

# Overture

online

AFM LOCAL  
**47**



## ELECTION RETURNS



*Congratulations to all candidates, and thank you to all members who voted, in our 2022 Local 47 General Election*

**DIRECTOR (6 elected):**

**Pam Gates** – 823  
**John Lofton** – 814  
**Allison Allport** – 783  
**Allen Fogle** – 772  
**Norman Ludwin** – 733  
**John Acosta** – 671  
**Aaron Smith** – 659

The following are  
elected by acclamation:

**PRESIDENT  
& DELEGATE:**  
Stephanie O'Keefe

**VICE PRESIDENT  
& DELEGATE:**  
Marc Sazer

**SECRETARY/TREASURER  
& DELEGATE:**

Danita Ng-Poss

**TRUSTEE:**

Bonnie Janofsky  
 Bill Reichenbach  
 Douglas Tornquist

**HEARING BOARD:**

Rachel Berry  
 Alan Estes  
 Paula Fehrenbach  
 Marisa McLeod  
 Allen Savedoff

**DELEGATE TO THE AFM  
CONVENTION:**

Pam Gates  
 Bonnie Janofsky  
 Douglas Tornquist

**FIRST ALTERNATE  
DELEGATE:**

Norman Ludwin

**SECOND ALTERNATE DELEGATE:**

Allen Fogle

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*These results of tallying by TrueBallot election company of ballots cast by eligible voters in the AFM Local 47 Triennial General Election on December 13, 2022 are subject to certification and declaration by the Election Board per Article IX, Sections 16 of the Local 47 Bylaws. As provided in the Bylaws, the deadline for challenges was Jan. 3, 2023 at 4:45 p.m. The new officers will be installed with the oath of office at the Inaugural Meeting on Jan. 9, 2023.*

# 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!

## AFM LOCAL 47 EXECUTIVE BOARD & COMMITTEES

### Titled Officers

President Stephanie O'Keefe

Vice President Marc Sazer

Secretary/Treasurer Danita Ng-Poss

### Trustees

Bonnie Janofsky, Bill Reichenbach  
(interim), Doug V. Tornquist

### Directors

Giovanna Moraga Clayton,  
Allen Fogle, Pam Gates,  
Norman Ludwin, Phil O'Connor  
(1 vacant position)

### Hearing Board

Allen Savedoff (Chair), Rachel Berry,  
Alan Estes, Paula Fehrenbach,  
Elizabeth Hedman, Marisa McLeod,  
Robin Ross

### Delegates to AFM Convention

Pam Gates, Bonnie Janofsky,  
Danita Ng-Poss, Phil O'Connor,  
Stephanie O'Keefe, Marc Sazer

### 1<sup>st</sup> Alternate Delegate

Allen Fogle

### 2<sup>nd</sup> Alternate Delegate

Allen Savedoff

### Election Board

David Wheatley (Chair),  
Cary Belling, Dave Kossoff,  
Kris Mettala, Nancy Roth,  
Nick Stone

### Fair Employment Practices Committee

Ray Brown, Beverly Dahlke-Smith,  
Wendell Kelly

### Grievance Committee

Ray Brown, Johana Krejci,  
Lesia Terry

### Hearing Representative

Lydia Reinebach

### Legislative Committee

Bonnie Janofsky (Chair),  
Chris Glik, Lisa Haley,  
Lydia Reinebach, Louis Rovner

### Orientation Committee

Norman Ludwin, Danita Ng-Poss,  
Stephanie O'Keefe

### Relief Committee

Ed Vodicka (Chair), Gary Lasley,  
Lydia Reinebach, Doug V. Tornquist

### Salary Review Board

Nick Stone (Chair),  
Michele Forrest, Sidney Hopson,  
Preston Shepard, David Wheatley

### Wage Scale Committee

Danielle Ondarza (Chair),  
Judy Chilnick, P. Blake Cooper,  
Jeff Driskill, Bonnie Janofsky



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+ Musicians' Club  
Annual Meeting**



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# President Stephanie O’Keefe



Dear Local 47 members,

As 2022 — and my first term — draw to a close, I want to thank you all for your support, for believing in the Local, and for the beautiful work you do. Quite simply, you are the greatest musicians in the world.

Our profession is noble. We create an art form that mankind finds as essential as air, food, and water. And each of you have devoted your lives to bringing this art form to those who so desperately need it.

However, we find ourselves, at this time, under siege. Technology has made it faster and easier to duplicate our music and disseminate it across the world, often with little or no compensation to the creators.

