

Overture



Happy Birthday to Us! 125 Years of Service and Progress

April 25: Membership Meeting/
Resolution to Amend the Bylaws

Spring Membership Drive:
Spread the Word!

Overture

online

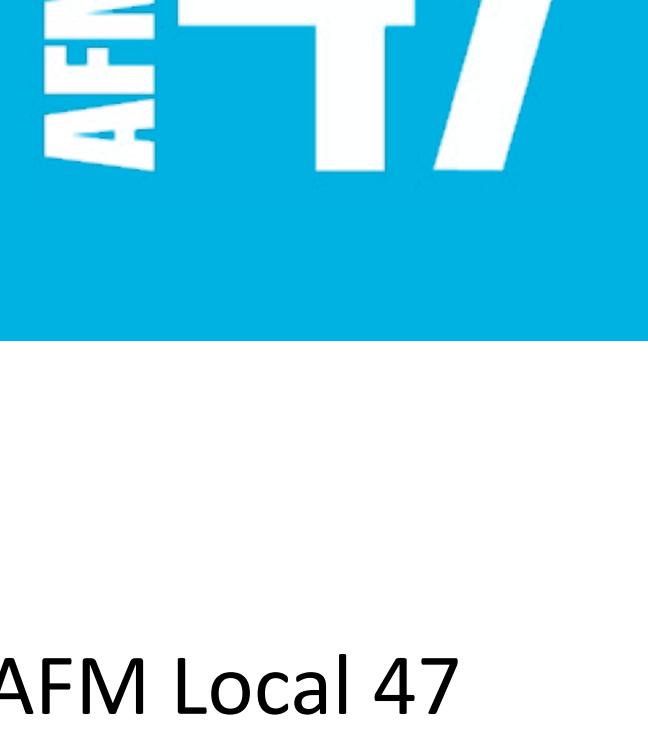
ISSN: 2379-1322

- Official monthly electronic magazine of the
American Federation of Musicians Local 47 -

Publisher: Editor: Danita Ng-Poss

AFM Local 47

3220 Winona Ave. Managing Editor /
Burbank CA 91504 Layout / Graphics /
323.462.2161 Advertising:
www.afm47.org Linda A. Rapka



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.

Additionally, officer reports will now be published quarterly, rather than monthly.

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 or call 323.462.2161.

Thank you!

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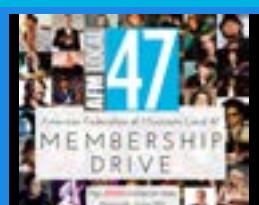
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Find Out If We Have Royalties For YOU
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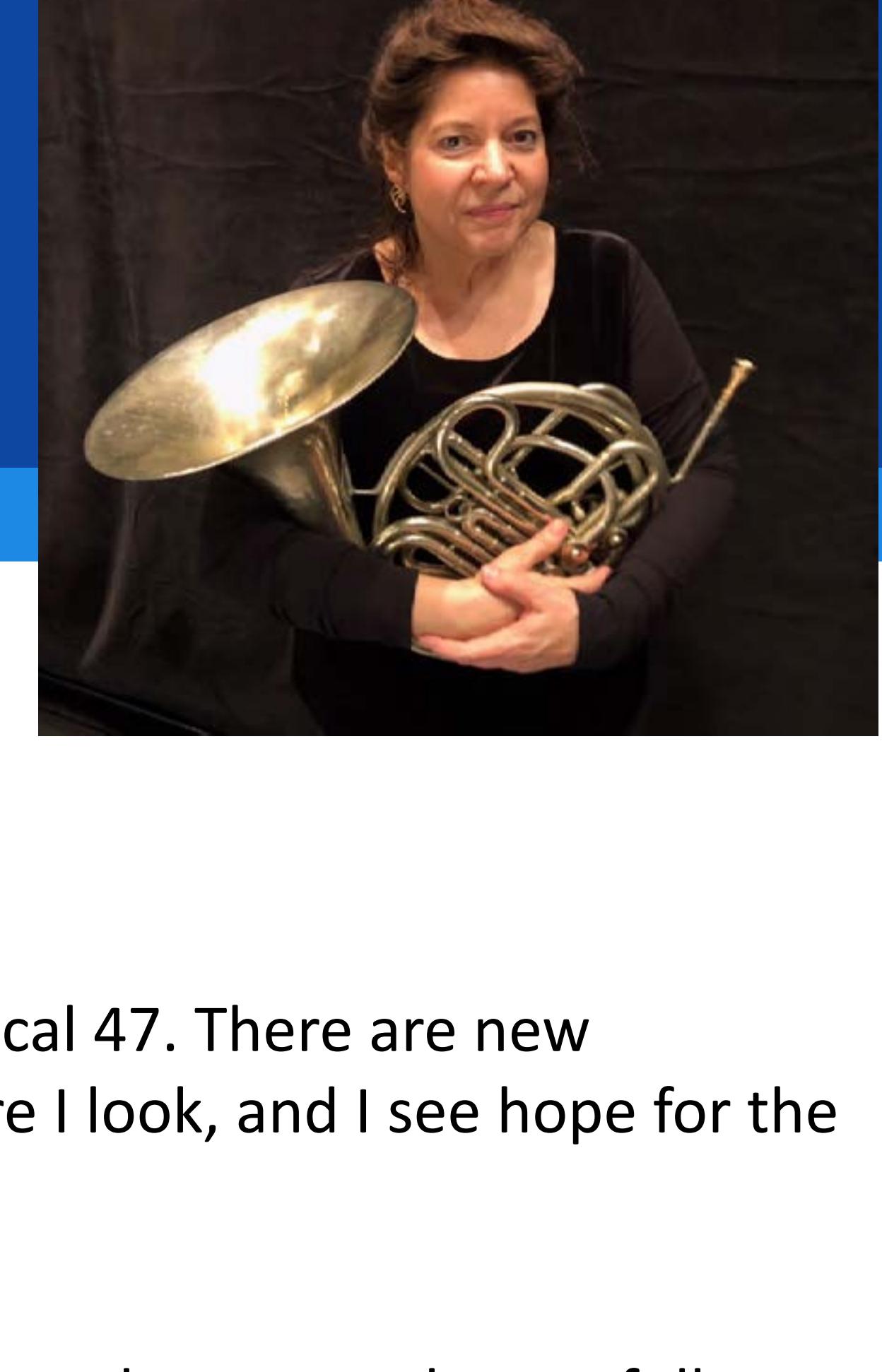


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President Stephanie O'Keefe



"Once there was a thing called Spring..."

- Lorenz Hart

Spring has come to Local 47. There are new beginnings everywhere I look, and I see hope for the future.

For the first time in several years, we have a fully staffed Electronic Media Division. As we have written in past communications, we now have three business representatives to assist you and to oversee and administer media agreements, so that you may be assured that you are being paid fairly and correctly.

We are so pleased to announce that one of those three representatives, Rebecca Gurnee, has now stepped forward to lead the Division, as the Electronic Media Division Administrator.

We have also created a new and improved Membership Department, headed by Amber O'Donnell, structured to serve you and to address your questions and concerns. We are happy to be connecting with new and continuing members and delivering a stellar level of service, tailored to your needs. Our new database, E2 — currently in its initial testing phase — will provide you with personalized online access to your account with a new and improved user interface.

In Live Performance, we have negotiated over 25 collective bargaining agreements in the last 15 months and are currently in negotiations with more than 20 employers. We are proud to have created agreements with several employers who are brand new to the AFM.

Our Data Entry Department is now well-staffed and busily processing contracts, wages, and benefits. And each and every B-form and steward report is reviewed by a business representative to ensure that you are being paid correctly every time you go to work.

As you likely know, in 2021, my office uncovered a pattern of incorrect payment for remotely recorded sessions, which is now being addressed by the Federation, as these contract violations involve national agreements. AFM International President Ray Hair is directly involved, as he mentioned in his [January 2022 column in the International Musician](#). And AFM Electronic Media Services Division Director Patrick Varriale recently sent a letter to members affected by these violations, reprinted elsewhere in this issue.

Lastly, I am exceptionally pleased to announce the reopening of our rehearsal rooms, on a limited basis, with full Covid protocols in place for your safety.

Are there no worries or concerns? Of course, there are.

Our profession is under siege by those who would steal our work and who tell us that our music should be free.

