt Disney Concert Hall for LA Phil-presented performances. Along with their ticket, attendees will need to bring a photo ID and either their physical vaccination card, a picture of their vaccination card or a digital vaccination record. All California residents may request a digital vaccination record at [MyVaccineRecord.cdph.ca.gov](https://MyVaccineRecord.cdph.ca.gov).

Current ticket holders who will not be fully vaccinated by the date of their planned visit may receive a credit to their account or request a full refund of the cost of their tickets. Subscribers who choose not to renew their tickets this season will have their seat locations retained and the opportunity to renew them for the 2022/23 season.

Because children under the age of 12 are not currently eligible to receive the vaccine, the LA Phil is canceling the first two programs in its Toyota Symphony for Youth series, including "The Composer is Dead" (October 30 and November 6) and Ellington's "Nutcracker" (December 4 and 11).

As soon as children under the age of 12 become eligible to receive a vaccine, fully vaccinated children will be welcomed back to LA Phil concerts at Walt Disney Concert Hall.

The new guidelines for Walt Disney Concert Hall do not impact the LA Phil's outdoor venues: the Hollywood Bowl and The Ford. Guidelines for visiting the Hollywood Bowl and The Ford can be found at [hollywoodbowl.com/safety](https://hollywoodbowl.com/safety) and [theford.com/safety](https://theford.com/safety).

For events that take place at Walt Disney Concert Hall that are not presented by the LA Phil, please refer to The Music Center's guidelines [here](#).

The LA Phil encourages everyone to get vaccinated against Covid-19 and to stay home if they feel sick or are experiencing Covid-19 symptoms. Vaccines are available for everyone age 12 and over. To find a vaccination center, visit the County of Los Angeles Public Health website [here](#).

*- via LA Philharmonic Association*



*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)

## In the Studio



Please note that all musicians working under the Sound Recording Labor Agreement, the Basic Theatrical Motion Picture Agreement, and the Basic Television Motion Picture Agreement are to receive double the Recording Musician's rate for ALL sessions for which they record remotely.

Despite a previous temporary application and interpretation of the relevant contract language, such temporary application and interpretation is no longer in effect.

If you are called for a session in which you are asked to perform alone and are told you will be receiving single scale, please contact my office immediately.

Thank you,

Stephanie O'Keefe  
President, AFM Local 47

## Open Mic

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](http://afm47.org/overture).



## **In Memoriam**

### **Ernie Ehrhardt**

Life Member. Cello  
8/8/1946 – 8/17/2021  
Survived by spouse

### **Kevin Hiatt**

Life Member. Composer  
7/7/1947 - 8/8/2021  
Survived by friends

### **Pearl Kaufman**

Life Member. Piano  
10/19/1931 - 8/1/2021  
Survived by children

### **Clarence McDonald**

Member. Keyboard  
2/24/1945 - 7/21/2021  
Survived by spouse

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

or you may send to:

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

Local 47 Overture Online  
3220 Winona Ave.  
Burbank CA 91504

## Final Notes



# Memorial Service: Ernie Ehrhardt

**Thursday, Sept. 9, 2021 – 10 a.m.**

Forest Lawn Glendale  
1712 S Glendale Ave  
Glendale 91205

~Reception to follow~

RSVP to Maureen Ehrhardt:  
[moeern@netscape.com](mailto:moeern@netscape.com)

## Final Notes



# **Ernie Ehrhardt**

Life Member. Cello  
8/8/1946 – 8/17/2021

*by Cecilia Tsan*

Requiescat in Pace, dear Ernie Ehrhardt! So sad to see how this terrible disease took you so fast. You've been my caring stand partner as Assistant Principal with the Long Beach Symphony for 20 years and 20 more before I joined as Principal. We shared so many great memories together and you always tried your best during rehearsals and concerts. Thanks for your dedication to the Orchestra, your sense of humor and your passion for music. You will be missed.



## Kevin Hiatt

Life Member. Composer

7/7/1947 - 8/8/2021

*by Carl Rigoli*

Kevin was a great musician, composer and friend. I had known him since 1970. I played drums and percussion in his rehearsal band and recording sessions that he composed and arranged for his musical projects.