Almost daily, I am struck by the great paradox of our profession — the product we create is highly valued and millions, if not billions, of dollars are spent each year by producers, corporations, and consumers, who simply must partake of our creations. And yet, the creators are often mistreated or simply overlooked.

This paradox lies at the heart of everything we do at Local 47.

And what is it that we do?

We negotiate the best wages, benefits, and working conditions possible and we ENFORCE those agreements. Many times in the last two years, I have heard from employers who, regardless of what was stated in their collective bargaining agreement, told me they were not accustomed to actually following it. Our enforcement has led to many thousands of dollars collected for musicians.

It is extremely important for me to communicate with the membership — the opportunity to learn of your concerns and opinions is vital in order for me to do this job. I have spoken with many of you these last two years. But if we haven’t yet spoken, my apologies — I hope we can find a time to connect soon.

Please don’t hesitate to contact me — my door is always open to you all.

A Union is a funny thing — strong and made up of many, and yet fragile and susceptible to breakage.

Perhaps an imperfect thing, it is still, through our solidarity, the greatest strength we have to demand respect and recognition.

Happy New Year,  
Stephanie

## Highlights!

- Over 40 Collective Bargaining Agreements successfully negotiated and ratified
- Fully staffed Electronic Media Division
- Fully staffed Live Performance Division
- Fully staffed Membership Department
- Instituted a policy whereby all report forms are examined and reconciled by contract administrators, resulting in thousands of dollars in unpaid and incorrectly paid wages for Local 47 musicians
- Established a large gathering space in the building — dedicated to Captain Greg Welch — the first time the Local has had a large room for rehearsals or meetings since leaving Vine Street
- Elected as a Vice President to the Executive Board of the Los Angeles County Federation of Labor

## Vice President Marc Sazer



I would like to wish everyone a wonderful New Year! Congratulations to our new Board Members and all of you who participated in our election. We enter 2023 together with both high hopes and great determination.

Let's talk first about three big, interwoven issues. More work, a sustainable living from that work, and the impact of that sustainability on our diversity.

We have **two of the AFM's biggest contracts** expiring at the end of 2023: the Live TV/Videotape Agreement that covers late night, variety, awards and other shows; and the Motion Picture and TV Film Agreements that cover film and TV. Streaming is the new heart of both these contracts, with "Dancing With the Stars," major features like "Hocus Pocus," "Ice Age" and "Disenchanted," and any number of TV programs now being produced for Disney+, HBOMax, Amazon and Netflix.

Gaining an industry-standard streaming residual will help you **even if you never step foot in a recording studio**. The fixed residuals that others get from this work are paid through their unions directly. This would provide financial stability for our Local 47 and the AFM as a whole to invest in all our different areas.

At the same time that the work has moved to streaming, **our musical workforce has become remarkably more diverse**. More musicians of the global majority are working on our sound stages than ever before — only to find that the economic prospects for that work have declined dramatically as a result of being denied fair residuals for streaming. **Diversity without equity is a false promise**; we need to ensure that all generations of musicians can have the same economic prospects as their predecessors.

Improving the economic prospects for musicians working in this field isn't just the fair and right thing to do — it's necessary for our survival.

At the same time as we work to improve the economics of the work that we do, we need to keep our focus on **the work that runs away**. Each year California gives over \$450 million of our dollars to film and TV producers, yet our music jobs often fly off to London, Budapest, Vienna or elsewhere. In 2020-2022 alone, 11 major motion pictures produced by Netflix, Amazon and other non-AFM companies were granted \$134 million. How can California green-light producers taking our jobs overseas, with our tax dollars? The employment from those 11 films alone would make a huge impact on the lives of hundreds of musicians here in Los Angeles.

We must both **grow the number of jobs with tax credits, and improve the financial rewards for the increasingly young and diverse group of musicians making the music**.

How will we achieve these twin goals of growing jobs and winning fair contracts? By working together and building campaigns together. We are committed to focusing on our big strategic goals, committed to winning!

**It's about fairness. It's about survival.**

For freelance musicians, when work comes in, we generally "jump to," checking our availability and letting the contractor or personnel manager know right away. We want to make sure that we don't miss out or mess up. The last thing we think about is whether or not Local 47 knows about the job.

I now understand that **too often, 47 is the last to know about your work** — if we don't get advance notice from the contractor, the first we know about the work is when checks come in for processing. That leaves us without the tools to protect you from late payments, and also without the ability to have our business representatives come and visit you on the job.

It's strange. Work calls can go out to musicians for weeks, sometimes months in advance, and here at Local 47 we have no idea.