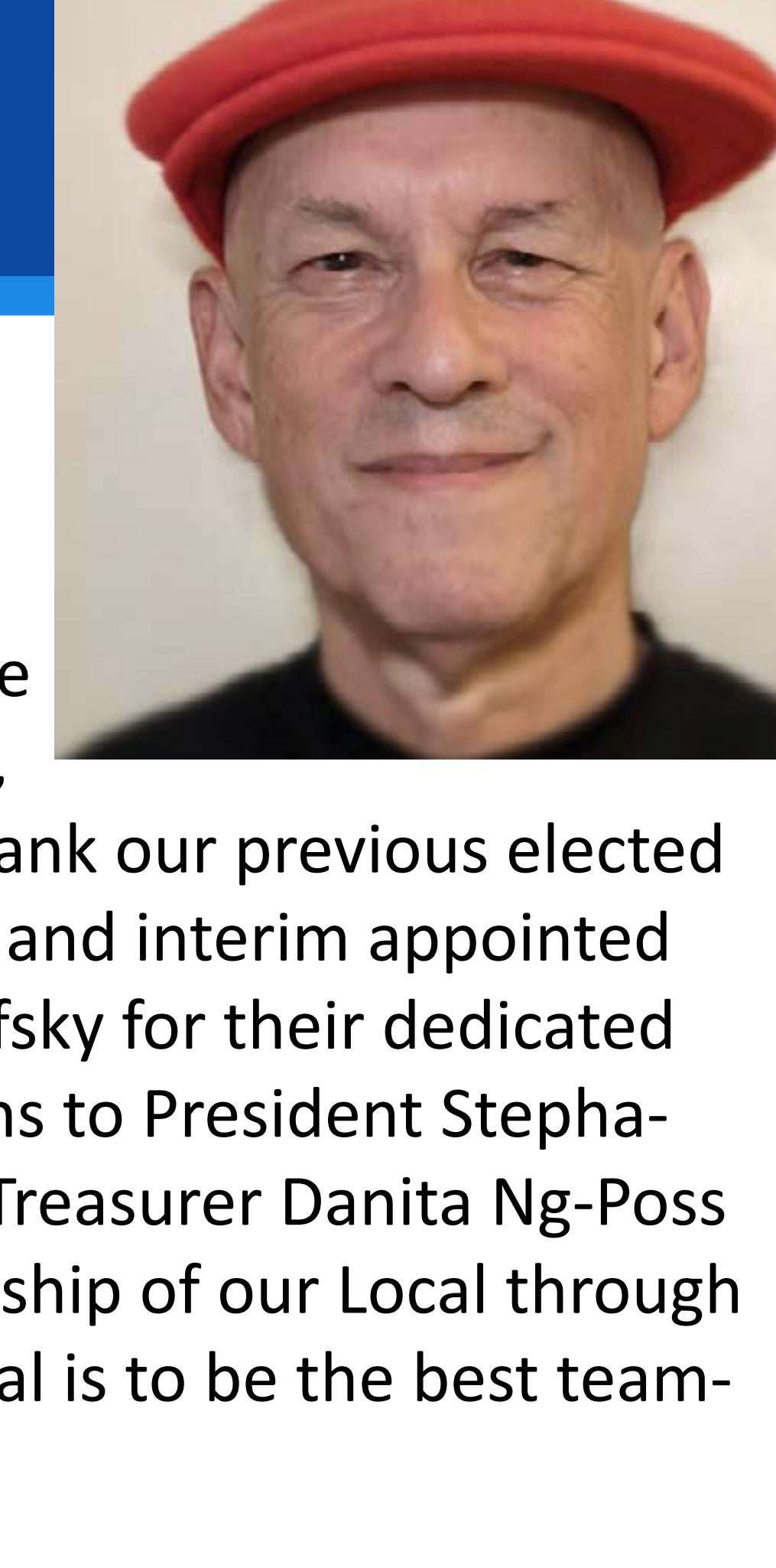
But I cannot help but think that it is we, the music makers, who will prevail. And their pitiful attempts to devalue our product and to convince us that they don't really need us are just that – pitiful.

The power is ours, for we create what they cannot.

Stephanie

Vice President Marc Sazer

It has been a brief two and a half months since I was elected to serve you as Local 47 Vice President. Before sharing my report with you, let me acknowledge and thank our previous elected Vice President Rick Baptist, and interim appointed Vice President Bonnie Janofsky for their dedicated service. And, congratulations to President Stephanie O'Keefe and Secretary/Treasurer Danita Ng-Poss for their successful stewardship of our Local through these difficult times. My goal is to be the best teammate possible.



There are so many different areas that fall within the Vice President's responsibilities. I have overseen a number of projects around our property already, from having a gate sensor installed so that the front gate will open automatically from the inside, to preparing bids on a new phone system, upgraded Wi-Fi, keeping our computers functional, and project managing the critical development of Ensemble 2, our future database system.

Late payments of earned wages have been a growing problem for many Local 47 musicians. Whereas working on, say a TV show used to mean that you waited at most 15 business days to get paid, it now often means months. It's not right for musicians to have to wait and wait to get paid for the work they've done, and we have moved on two different fronts. First, we have helped the AFM clarify how our contractual requirements are just like those of IATSE and SAG-AFTRA — prompt payment is required. Second, we have spent a great deal of time researching how we process forms and send checks out to members with an eye to efficiency. Our staff of data analysts and business reps is stellar, unbelievably dedicated and hard working. But our systems put them at a disadvantage compared to the way that SAG-AFTRA handles things, and we are diligently looking for better ways of meeting your goals — prompt, correct payment when you've already done the work.

An important concern has been the drive to reopen our rehearsal rooms. Our Executive Board has struggled with this at almost every meeting, and I have been active in taking the steps necessary to reopen. We are putting together a security plan, a COVID safety plan, and a new, online booking and payment system to facilitate a "soft" opening. I would personally like to thank all of you who have called and emailed about your desire to get back into the rooms to make music together — your voices are being heard!

This fall, thousands of musicians here in L.A., in New York, and elsewhere in the AFM, will be represented in negotiations with the major studios for our Motion Picture and TV Film contracts. The AFM worked with a rank-and-file committee to administer a comprehensive survey of affected musicians, and they expressed their needs clearly and definitively. Our job at Local 47 will be to support their campaign — this affects all musicians, whether we do that particular work or not. It affects our pension fund, the financial health of our Local and the AFM, our place in the labor movement, and the patterns that other musician contracts fall into. We need to help our musicians organize for progress.

Finally, our engagement with public legislative efforts is more than just theoretical.

Success in passage of the American Music Fairness Act will bring tens of millions of new dollars in domestic and foreign royalties for musicians who have played on records and other media; see afm.org/what-we-are-doing/american-music-first-act.

Local 47 has unanimously endorsed the Arts & Music Funding Initiative, joining a broad coalition of education and music leaders, including Dr. Dre, Issa Rae, Austin Beutner and others, to ensure that our children have access to quality music education — voteartsandminds.org.

And we will be helping our musicians pursue fairness in the administration of our California film/TV tax credits system. We just saw a major, big-budget Netflix film receive 20 million of our dollars — and take the scoring overseas. That's just wrong.

It is an honor to be able to make a contribution to our extraordinary community of musicians — our union is about you, by you, and not just for you — you are our union.

Secretary/Treasurer Danita Ng-Poss

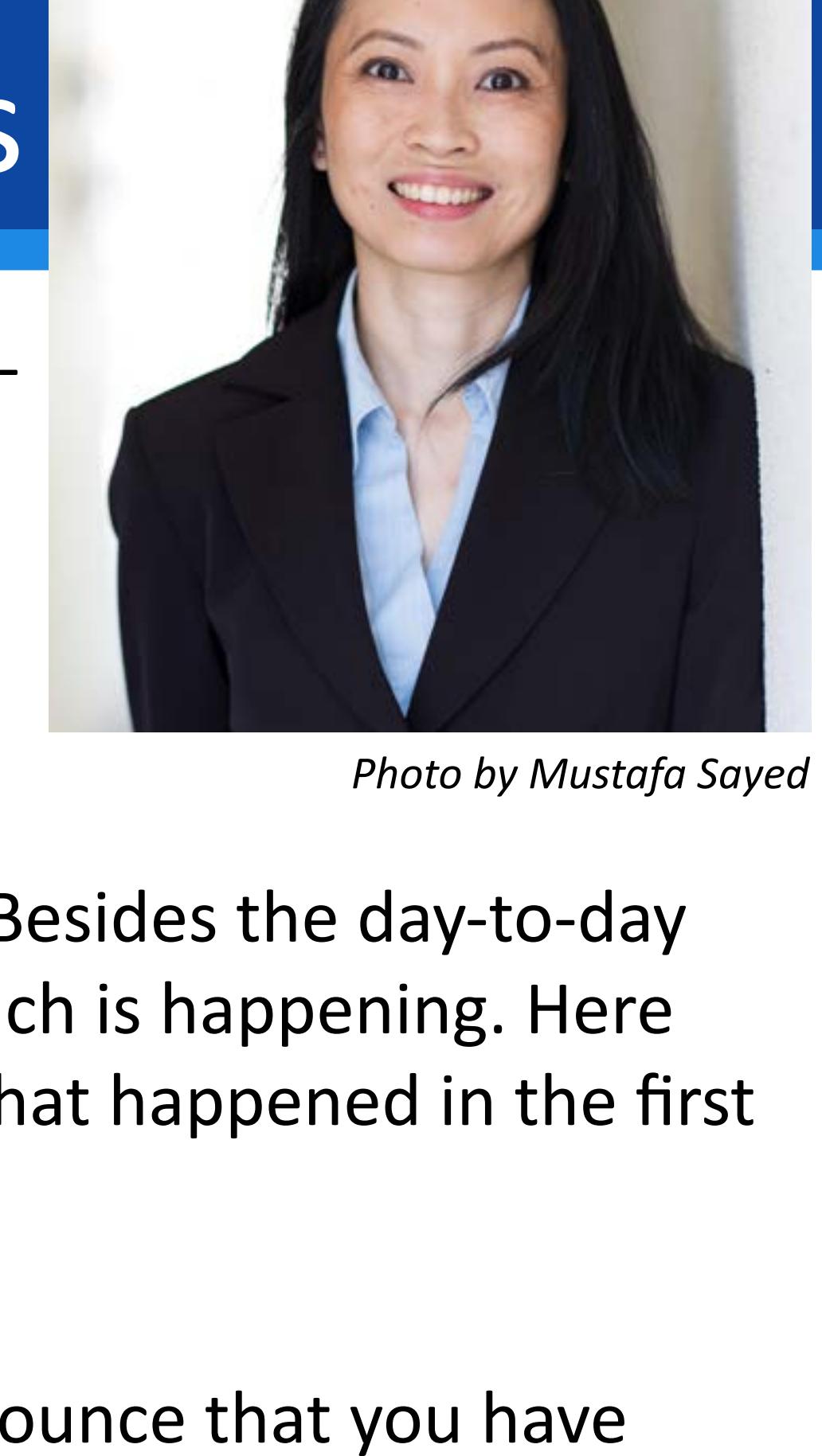


Photo by Mustafa Sayed

It has been a busy first quarter in the Local 47 Secretary/Treasurer office. 2022 already presented its set of unique challenges dealing with Omicron and the ever changing COVID protocols. Besides the day-to-day operations of the office, much is happening. Here are a few important items that happened in the first quarter.