Kevin was always considered one of the best big band jazz composers in Los Angeles. Many great jazz and studio players played his compositions. He was also a masterful copyist and proofreader for some of the top film composers.

Kevin was a kind and respectful gentleman. Goodbye old friend, and Rest In Peace.



# Clarence 'Mac' McDonald

Member. Keyboard

2/24/1945 – 7/21/2021

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*Music Industry Mourns the Loss of Keyboardist, Producer, Writer and Arranger Clarence "Mac" McDonald.*

*Musician who bridged genres and generations was known for work with Ray Charles, James Taylor, Bill Withers dies at the age of 76.*

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The family, friends and colleagues of Clarence McDonald are saddened to share the news of his passing on July 21, 2021. McDonald was born in Los Angeles at White Memorial Hospital on February 24, 1945. While music brought him around the world, Los Angeles remained his home where he resided in Toluca Lake. In 2013, McDonald moved to and resided in Las Vegas, NV until his death.

An exceptional talent in a league all his own, the Grammy-winning artist laid claim to a profound musical career spanning 50+ years. With commitment, intelligence, generosity, humility, and his signature groove, Clarence McDonald had a hand in creating some of the most memorable music since the late 1960s.

McDonald's production, writing and arranging credits include collaborations with The Emotions, Freddie Hubbard, Patti Labelle, Friends of Distinction, the 5th Dimension, Johnny Mathis, Billy Preston, Stanley Turrentine, the Whispers, the Memphis Horns, David T. Walker, Michael Lington, Euge Groove, Deniece Williams, Nancy Wilson and Bill Withers.

As a keyboardist comfortable playing all genres of music, McDonald recorded with a long list of music legends including Ray Charles, Ella Fitzgerald, Hall & Oates, the Jackson Five, Seals & Crofts, James Taylor, Marlena Shaw, Barbra Streisand, the Temptations, Al Wilson, Aretha Franklin, Tina Turner, Linda Ronstadt and Justin Timberlake among many others.

A highlight of his career was producing The Emotions Platinum Album "Rejoice" with Maurice White which included Billboard #1, Grammy-winning "Best of My Love." He made songwriting contributions to the Platinum album, "This is Niely" by Deniece Williams. He co-produced Bill Withers' Gold album, "Menagerie" including Billboard #1 "Lovely Day." He collaborated with Ray Charles on the album "Genius Loves Company" arranging and playing keyboards for the Grammy-winning song "Heaven Help Us All."

Clarence considered himself truly blessed with wonderful friends and mentors throughout his life. He was fortunate to have been guided and taught by many special people, including his father, Curtis McDonald; music legend, Ray Charles; piano legend, Eubie Blake; and singer, songwriter and minister, O.C. Smith.

With Clarence on his life's journey for the past 18 years, was his wife Susan McDonald. Susan was Clarence's best friend, constant companion, fierce advocate and dedicated partner.

We will always remember Clarence's wonderful talent, magnificent smile, modesty, quick wit and love of life. He touched not only all those he knew but also everyone who loved his musical genius.

The outpouring of love and support from friends, fans and the entire music community has been stirring and heartwarming.

"The thing that always remained consistent was the standard of excellence provided by Clarence McDonald." – *Sonny Burke, Pianist, Writer, Arranger, Musical Director for Smokey Robinson for 35 years*

"Producing fusion albums at RCA in the 1970s, I first had the fine pleasure of working with and getting to know Clarence McDonald, a very adept session keyboard player and arranger. We were close friends for the next 45 years, allowing me to appreciate his warmth, musicality and deep intelligence. This is a profound loss for me and music." – *Mike Lipskin, Jazz Pianist, Producer*

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McDonald was an Army veteran who served in the Vietnam War. He will be buried with full military honors. Memorial details to follow at a later date.

Contact information:

Susan McDonald / [musiclegacyCKM@gmail.com](mailto:musiclegacyCKM@gmail.com) /

818.974.3500

Website: [Clarencemcdonald.com](http://Clarencemcdonald.com)

# Letters



*We want to hear from you!*

*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.

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