**We have a solution!** Crowdsourcing — all of us together. Our new online form [bit.ly/session47](https://bit.ly/session47) allows every one of us to **anonymously report upcoming union work calls**. The quick bits of info you put in the secure online form give our business reps what they need. It just takes a moment, but it can mean the difference between getting paid on time — or not.

For a number of years, Local 47 has not had a **referral service available for members seeking live performance work**. Finally, that's about to change. Our Executive Board voted last year to incorporate **AFM Entertainment** into our website. The AFM was going through a process of redeveloping the site, and we helped test the renewed system. Stay tuned for news as we move forward with this long-delayed promise to our members to have an active referral system up and running.

**Our new computer system, Ensemble 2, is nearing completion**. All of the various modules needed by our different staff areas, including membership, electronic media, live performance, hearing board and more are fully developed, and we're now in a final debugging and testing phase. Once this phase is complete, we will begin the implementation process. The completion will undoubtedly require managing over the course of some months, but next year you will see a clearer, easier, more efficient and real-time web interface for membership, work dues and other member needs online. Staff will benefit from greater efficiencies, and our development costs will finally be behind us. Stay tuned!

Not only are our **rehearsal rooms** available for more hours now, but we have begun rentals for our **large room downstairs**. Just last week a member presented a performance of their cello students to an audience of appreciative family and friends. We invite orchestras and groups of all sizes to hold events and rehearsals in this beautiful, acoustically grateful space.

It has been an eye-opening experience to oversee the **management and maintenance of our building** in Burbank. Our facilities are expensive to run; it was amazing to learn that all of our rental income doesn't come close to covering our property taxes! We have maximized and improved our usage of the building over the period of time I have been here, reorganizing staff placement, and, significantly, removing the countertop that unnecessarily divided our large meeting space downstairs. Please find a moment to stop by and see our beautiful and greatly improved large meeting space, the Capt. Greg Welch Gathering Place.

This year will be one of change, and growth for Local 47. Please let me know how you feel about where we are headed, and what your issues are. We are always stronger together!

### Secretary/Treasurer Danita Ng-Poss



*Photo by Mustafa Sayed*

The end of the term has caused me to reflect. It's been a difficult two years, but I'm happy that I have been able to see our Local 47 through some tumultuous financial times.

During the pandemic, we were able to secure a fully forgiven Paycheck Protection Program (PPP) loan of \$379,132. Since the PPP loan was forgiven by the government, we will never have to pay this money back. On a personal note, this influx of cash is nearly double what you have paid me to work as your Secretary/Treasurer for the last two years. I am proud to be able to look back and know that I justified my salary with this single task.

I have also worked with our accountant to apply for an Employee Retention Tax Credit (ERTC) through the IRS. The ERTC can provide another sizable infusion of cash to the Local. As of mid-December, we are optimistic that we will hear good news about the ERTC in the very near future.

Many of the improvements over the last two years around the Secretary/Treasurer's office have been "under-the-hood." Processes have been streamlined, and our office now works more efficiently. Members have noticed that greater efficiency through the membership and benefits departments being more responsive via telephone and email. For many of us, membership and benefits are the sole point of contact with the L47 administration; so I hope this focus on responsiveness can continue throughout the coming years.

For the last two years it has been both an honor and a challenge to serve you, my fellow musicians. I know you expect a Secretary/Treasurer who works with integrity, respects you, and respects the responsibilities you have bestowed on me. I am happy to report that the Secretary/Treasurer's office is in better shape than when I arrived. I thank all of you for trusting me with this responsibility. I have done my very best to serve you and use my position to make our Local 47 as strong as I can.