First, we are pleased to announce that you have hired Amber O'Donnell in the Membership Department as Membership / Work Dues Specialist. She has been a great and a much needed addition to Local 47. She will be the person with whom you interact the most regarding membership and work dues issues. I urge you to welcome her by showing courtesy and professionalism in your communications. Please see the article about Amber in this month's Overture issue.

2020 Financial Reports for Local 47 and The Musicians' Club have also been completed. We will be signing an engagement letter with auditors Eide Bailly to complete the required 2022 federal LM2 report and 2021 Financial Reports for both Local 47 and Musicians Club. Your Secretary/Treasurer's office will be busy for the next few months with the auditing process for the LM2, 2022 budget, and the financial reports for 2021. LM2 was filed on March 30, 2022.

Our PPP loan forgiveness application was submitted on March 7, 2022. Over 300 pages of financial documents were submitted to support our application. We currently are waiting on the forgiveness status.

The Local 47 IT developer released Ensemble 2.0 alpha to staff for testing. The staff is testing daily for bugs so IT can make those fixes as Ensemble 2.0 is developed.

Local 47 filed Forms 410 and 460 for the Political Action Fund on January 6, 2022, as indicated in the Executive Board minutes dated February 1, 2022.

As we approach second quarter of 2022, I remind you to pay your membership dues, and do not let your membership go into suspension status. Your membership dues are approximately \$0.58 a day.

That is less than a cup of coffee. This is money you are investing in yourself. This money supports your CBAs and helps you to fight for your fair wages, safety, and dignity in your work. Keep that in mind the next time you make your membership dues payment.

It is an investment for your own future.

Along those lines; the next time you find yourself asking, "What is the union doing for me?" STOP.

Ask this instead:
"What am I doing for MY union?"

Remember, YOU are the union. YOU and your fellow musicians, working together for the benefit of all of us, is how we make our lives better. We must always be mindful of how we are helping each other, for we are helpless alone.

Our next General Membership meeting will be in person on Monday, April 25. Details of the meeting will be emailed and/or mailed to you, based on your notification choice. Be on a lookout for the notification. Please attend as attendance will be required to vote on some important issues that affect how your union operates for you. We will be voting on:

- Bylaw amendment resolution to change the biennial election cycle to a triennial election cycle
- Salary Review Board
- Election Board

Come to the meeting so you can decide the future of your union.



When the American Federation of Musicians was formed in October 1896, our organization here was among the first to seek membership therein, and under date of March 15, 1897, received its present charter which now hangs within the walls of our union hall.

AFM Local 47: 125 Years of Service and Progress

On March 15, 1897, AFM Local 47's charter and affiliation was approved by the American Federation of Musicians. This monumental day marked the end of a long struggle musicians in Los Angeles who tried, then failed, and ultimately succeeded in effectively organizing with the union we belong to today.

The first attempt to form a local of musicians in L.A. was made in 1888, when on April 1 the Los Angeles Musical Protective Association was founded. The Constitution adopted declared that "the object of this Association shall be to unite the musical profession for the protection and better regulation of its members, to promote the cultivation of the Art of Music." The Association had 64 members and soon after coming together became Local No. 19 of the National League of Musicians of the United States—then the National body. But, coming into existence right at the height of the "Great Boom" of 1885-1888, the endeavor to organize was not a success, and in 1891 the organization died of inanition. Thereafter conditions among musicians went from bad to worse and there seemed no remedy for the situation.

In 1894, the brick Union League building at the corner of 2nd and Main streets housed the first headquarters of the Los Angeles Musical Association, National League of Musicians Local 19.

In 1894, three principal orchestras — those of William Frank Arend, Adolf Lowinsky, and Schoneman & Blanchard (Harry H. Schoneman-Clarence W. Blanchard) — were contending for the "outside" business. The Los Angeles Military Band conducted by William D. Deeble was the one regular ensemble in the field of reed and brass music. There were three theaters in the city: the Grand Opera House, Burbank Theater, and Los Angeles Theater. Cafes that employed music were the Vienna Buffet, Royal Bakery, and the Palace Café. Admittedly the business was bad, for conditions were undesirable and wages low. During October of that year, Arend went among musicians with a paper which he asked them to sign agreeing to meet and form another Association for their mutual benefit. As a result, on Tuesday afternoon, Oct. 30, 1894, a considerable number of those signatory met together at the rooms of the Republican Club in the Rawson Block, a brick structure which stood on the southwest corner of Second and Main Streets. After deliberation it was decided to call the new organization the Los Angeles Musical Society. After a constitution and bylaws had been adopted, the name was changed to the Los Angeles Musical Association. Soon after it became affiliated with the National League of Musicians as Local No. 19.

Local 47 headquarters at 1417 1/2 Georgia St., Los Angeles, 1920s.

In the 1920s, the Local 47 union hall was located at 1417 1/2 Georgia St. in Los Angeles. The building also housed the International Brotherhood of Electrical Workers (IBEW) Local 83. In 1950, the union moved to a brand new building at 817 Vine Street in Hollywood. The structure was one of the final commissions of Gordon B. Kaufmann, who was the architect behind the Greystone Mansion in Beverly Hills, a 1930s-era section of the Los Angeles Times Mirror Square complex in Downtown, and Hollywood hotspots the Earl Carroll Theater and the Palladium. The Hollywood dedication ceremony took place Jan. 21, 1950 and featured appearances by Bob Hope, Bing Crosby, and Jimmy Durante.

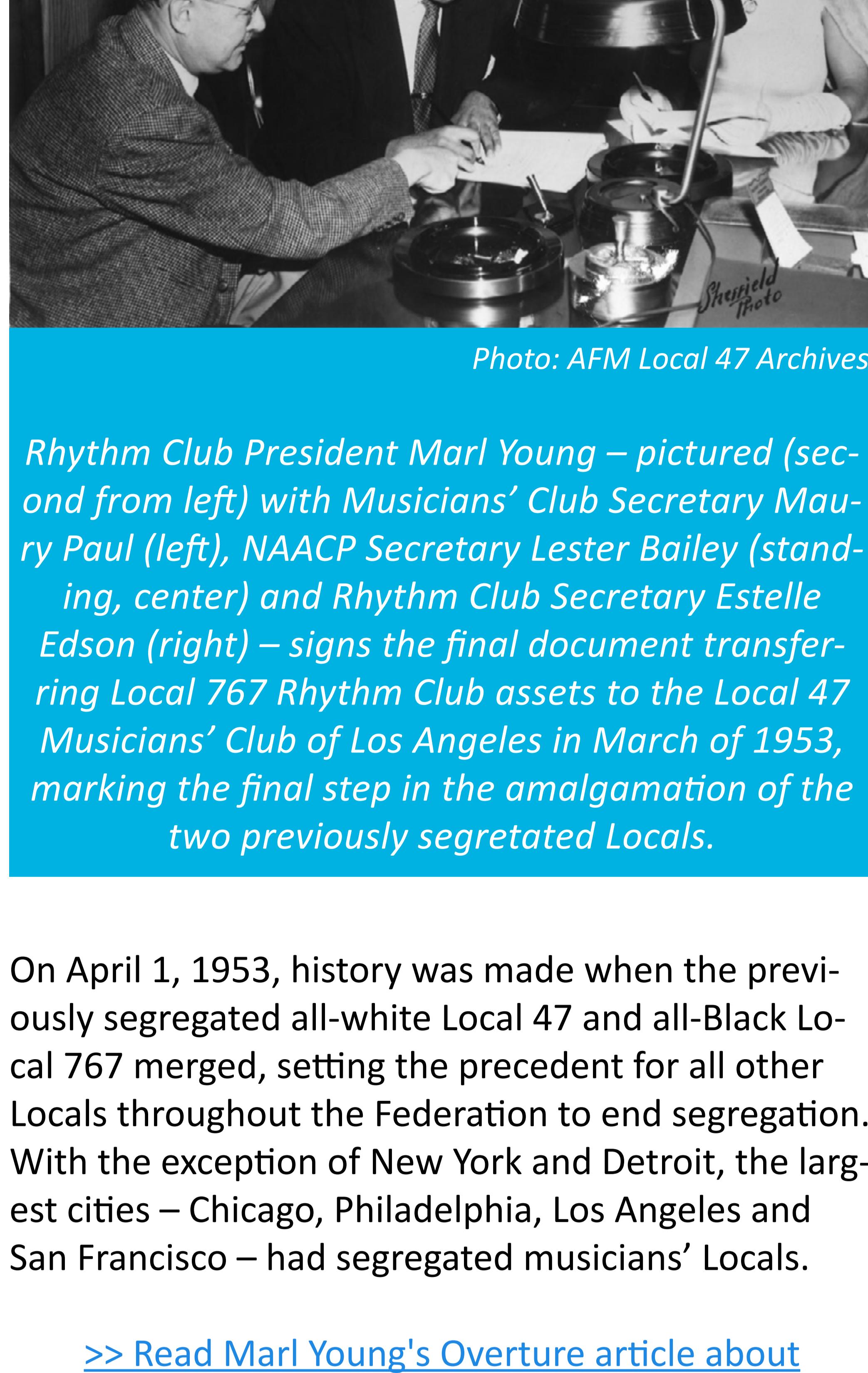
[>> Listen to the original 1950 grand opening radio broadcast](#)

Local 47 called 817 Vine St. in Hollywood home from January 1950 until July 2017.