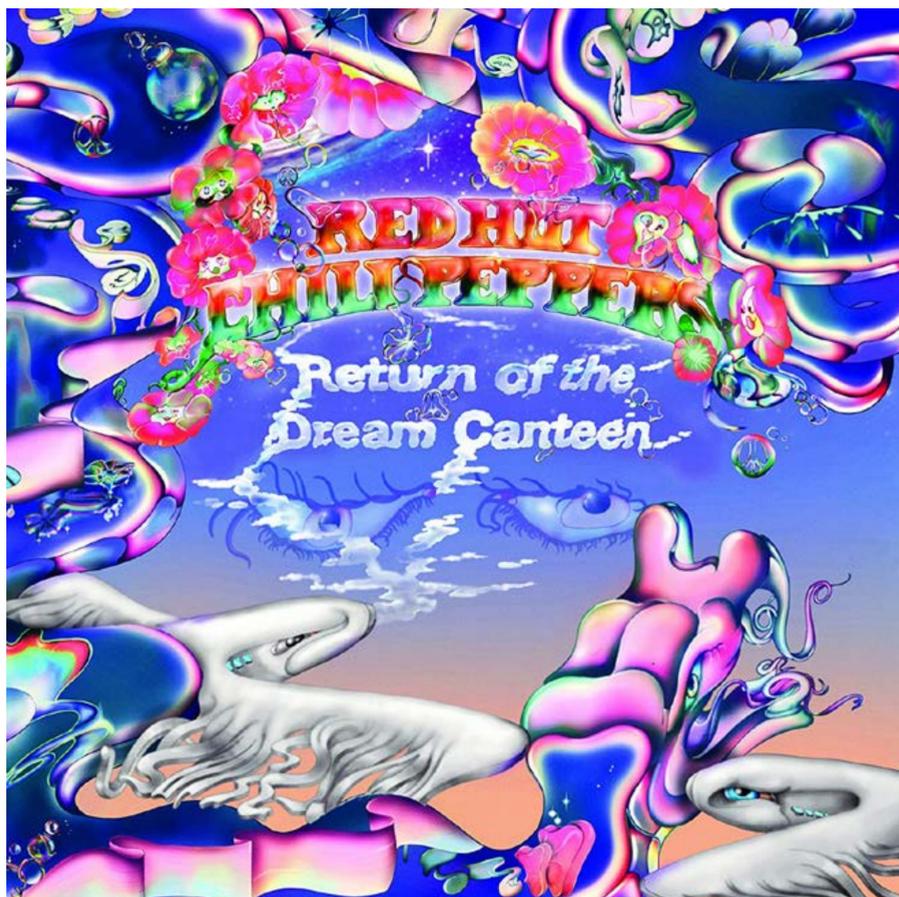
I wish all of you a happy, bountiful 2023.