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AFM Local 47: 125 Years of Service and Progress

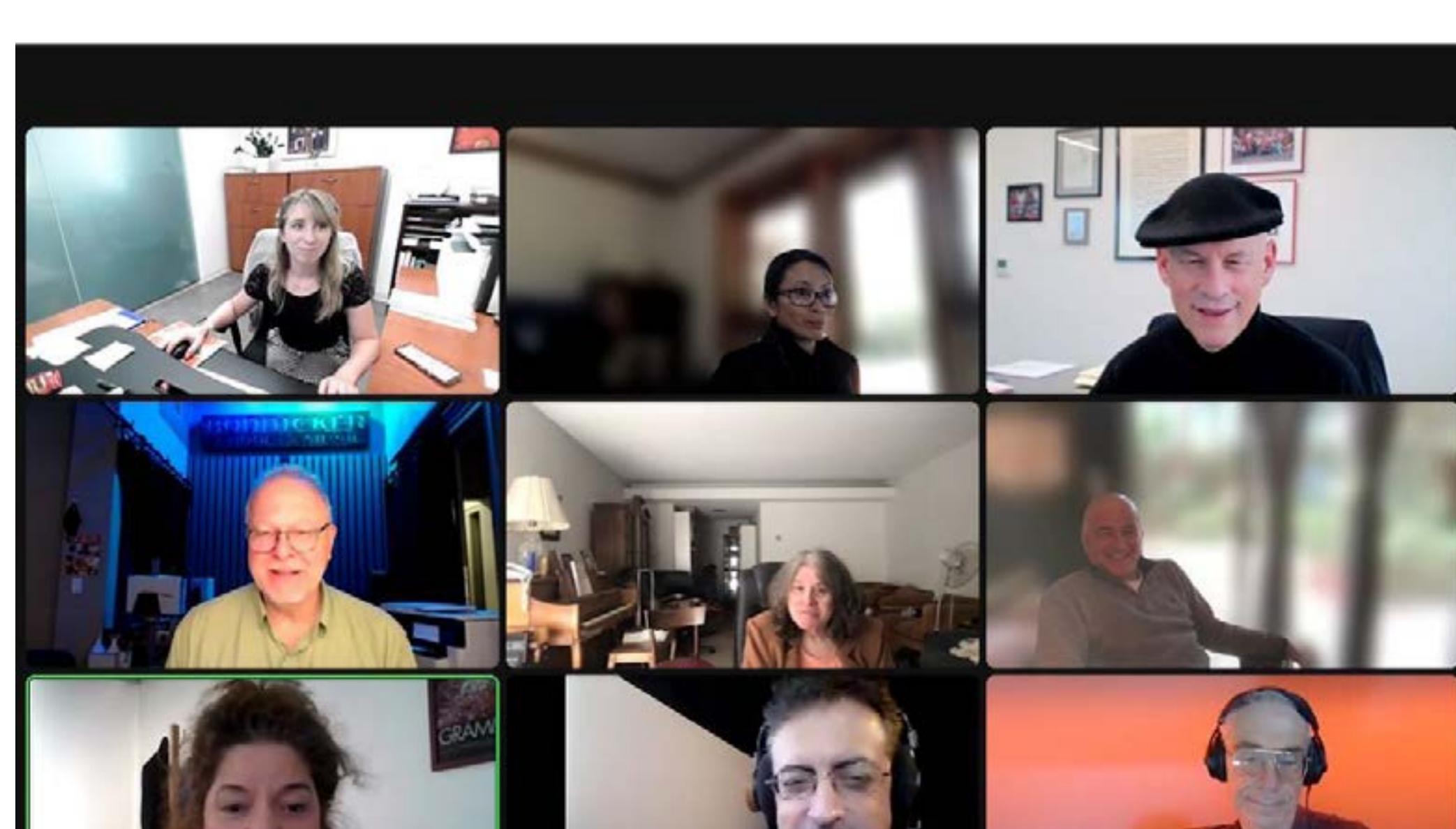


Rhythm Club President Marl Young – pictured (second from left) with Musicians' Club Secretary Mau-ry Paul (left), NAACP Secretary Lester Bailey (stand-ing, center) and Rhythm Club Secretary Estelle Edson (right) – signs the final document trans-fer-ring Local 767 Rhythm Club assets to the Local 47 Musicians' Club of Los Angeles in March of 1953, marking the final step in the amalgamation of the two previously segregated Locals.

On April 1, 1953, history was made when the previously segregated all-white Local 47 and all-Black Local 767 merged, setting the precedent for all other Locals throughout the Federation to end segregation. With the exception of New York and Detroit, the largest cities – Chicago, Philadelphia, Los Angeles and San Francisco – had segregated musicians' Locals.

[>> Read Marl Young's Overture article about the historic Local 47/676 amalgamation](#)

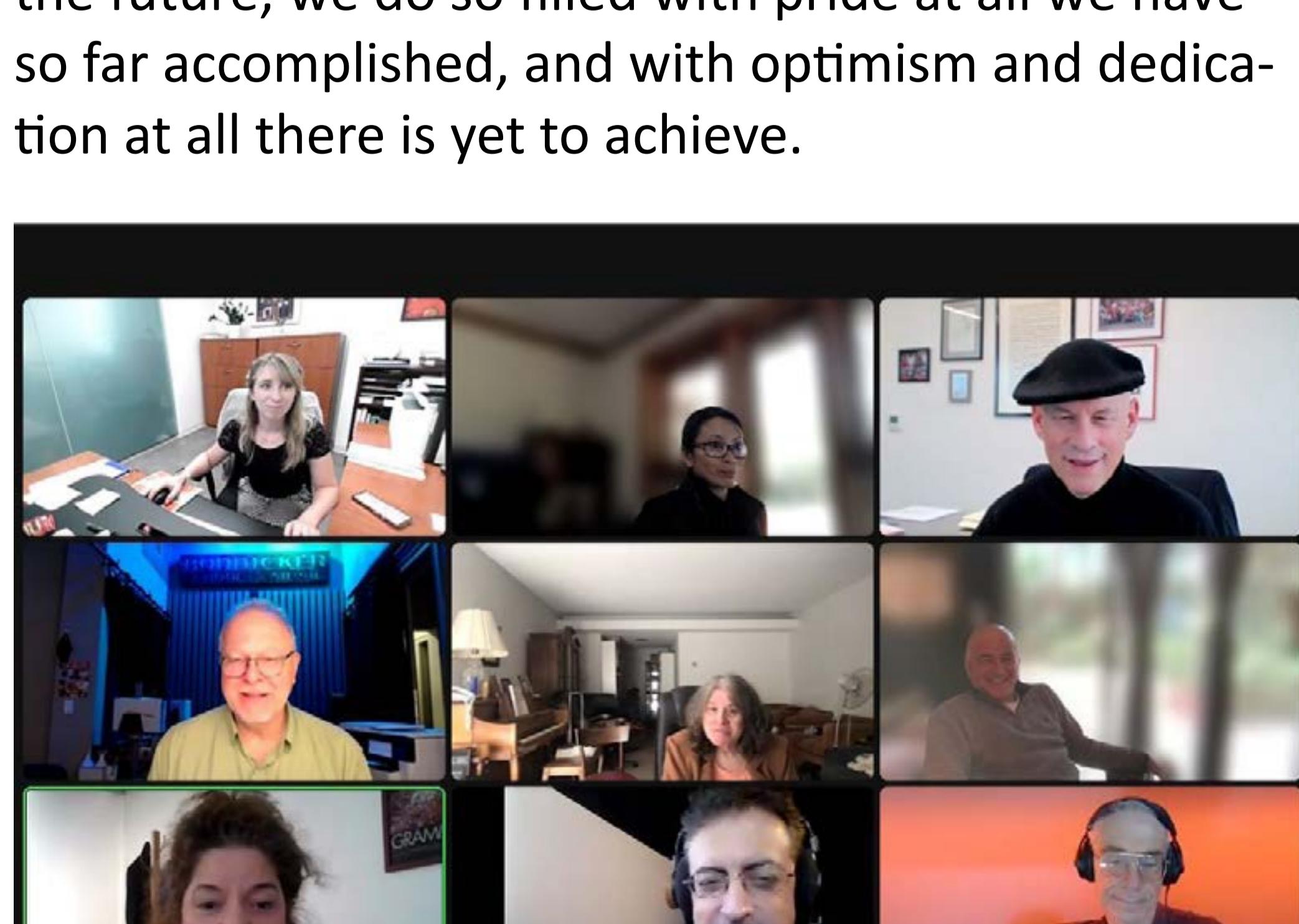
Throughout the years, Local 47 continued to push social barriers, markedly with the Local's elected leadership. In 1957, Marl Young became the first Black member of the Local 47 Board of Directors, remaining in this position for four years. In 1972, he again ran for and won a Board seat, and fulfilled his last term as Director of Local 47 in 2008. In 1984, Serena Kay Williams broke ground as our first woman titled officer when she was elected Secretary/Treasurer, a position she held until her retirement in 2007. In December 1998, Hal Espinosa was elected as Local 47's first Latino president, and in December 2014, John Acosta was elected the first president of Afro-Cuban and Puerto Rican descent. In December 2020, Stephanie O'Keefe made history by being elected the first woman president of our union. Additionally, Secretary/Treasurer Danita Ng-Poss became the first person of Asian descent to be elected to an executive office.



In 2017, via a mail referendum, members voted to approve the sale of the Local 47 Vine Street property and move our headquarters to Burbank. On July 17, 2017, we opened at our current location at 3220 Winona Ave. Our official grand opening dedication ceremony was held on May 21, 2018, where 300 musicians, dignitaries and friends turned out to commemorate and celebrate the new home of the Los Angeles musicians union.

[>> Read more about our Burbank Grand Opening Dedication Ceremony](#)

From our humble beginnings having formed with approximately 100 members, Local 47 today has grown the great body of over 5,000 members which includes musicians of all disciplines: orchestral, symphonic, theater, and recording. As we look toward the future, we do so filled with pride at all we have so far accomplished, and with optimism and dedication at all there is yet to achieve.



On March 15, 2022, the Local 47 Executive Board celebrated our union's 125th birthday during their weekly Zoom board meeting, and our office staff enjoyed a celebratory cake.