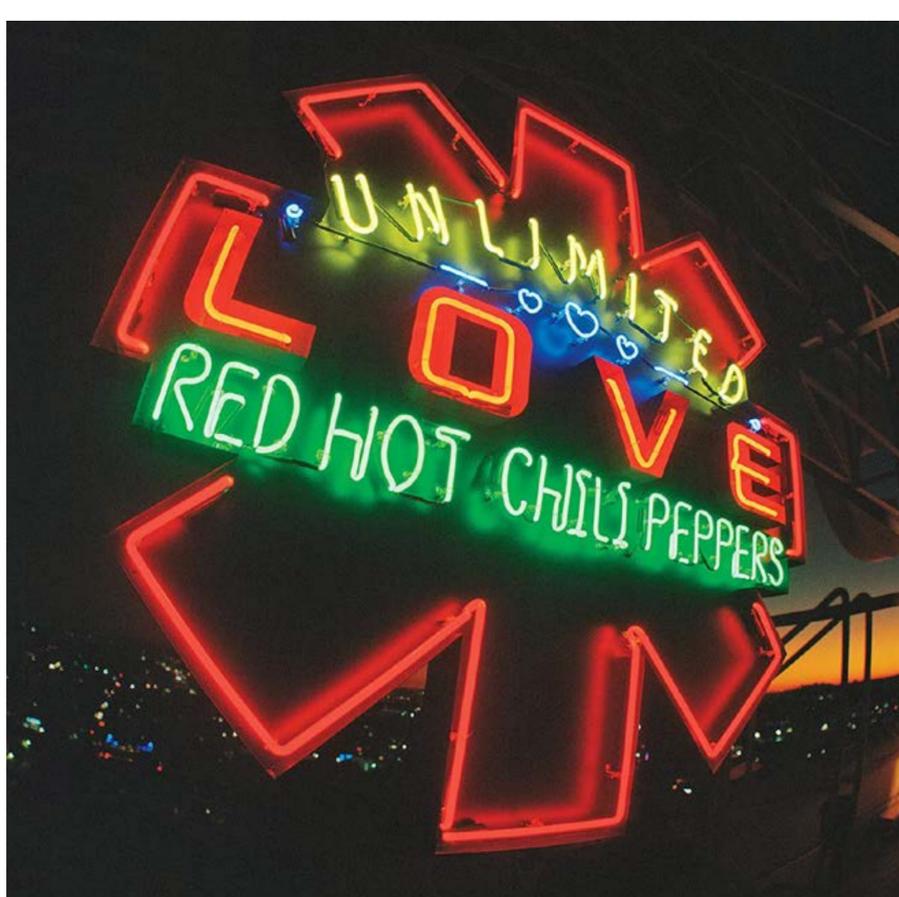
*Photo by Kreepin Deth / CC BY-SA 4.0*

## Red Hot Chili Peppers Heat Up the Charts With Two #1 Records in the Same Year

Beloved SoCal rock band Red Hot Chili Peppers were on fire in 2022! Helmed by frontman Anthony Kiedis, AFM Local 47 members Michael "Flea" Balzary (bass), Chad Smith (drums) and John Frusciante (guitar) re-released 12<sup>th</sup> album "Unlimited Love," which notably marked the return of Frusciante, who left the band in 2009 and rejoined in 2019. The first single, "Black Summer," became the Peppers' 14<sup>th</sup> number-one on the Billboard Alternative Songs chart, and the album debuted at number one in 16 countries, including the United States.



Just a few months later, in October, the band re-released another full studio album, "Return of the Dream Canteen," which made its debut at number-one in six countries. The single "Tipapa My Tongue" became the band's fourth number-one single on the Rock and Alternative Airplay chart. The album reached number three in the United States on the Billboard 200 chart and number-one on the Top Albums Chart, giving the band their second number-one album in 2022 and making them the first rock band with two number-one albums in the same year in 17 years, since accomplished by System of a Down in 2005.



Both albums were recorded at Shangri-La recording studio in Malibu with producer Rick Rubin, and are available for purchase and streaming directly through the band's website [here](#).

# Inaugural Meeting

& Musicians' Club  
Annual Meeting



Monday

January 9

7:30pm

Held via  
Zoom

Open to  
members in  
good standing

RSVP @ [afm47.org/gmm](https://afm47.org/gmm)

## INAUGURAL MEETING

Monday, January 9, 2023

7:30pm via Zoom

On the Agenda (subject to change):

- Officer Reports
- Administration of Oath of Office to New Officers
- Old and New Business

Please join us for our Inaugural Meeting for the swearing in of the new administration voted in at our December 2022 Triennial General Election. Open to all AFM Local 47 members in good standing. Members will receive an email invitation to register and may also register on our website at [afm47.org/gmm](https://afm47.org/gmm). **Registration is required.** Once your membership is verified, you will receive an email with the Zoom access link.

## ANNUAL MEETING OF THE MUSICIANS' CLUB OF LOS ANGELES

*Immediately following Inaugural Meeting*

*All members of AFM Local 47 are members of the Musicians' Club of L.A. Nine members constitute a quorum for regular and special meetings of the Musicians' Club of Los Angeles. Club Bylaws may be viewed in the members section at [afm47.org](https://afm47.org) and are available by request from the Secretary's Office at 323.993.3159.*



### Holiday Office Closure

Monday, January 16 - Martin Luther King Jr. Day

### Executive Board Meetings

Tuesdays, 10 a.m. via Zoom

Members welcome as observers

### New Member Orientation

Third Thursdays, 10 a.m. via Zoom

Required of all new members.

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

View our full calender of events

@ [afm47.org/calendar](https://afm47.org/calendar)

## 2023 Live Performance/Music Prep Wage Scale Updates

The AFM Local 47 Live Performance/Music Prep for Live Performance Wage Scales have been updated for 2023. On or around mid-January, a digital copy of the book will be posted in the members-only section of our website (login required). We expect print copies of the book to become available in February; stay tuned to Overture and [afm47.org/press](http://afm47.org/press) for updates.

## HELP ELIMINATE LATE PAYMENTS



The AFM and Local 47 want to make certain that musicians are being **paid on time**.

Please scan the code above or visit [bit.ly/session47](http://bit.ly/session47) when you receive a session call and let us know – anonymously – when it is to occur. Once we have that information – something not always provided to the Union – we can “start the clock” and track payments to musicians, assessing late penalties when appropriate.

If you have any questions, please contact Electronic Media Division Administrator Rebecca Gurnee at [emd@afm47.org](mailto:emd@afm47.org) or 323.993.3143.