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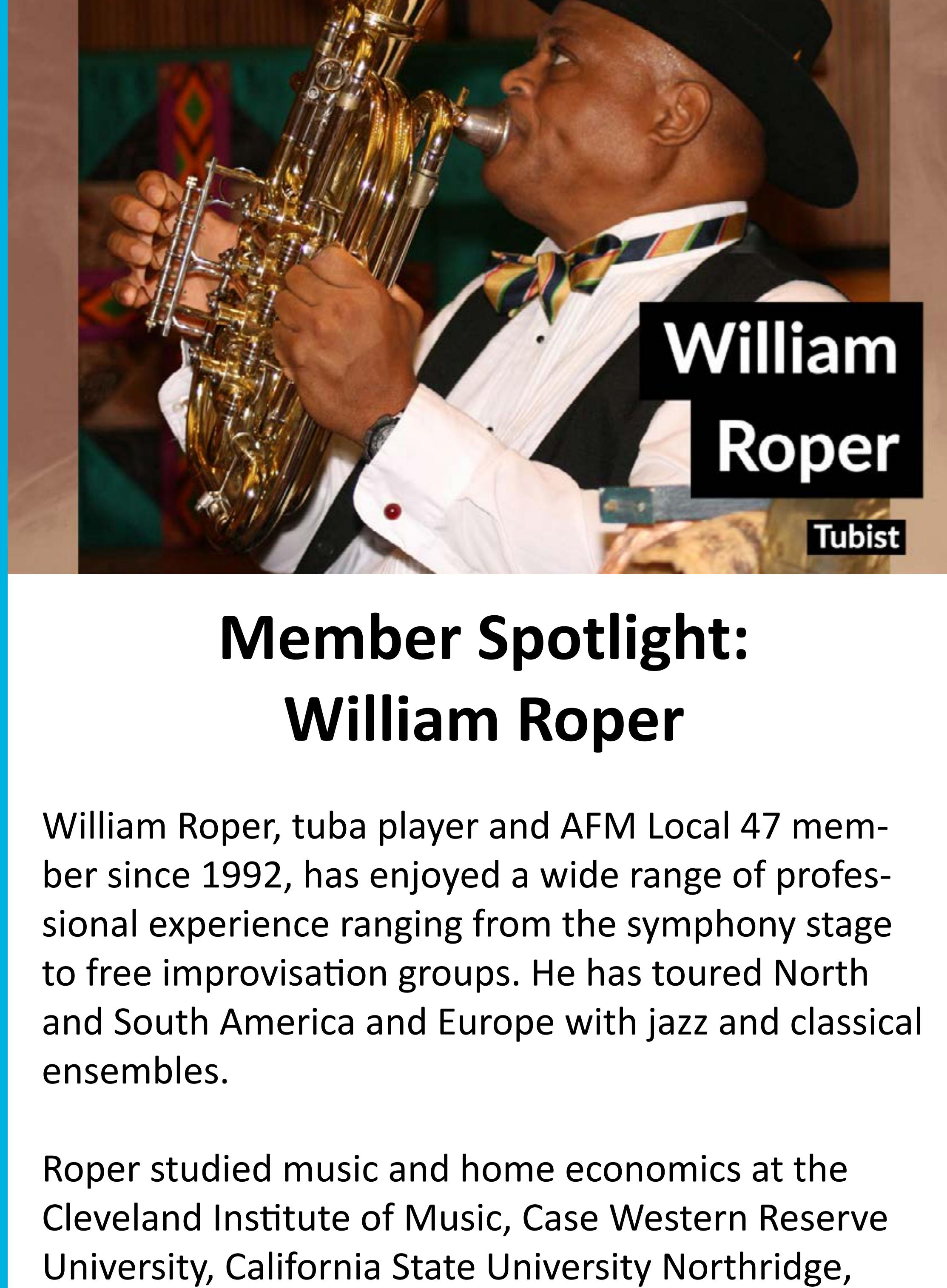
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**William
Roper**

Tubist

Member Spotlight: William Roper

William Roper, tuba player and AFM Local 47 member since 1992, has enjoyed a wide range of professional experience ranging from the symphony stage to free improvisation groups. He has toured North and South America and Europe with jazz and classical ensembles.

Roper studied music and home economics at the Cleveland Institute of Music, Case Western Reserve University, California State University Northridge, Los Angeles City College, Carnegie-Mellon University and independently in New York City. Major teachers included Donald Smith, Ronald Bishop, Roger Bobo, Tommy Johnson, Harold MacDonald and Don Harry.

He has released five recordings as a leader, including "Juneteenth," "Roper's Darn Yarns," "If I Ran the Circus," "Still Bill's Culinary Engineering" and "Hippopotamus" as well as five as a co-leader: "The Lament of Absalom," "Double Yellow," "Purple Gums," "Chobratty" and "Mo' Betta Butta."

His musicianship is represented on over 50 recordings as a sideman including projects with rock bands, poets, chamber ensembles, the Los Angeles Philharmonic and Chimurenga musician Thomas Mapfumo. He has played and/or recorded with jazz musicians including: Clayton/Hamilton Jazz Orchestra, American Jazz Institute ensembles, Los Angeles Jazz Institute ensembles, Luckman Jazz Orchestra, Bob Beldon, Dizzy Gillespie, Bobby Bradford, Anthony Braxton, John Carter, Jimmy Cleveland, Art Farmer, Douglas Ewart, Vinny Golia, Billy Higgins, Glenn Horuchi, Clay Jenkins, Yusef Lateef, James Newton, John Rapson, Adam Rudolph, Wadada Leo Smith, Horace Tapscott, Michael Vlatkovich and Francis Wong. He is a cofounder and performing member of Judicanti Responsura, a tuba and percussion ensemble specializing in contemporary classical and improvised music. He has performed on the soundtracks of movies such as "Sorority Boys," "Bewitched," and "Pirates of the Caribbean" II and III, among others.

The areas that Roper specializes in include solo tuba performance, free improvisation, extemporaneous spoken word performance and performance art. He has created works for theater and dance as the primary creator and in collaboration with artists such as Jackie Apple, Linda Austin, Bob Carroll, Heidi Duckler, John Fleck, Anna Homler, Scott Kellman, Dan Kwong, Jeff McMahon, Gloria Newman, Rudy Perez and Joseph Santarromana.

His compositions are for solo instruments and small ensembles. He has been a resident artist at the Djerassi Institute in California and the Oberpfälzer Künstlerhaus in Schwandorf, Germany. He has received grants for new work in composition, performance and theater from Meet the Composer, Durfee Foundation, American Composers Forum, National Endowment for the Arts, City of Los Angeles Cultural Affairs Dept. and the California Arts Council.

He is an exhibited visual artist and has received fellowships from the Brody Arts Fund, ArtMatters, Inc. and the Organization of Independent Artists.

When asked why he is a member of AFM Local 47, he shared: "Why Union? Simple. Wage minimums, contracts, contract enforcement, negotiating clout, and finally back end."

What's your answer?

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

General Membership Meeting

Monday, April 25, 7:30pm



Open to members
in good standing

AFM Local 47 Parking Lot (Outdoor Seating) 3220 Winona Ave. Burbank CA 91504

Open to all AFM Local 47 members in good standing.

On the Agenda (subject to change):

- Presentation of 50-Year Pins
- Elections for Election Board and Salary Review Board
- Voting on Resolution to Amend the Bylaws
 - Officer Reports
 - Old and New Business

At our next General Membership Meeting on Monday, April 25, the membership will vote on a Resolution to amend the Bylaws that would change the Local 47 general election cycle from every two years to every three years. The full text of the Resolution may be accessed by [logging in to your member account](#) (once logged in, click the “Scales and Documents” tab). Hard copies of the Resolution will be available at the meeting.

Please note: There will be NO INDOOR SEATING at this meeting. Restrooms will be accessible to persons masked while inside the building.

50 members constitutes a quorum for a General Meeting. Please review our meeting policies [here](#).

[Click Here to RSVP](#)

Note: RSVP is encouraged, but not required, to attend the meeting. Your RSVP will assist us in preparing the meeting setup.

COVID-19 Safety Rules for Attendance at In-Person Meetings

The AFM Local 47 Executive Board has adopted the following COVID-19 Safety Rules for attending in-person Membership Meetings:

1) Masks. Masking is optional, but recommended.

2) Vaccination or Recent Negative Test. As a requirement for entry into the meeting, all persons must either:

A: Present proof that they have been fully vaccinated against COVID-19 (including a booster shot for those eligible), or

B: Present proof of a recent negative test for COVID-19.

A recent negative test for COVID-19 means either a negative result from a PCR test taken within the 72 hours previous to the day of the meeting (for example, for a meeting held on a Monday, the PCR test must have been taken on the Friday, Saturday, or Sunday immediately prior to that Monday), or a negative result from a rapid test performed within the 24 hours prior to the start of the meeting. AFM Local 47 will not provide COVID-19 testing, and there shall be no testing performed at the meeting location.

Proof of the recent negative test for COVID-19 shall consist of an emailed negative result from the test provider in the case of a PCR test, or a time-stamped photograph of the negative result in the case of a rapid test.

3) Social Distancing. Persons attending the meeting are encouraged to maintain a distance of six feet from other persons in the meeting to the extent practical.