### Renew by March 31 to avoid late penalties!

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

### 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: This benefit is not payable to a beneficiary if the member was suspended, expelled or had resigned at time of passing.*



## Go Paperless!

Sign up to receive work dues statements online @ [afm47.org/paperless](http://afm47.org/paperless)



Photo by Linda A. Rapka / AFM 47



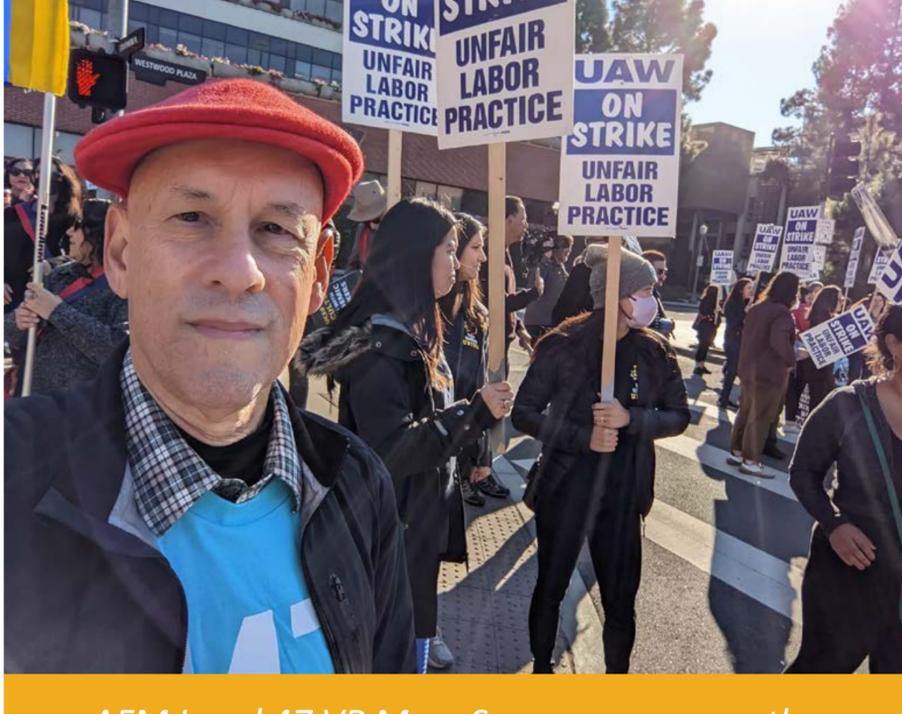
Photo by Marc Sazer / AFM 47

*Union activist Tom Morello (above left) and LA County Federation of Labor President Yvonne Wheeler (above right) rally in support of UAW academic workers at a rally held at UCLA on Dec. 14, 2022.*

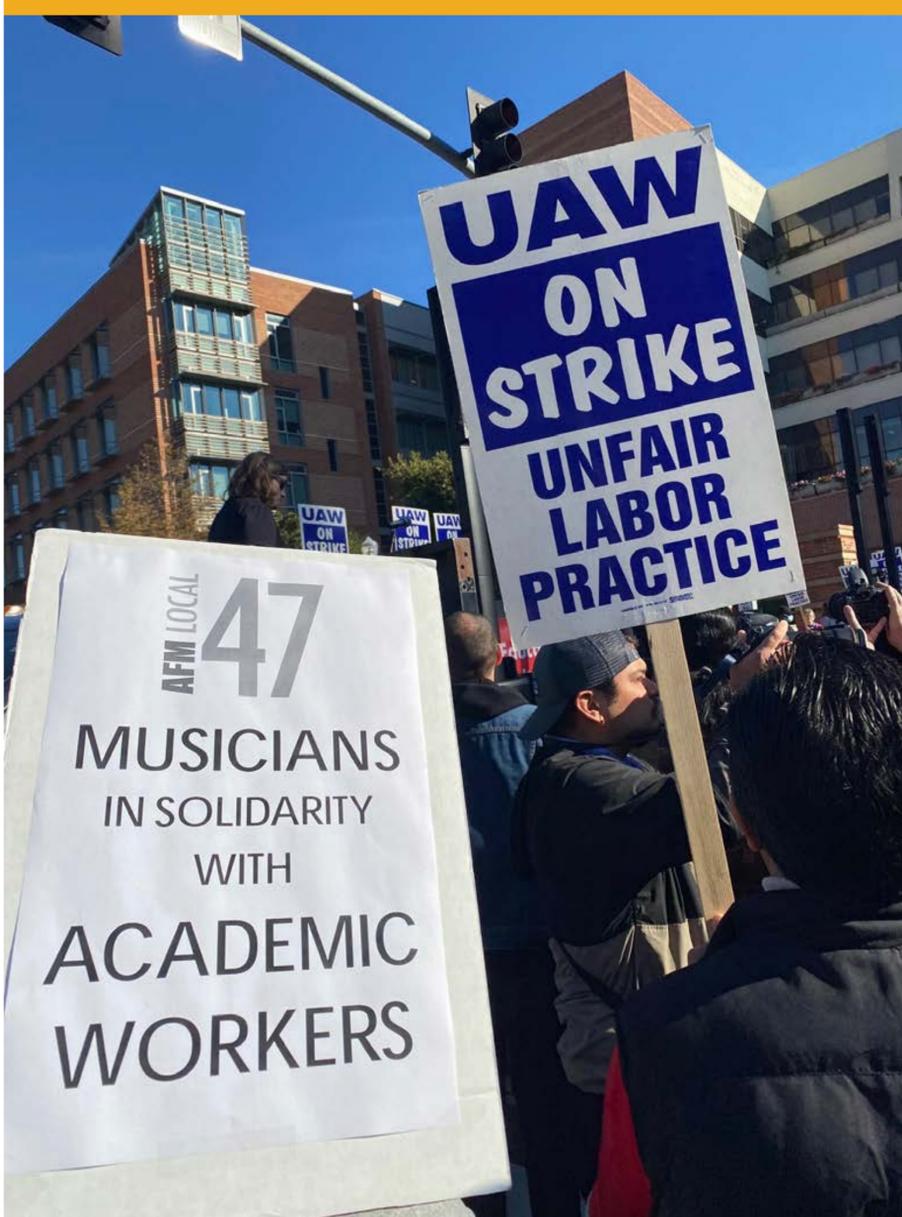
## UAW Academic Workers End Six-Week Strike