Events



MUSICIANS & MUSICIANS' BENEFICIARIES



FREE WEBINAR

ARE YOU READY FOR THE JULY 1st
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ALL AFM MEMBERS WELCOME EVENT WILL BE RECORDED

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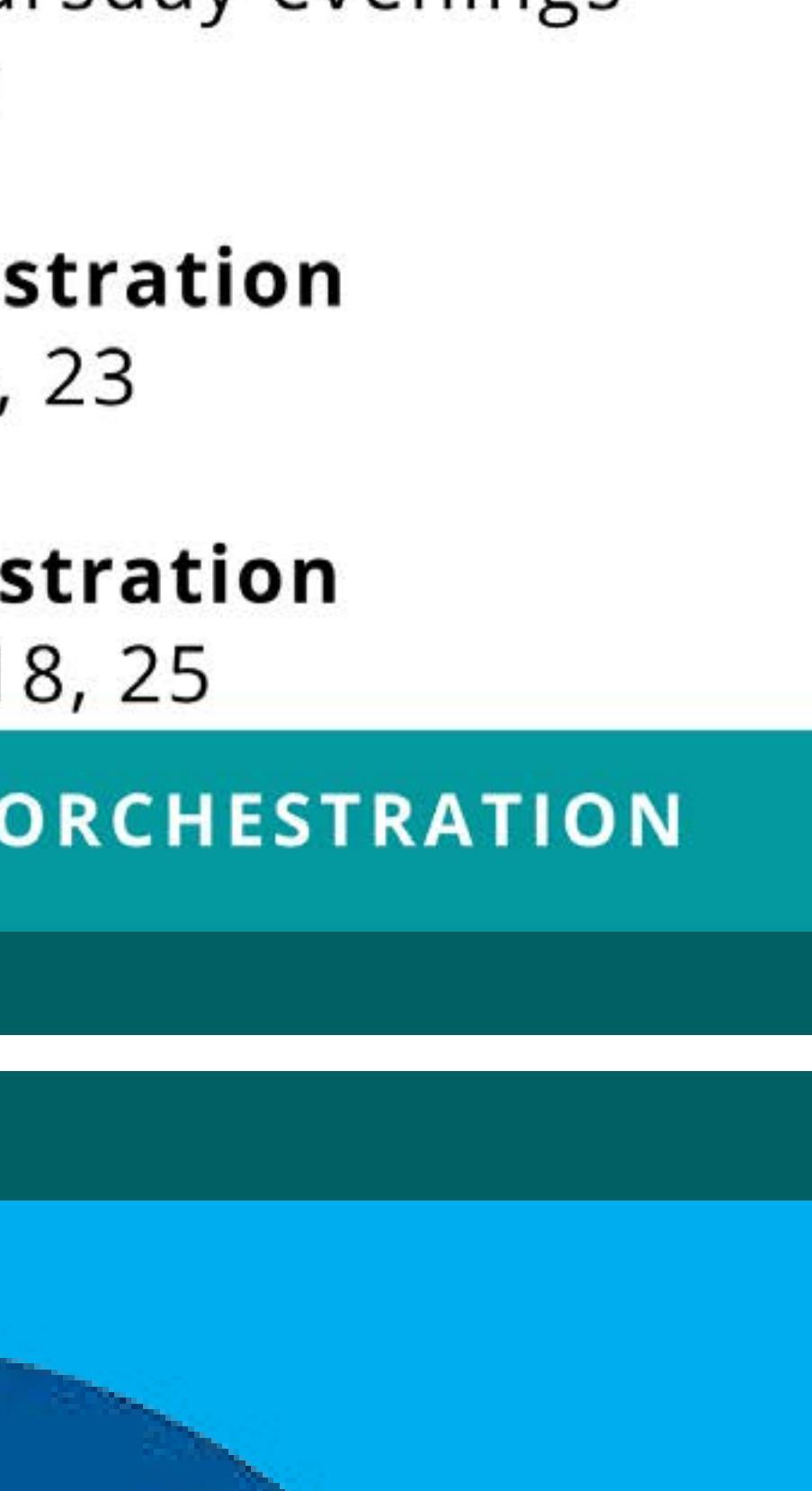
ORCHESTRATION CLASSES

WITH DR. NORMAN LUDWIN

Free classes exclusively for AFM Local 47 members!

AFM Local 47 members are invited to gain a unique hands-on learning experience using real film scores with an industry professional. Both classes focus on film music using contemporary scores and classics of the genre.

Prerequisite: Basic knowledge of music fundamentals; e.g. notes, keys, scales, meter, etc.



Classes held 7-10pm Thursday evenings via Zoom

Beginning Orchestration

June 2, 9, 16, 23

Advanced Orchestration

August 4, 11, 18, 25

REGISTER @ AFM47.ORG/ORCHESTRATION



Next General Membership Meeting

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

Open to all members in good standing

More info @ afm47.org/gmm

Executive Board Meetings

Tuesdays, 10 a.m.

Members welcome as observers

New Member Orientation

Third Thursdays, 10 a.m.

Required of all new members.

For details please visit afm47.org/orientation

Please Note: While our offices remain closed due to Covid, meetings are currently held via Zoom unless otherwise noted. View our full calendar

@ afm47.org/calendar

Events

JOIN US!

California Jazz Foundation's

GIVE THE BAND A HAND!

APRIL 30, 2022 • 5:30 PM

*Join us for an evening of
celebration AND JAZZ*

with performances by:

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Ronnie Foster

Paul Jackson, Jr.

Clayton Cameron

Rickey Woodard

Adam Ledbetter • Don Littleton

Edwin Livingston • Charles Owens

Hosted by: Alonzo Bodden

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MEMBERSHIP DRIVE

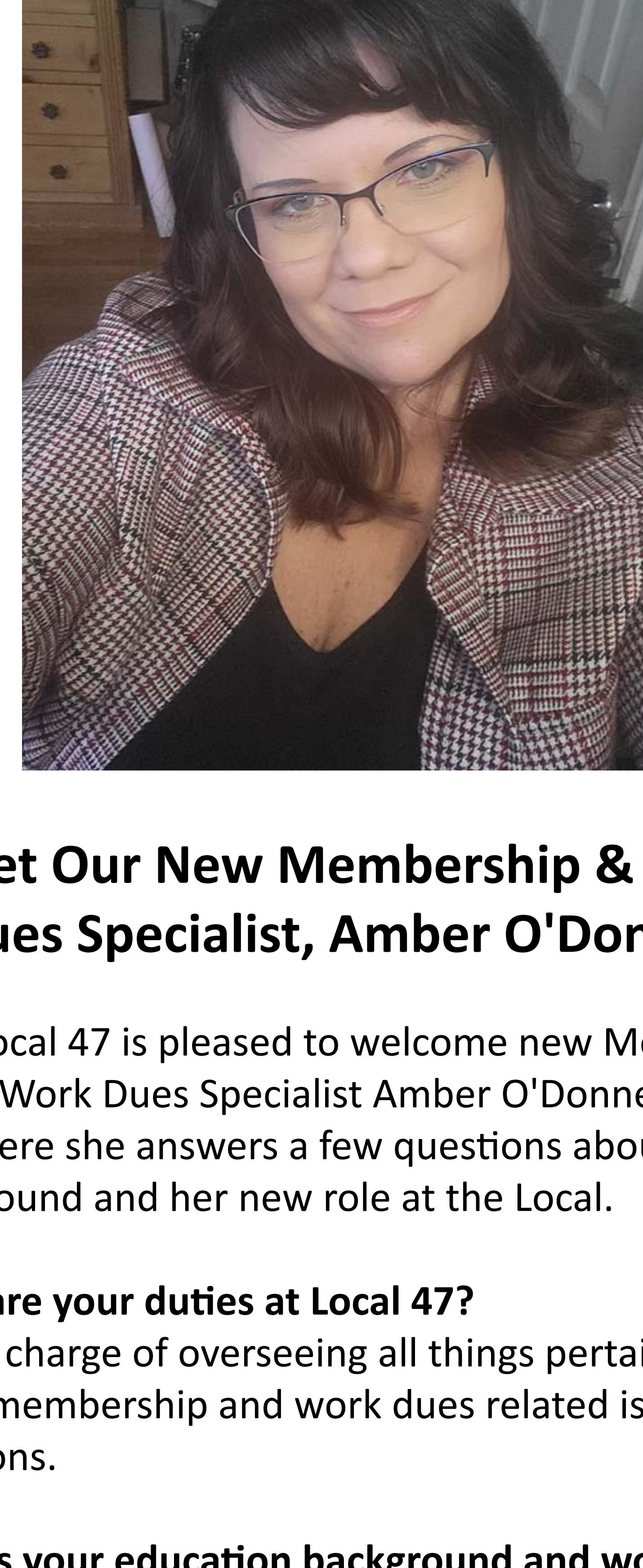
Pay **ZERO** initiation fees
through June 30!

Now is the perfect time to become a member of the American Federation of Musicians of Los Angeles.

Now through June 30, 2022, new and returning members pay ZERO initiation fees — a savings of \$140.

Spread the word! Tell your friends and colleagues about the great benefits of union membership and encourage them to join today!

afm47.org/join



Meet Our New Membership & Work Dues Specialist, Amber O'Donnell

AFM Local 47 is pleased to welcome new Membership & Work Dues Specialist Amber O'Donnell to our staff. Here she answers a few questions about her background and her new role at the Local.

What are your duties at Local 47?

I am in charge of overseeing all things pertaining to union membership and work dues related issues and questions.

What is your education background and work experience?

I have 15 years previous experience working for a labor union in all capacities. I worked for the grocery industry labor union, beginning as a health benefits representative, then as a dues department representative. I then became an executive secretary to the business representatives. My final position with that union was as a business representative, and during the grocery store strike in the early 2000s I was in charge of seven picket lines where I solidified my experience and knowledge in all things "union." I have spent the last 15 years working in the apparel industry doing full-scale accounts payables and accounts receivables with an emphasis in forensic accounting practices. These previous positions have come together to provide me with the knowledge to be able to effectively communicate and perform the duties to serve the membership of Local 47 in a well-rounded capacity.

What are some of your primary goals/objectives in your role at Local 47?

It is my goal to effectively communicate to the membership that it is the responsibility of the union to provide all tools and resources members need to understand what it means to be a part of a labor union while also educating them and informing them on what their duties are as members to contribute to the strength of their union. I strive to provide clear, concise and transparent communication to our membership to articulate to them the power attributed to the strength-in-numbers philosophy.

What types of questions do you field the most?

First, I would like the membership to be aware of the fact that I alone am the entire Membership/Dues Department. I take pride in spending the time needed with each individual member so that they feel all of their questions or concerns have been answered and that they have been heard. That being said, it may take some time for me to return everyone's calls, but rest assured that you will hear from me at the earliest opportunity.