On Dec. 14, 2022, striking UAW academic workers at UCLA saw an impressive display of support at a morning rally, where LA County Federation of Labor President Yvonne Wheeler delivered words of encouragement, and union activist Tom Morello performed his signature protest songs.

"It was uplifting to help represent Local 47 and the AFM in supporting the largest higher education strike in our nation's history," said Local 47 Vice President Marc Sazer. "We appeared alongside the full measure of the labor movement in Southern California, the AFL-CIO, I.A.T.S.E., SAG-AFTRA, the Animation Guild and others. It was particularly heartening to see conservatory-level music students and music faculty — many of whom are Local 47 members — supporting, joining, learning and growing together."



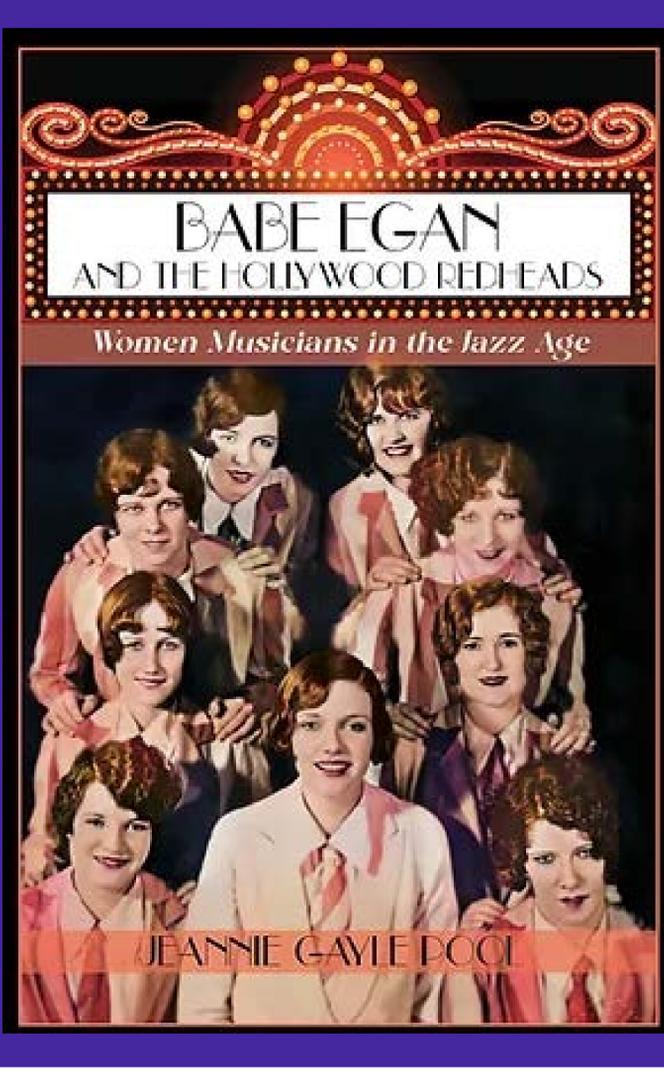
*AFM Local 47 VP Marc Sazer was among the supporters at the UCLA UAW academic workers' rally.*



On Dec. 23, academic workers at the University of California voted to accept new tentative agreements and end the six-week-long strike of 48,000 workers. The vote tally for UAW 2865 was 11,386 to 7,097 in favor of the agreement. The SRU-UAW vote was 10,057 to 4,640 for ratification. According to the terms of each agreement, the strike is finished. UAW workers can return to their employment with gains in compensation, childcare subsidies and paid leaves, plus new protections against bullying and discrimination.