Second, when a member calls who is frustrated with their union, I like to take additional time articulating to them that their union is only as strong as their membership. What does this mean? It means that when they become more active in their union by attending membership meetings or advising the union of workplace violations, etc., this is how we become stronger as a collective union. Sometimes I hear a lot of, "What has my union done for me?" While that is an important question, I challenge our members to also ask themselves this question from time to time: "What have I done lately to help keep my union strong and competitive in the ever-changing workforce?"

Do you have any background in music or play an instrument?

While currently I cannot claim to be a musician, in my childhood I did learn to play the violin and feel that now as an adult I can take that experience and put it behind the possibility of relearning that instrument or taking up another. I love all kinds of music and I am constantly looking to educate and expose myself to new genres. I also surround myself with others who are actively involved in the music or theater industries.

CONTACT: Amber O'Donnell,
Membership & Work Dues Specialist
323.993.3116
amber.odonnell@afm47.org

At the Local



Rebecca Gurnee



Jamie Vespa

Welcome New EMD Administrator Rebecca Gurnee and Sound Recording Business Rep Jamie Vespa

We are pleased to welcome to AFM Local 47 our new Electronic Media Division Administrator, Rebecca Gurnee, and new Sound Recording Business Representative, Jamie Vespa.

"My intention is to create a Local that is competent and responsive to your needs, freeing up your time and energy for the important business of making music," says Local 47 President Stephanie O'Keefe. "To that end, I am so pleased to announce the newest development in our Electronic Media Division."

Rebecca served Local 47 as Administrative Assistant to the President since 2019 until transitioning in October 2021 to lead the Motion Picture/TV Film Department as Business Representative.

"It's been rewarding working in Electronic Media and I am happy to have this opportunity to help our members."

Contact Rebecca Gurnee at:
323.993.3143, rebecca.gurnee@afm47.org

Jamie served as Administrative Assistant to the President at Local 47 before now taking the helm of the Sound Recording Department.

"I'm very excited and looking forward to using my experience in studio recording environments to help our members and further the AFM's goals."

Contact Jamie Vespa at:
323.993.3170, jamie.vespa@afm47.org

Stay tuned to hear more from EMD Administrator Rebecca Gurnee and Sound Recording Business Representative Jamie Vespa in future issues of Overture Online.

Work Dues Billings

Local 47 is currently processing work dues — previously unbilled — based on wages paid directly during the pandemic years 2020 and 2021.

The Local, faced with a severely reduced staff, chose to focus on making sure wages and benefits were paid, deferring work dues billing.

Thank you for your patience.

2022 Live/Prep Wage Scale Books Have Arrived

The AFM Local 47 Live Performance/Music Prep for Live Performance Wage Scales have been updated for 2022. Print copies are now available upon request from the Live Performance office: 323.993.3156,

live@afm47.org

A digital copy of the book is now available in the [members-only section of our website](#) (login required).



Go Paperless!

Sign up to receive work dues statements online @ afm47.org/paperless

Members-Only Documents Online

Members may log in to the [members section at afm47.org](#) and navigate to the "Scales and Documents" page to view members-only documents including Executive Board minutes, CBAs, Local 47

Wage Scales, Bylaws, Suspended/Expelled member lists, Hearing Representative reports, and more.

Is Your Info Current?

Make sure your contact info is up-to-date with our Directory Department to ensure timely delivery of dues statements and important news updates.

**afm47.org/directory
323.462.2161**

AFM LOCAL 47

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

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

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

Film Musicians Secondary Markets Fund –

(818) 755-7777

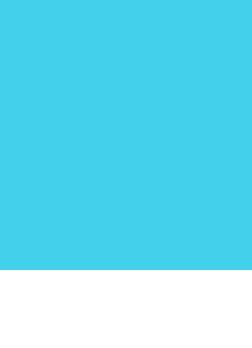
Sound Recording Special Payments Fund:

(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.



BENEFITS CORNER

AFM LOCAL
47

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. Website: pacfed-musicians.com

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.

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. AFM Local 47 members may also contact Mark Cormany of French Cormany Insurance Services at 949.975.1155.

UNION

BENEFITS CORNER

AFM LOCAL
47

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



**Musicians and radio performers should
be paid fair wages for their work.**

**It's time for radio broadcasters
to face the music.**

AMERICAN MUSIC FAIRNESS ACT



Musicians for #MusicFairness

Support the American Music Fairness Act

For every blockbuster artist, there are tens of thousands of musicians who aren't yet household names and who are struggling to make ends meet — especially with the added difficulties from COVID's impact on the music and touring industry.

The time is now to finally change the rules that are rigged in favor of big media corporations and ensure that these hardworking creators finally get paid when their work is played on the radio.

Join with us to support #FairPay for all music creators!
bit.ly/AMFA-fairpay



Local 47 • **Los Angeles** • **California**

A Message from Patrick M. Varriale:

Remote Recording Violations

As I am sure you are aware, the AFM has been investigating violations of the Basic Theatrical Motion Picture and Basic Television Motion Picture Agreements in connection with musicians performing services alone from their home studios (remote recordings).

Musicians received the side musician scale when they should have received double the recording musician's rate for performing alone as dictated by the agreements. This is to advise that through the joint efforts of Local 47 and my office, and after much research into this matter and evaluating session reports to determine the extent of the violations, we have prepared detailed spreadsheets setting forth the payments due from two of the major signatory companies.

Those spreadsheets have been forwarded to the companies with demand for payment and spreadsheets for the other companies will follow. I want to express my appreciation for your patience as we work through this complicated matter.

Patrick M. Varriale, Director
Electronic Media Services Division
American Federation of Musicians



- AFM NOTICE -

**Ella: Live at the Hollywood Bowl -
The Irving Berlin Songbook**

*A Message from Patrick M. Varriale, Director,
Electronic Media Services Division, American
Federation of Musicians:*

We have been advised that there is the possibility that a performance of Ella Fitzgerald from the Hollywood Bowl from August 1958 may be released in the sound recording format. This would generate additional payments for the musicians that accompanied Ms. Fitzgerald and Paul Weston who was the conductor of the live performance. However, at this juncture we have been unable to access a copy of the live performance contract.

If you can provide information on any of the musicians that participated on this live performance please contact either Jamie Vespa at Local 47, at 323.993.3170 or via email: jamie.vespa@afm47.org; or Pat Varriale at the American Federation of Musicians, at 646.269.0827 or via email: pvarriale@afm.org.

This live recording should not be confused with the studio recording that was released under the same name that took place earlier in 1958.



Musicians Career Support Group Thursdays through May 19 via Zoom

Musicians and music industry professionals may experience stress, burn-out and/or feelings of frustration while navigating the unpredictable nature of their careers.

Presented by The Actors Fund — for *everyone* in entertainment — the Musicians Career Support Group is for musicians and music industry professionals to talk about their thoughts, feelings and experiences working in music, to build support with their peers and to identify self-care strategies.

Topics in this group may include but are not limited to:

- Struggles endured in the music industry
- Solutions, strategies and practices that musicians have been using to navigate their careers
- Identifying next-step career goals
- Brainstorming ways to overcome barriers within the music industry

PREREQUISITE:

Completion of [The Career Center Orientation](#).

To learn more and register, [click here](#).

(*Note: The default times shared at the links above are Eastern Standard Time (NY). Please be sure to make note of this based on your location.)

Final Notes



In Memoriam

Robert G. Bornstein

Life Member. Orchestrator

5/14/1928 - 2/18/2022

Member Since: 10/21/1947

Joseph L. Diorio

Life Member. Acoustic/Electric Guitar

8/6/1936 - 2/2/2022

Member Since: 8/17/1976

Gilbert M. Falco

Life Member. Trombone

11/11/1932 - 1/8/2022

Member Since: 8/27/1958

Miguel Gutierrez

Life Member. Timbales/Percussion

9/6/1932 - 1/9/2022

Member Since: 6/6/1955

Ramon Stagnaro

Life Member. Acoustic/Electric Guitar

5/10/1954 - 2/16/2022

Member since: 12/17/1985

Frank L. Wilson

Life Member. Drum Set

2/13/1941 - 3/4/2022

Member Since: 12/9/1975

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

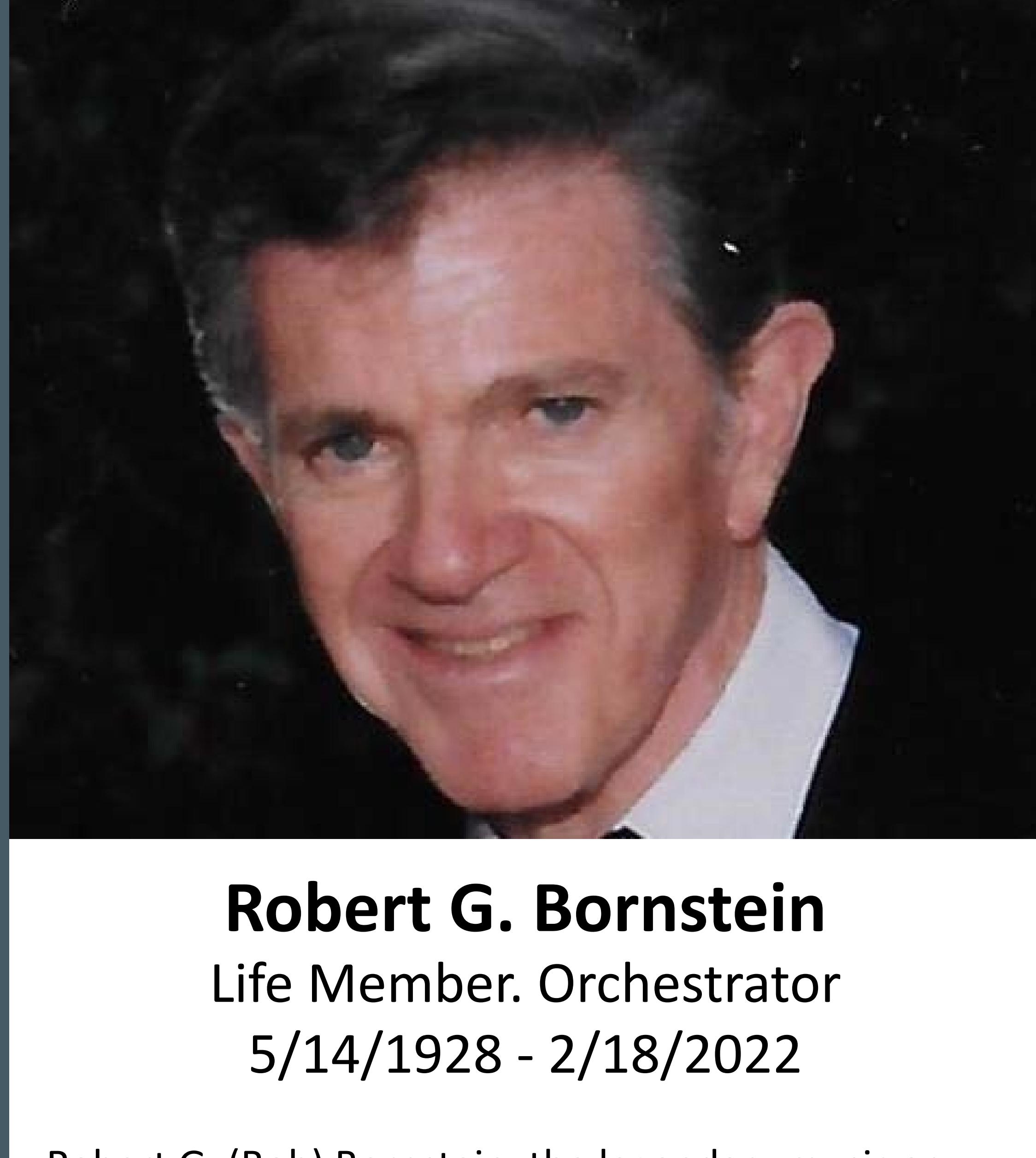
or you may send to:

overture@afm47.org

Local 47 Overture Online

3220 Winona Ave.

Burbank CA 91504



Robert G. Bornstein

Life Member. Orchestrator

5/14/1928 - 2/18/2022

Robert G. (Bob) Bornstein, the legendary music arranger and orchestrator, died peacefully in his sleep at home with his wife and loving caregivers by his side on February 18, 2022, after living with dementia for seven years. Bob was renowned in the entertainment industry, having worked on more than 600 films, countless television shows and the Academy Awards for 32 years. He worked with some of the industry's top composers including Bill Conti, James Horner, Danny Elfman, Marvin Hamlisch, Quincy Jones, Henry Mancini, Randy Newman, Nelson Riddle, John Williams and Hans Zimmer.

Born in New Jersey in 1928, Bob developed an early talent for playing the violin and was the youngest member of the New Jersey Youth Orchestra, and taught himself to orchestrate, transpose and arrange. The day after high school graduation he boarded a train for Los Angeles where he joined the L.A. musicians union, Local 47. He freelanced and played in orchestras in Los Angeles and Las Vegas and during this time, had the good fortune of meeting Jimmy Durante who was so impressed with his arrangements he hired him as chief arranger to work on all of his performances, television and his publishing.

In 1951, Bob was drafted into the army for the Korean War. He spent those four years as the Chief Arranger to the USMA Band while stationed at the U.S. Military Academy at West Point, receiving a special commendation from commanding officer Lt. Col. Francis E. Resta.

After his military service, Bob returned to Los Angeles and developed a successful career as a music arranger in the entertainment industry. He supervised music preparation for Lorimar Television for 21 years and oversaw music preparation at Universal Studios for 25 years and Paramount Studios for 40 years. Bob authored the book "Range, Transposition & Tuning: A Guide for Over 500 Musical Instruments" (2015), considered the bible for music arranging.

Bob is survived by his wife of 35 years, Audrey Lowell Bornstein, his son David Bornstein and stepson Mark Copeland, daughter-in-law Stacey and grandsons Oliver, Samuel and Bennett Copeland.

Final Notes



William Jerome (Jerry) Burgan

Life Member. Guitar

2/3/1945 – 3/29/2021

William Jerome (Jerry) Burgan, guitarist and founding member of the music group We Five and member of Local 47, passed away on March 29, 2021, at 76.

Jerry was born in Kansas City, Kansas. The Burgan's moved to Pomona California where Jerry met Michael Stewart, younger brother of the Kingston Trio's Jon Stewart. The two began playing music together in the 6th grade, on a banjo and tenor guitar.

Mike and Jerry started college together at the University of San Francisco in 1963, where they met Bob Jones. They moved back to Pomona where Pete Fullerton and Beverly Bivens joined them, forming The Ridgerunners. Their manager changed their name to We Five and they recorded the hit and Grammy nominated, "You Were On My Mind."

Jerry met his future wife, Deborah Graf, in the Summer of 1965. She was the lead singer in the Legendaires, and a person with whom he shared his love of music. Jerry and Debbie married and relocated to San Francisco. Beverly Bivens left We Five in 1967 and Debbie was asked to join the band.

The couple toured together as We Five throughout the '60s and continued until his passing, recording three more albums. They also performed as The Burgan's, and the trio, Burgan & Chan.

After retiring from the pharmaceutical industry, where he worked for 22 years, Jerry released a solo album, "Reflections, Songs and Stories" in 2011, and published "Wounds to Bind" in 2014, his memoirs of the folk-rock revolution. He continued performing until the end of his life.

Jerry passed away on Monday, March 29, 2021, after a series of strokes and a paralyzing neck injury. Jerry is survived by his wife Deborah Burgan, his son Christopher Burgan and wife Jennifer Burgan, his son Jeremy Burgan and wife Courtney Burgan, and his daughter Jessica Burgan Garcia and husband Jared Garcia and their daughters Mabel and Harriet, and his sisters Kathy Adams and Mary Kay Burgan, and his brother Jeff Burgan and wife Sandy, and many nieces and nephews.



Charles H. Deremo

Former Life Member.

Alto/Tenor Saxophone

9/5/1929 – 12/17/2020

by Jean Deremo

For any former — surviving — big band musicians and friends who have many fond memories of it all — circa 1940s, '50s, '60s.

Please remember a most talented, fine musician from those eras, Charles H. Deremo — tenor sax/flute (known to most all of us as Charlie!).

He passed to “the Big Band in the Sky” at age 91 on December 17, 2020.

He will be loved and remembered forever, by his forgotten family...

Two sons — Alan and Dirk Deremo.

Alice Deremo.

And, of course, Jean (Jeani) Deremo.

“TRUE LOVE IS FOREVER”



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.

Letters



We want to hear from you!

Send in your Letters to the Editor:

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

Dues Schedule

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

Resignation Policy

In order to resign in good standing, you must submit 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.

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. If you wait, you will be required to pay another half year's dues and/or clearance fee.

AFM Local 47 Refund/Return Policy

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

HELP A MUSICIAN IN NEED

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

Multiple-Card AFM Member Rebate

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

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

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

Members may download the rebate form from the international AFM website [here](#) (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:

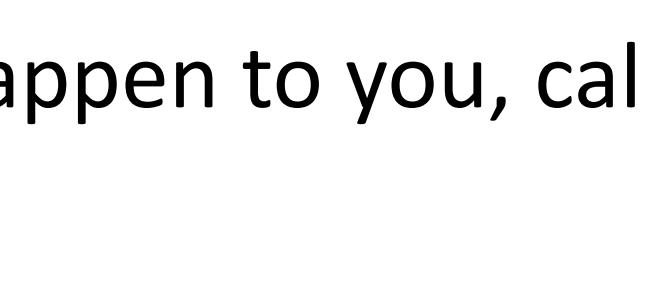
The premises of the Musicians' Club of Los Angeles are reserved for the exclusive use by the officers, employees, and Full, Youth, Life or Inactive Life Members in good standing of AFM Local 47 and the American Federation of Musicians. All other persons must receive written permission from the office 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 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.

Auditions

LOS ANGELES
CHAMBER ORCHESTRA
ANNOUNCES THE FOLLOWING VACANCIES:

Principal Viola Principal Flute

April 26–27, 2022

Application Due:
March 15, 2022

May 13–14, 2022

Application Due:
April 1, 2022

No audition deposit required. LACO is an equal opportunity employer. The orchestra welcomes and encourages candidates from diverse & underrepresented backgrounds.

APPLY ONLINE:

laco.org/auditions



MUSIC DIRECTOR JAIME MARTÍN

Auditions



Announces auditions for the following positions:

Assistant Principal Cello (Chair 2)
Section Cello (Chairs 3, 8, 9 and 10)

Audition dates for all seats:

Wednesday, April 27 & 28, 2022

The preliminary round starts Wednesday,
April 27, 2022

The schedule of subsequent rounds immediately following preliminaries will be determined at auditions. Auditions will be held at the Long Beach Terrace Theater at 300 Ocean Blvd, Long Beach, CA

Submit a one-page resumé in Word or PDF format to:

auds@longbeachsymphony.org

Please specify Cello Auditions in the subject line.

Resumés must be received by Friday, April 15, 2022
A refundable \$50 deposit is required by check or money order.

Deposits must be postmarked by Friday,
April 22, 2022

Additional details emailed upon receipt of resumé.

No phone calls please. Repertoire information
will not be given over the phone.

Long Beach Symphony performs six Classical, five POPS and one set of Educational Concerts per season.

2021-2022 Base Scale: Rehearsal \$148/Performance \$186
Assistant Principal: 125% of Scale - Principal: 150% of Scale

The winning candidate(s) will be required to show proof of U.S. citizenship or eligibility to work.

Advertise

ADVERTISE

WITH AFM LOCAL 47!

Overture Online App

—Released monthly—

The Local 47 Beat

—Emailed biweekly—

→ RESERVE TODAY ←

View rates, specs & publication schedules
@ afm47.org/advertise

CONTACT: advertising@afm47.org

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