Within 90 days of ratification, UC teaching assistants and associate instructors will get a 7.5% pay hike. Teaching fellows will get an 8.9% bump. Hourly academic student employees will get 5% to 8% increases. By Oct. 1, 2024, the minimum nine-month salary for teaching assistants with a 50% time appointment will be \$34,000. By Oct. 1, 2024, the minimum salary rate for UC Berkeley, UCSF, and UCLA teaching assistants will reach \$36,500. Associate instructors and teaching fellows will receive a 16.7% increase. The two UAW contracts just ratified with UC will run through May 31, 2025. In the 10-campus UC system, UAW 5810 representing postdoctoral scholars and academic researchers ratified a new five-year agreement with the University.

The union ratification of the two contracts also ends the Unfair Labor Practice complaints over violations of labor law that the UAW had filed against UC via California's Public Employee Relations Board.



## AFM 47 Women in History: 'Babe Egan and the Hollywood Redheads'

Violinist and bandleader Babe Egan was a vaudeville superstar. In 1929, she was one of the highest paid women in vaudeville, earning \$50,000 that year (equivalent to \$880,000 today). She performed for tens of millions of theatergoers in the U.S., coast-to-coast, in Canada, and in Europe, and her band was regularly featured on radio.

The Hollywood Redheads appeared in the first German talking picture, as well as on its soundtrack. They were booked solid from 1924 until 1933, doing two, three, or four shows a day. Today Babe is completely unknown and lost to jazz history. How could this be?

The story of Babe Egan's life provides provocative insights into the history of vaudeville, jazz, radio, the recording industry, and film production. It reveals how these branches of the early entertainment industry intertwined and formed the basis of our present-day global mass media. This book examines the interdependence of the music/theater/film/radio businesses the 1920s and '30s, integrated as they developed into our present monopolistic marketing machine.



Babe Egan and Her Hollywood Redheads were unmarried women jazz instrumentalists, traveling by train, bus, car, and ship. They blazed a trail for the modern free-spirited American women of the twenty-first century. Born Mary Florence Cecilia Egan (1897-1966), and nicknamed "Babe," she hailed from a Seattle, Washington family of newspaper reporters and entrepreneurs. The granddaughter of Irish immigrants, she began her career accompanying silent films in movie theaters and on Hollywood studio production sets.

The granddaughter of Irish immigrants, she began her career accompanying silent films in movie theaters and on Hollywood studio production sets. Before she was even 30, she was a virtuoso ragtime violinist, bandleader, and intrepid businesswoman. Babe was the quintessential exponent of female independence at a time when most women were simply expected to keep their homes and raise families. The Roaring Twenties were roaring, America voted dry and drank wet. Flappers, speakeasies, and bathtub gin surged society forward during Prohibition. The Redheads became vaudeville superstars during one of the most dynamic periods of economic, technological, and social change in American history, which ended with the Great Depression.



Photographs of this beautiful nearly six-foot redhead — leading her all-girl orchestra while playing her violin — graced newspapers across the United States, as well as in the capitals of Europe, where they entertained royalty and had a frightening dust-up with the Nazis in 1932. The Redheads were consummate professionals and Babe's leadership was a major contribution to American jazz. Inspired by the extravagant lifestyles of glamorous femme fatale Hollywood silent film stars, The Redheads forged their own paths, while fending off unsolicited advances by unscrupulous promoters.

This biography, researched for more than three decades, includes a chronological account of the adventuresome lives and times, culled from personal anecdotes, diaries, interviews, scrapbooks, and extensive press coverage. These stories recount the successes that brought riches and praise to an American pioneer of "Le Jazz Hot."

*"Babe Egan and the Hollywood Redheads" is available for purchase direct from the author's website at [jeanniegaylepool.com](http://jeanniegaylepool.com).*



*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.



# 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](http://afm-epf.org)



## Employers Now Face Stronger Unfair Labor Practice Penalties

In a big win for labor unions, employers will now be required to compensate employees for all financial harm that results from a violation of the National Labor Relations Act.

In the Dec. 13, 2022 decision *Thryv, Inc.*, the National Labor Relations Board (NLRB) clarified its make-whole remedy to expressly ensure that workers who are victims of labor law violations are compensated for all “direct or foreseeable pecuniary harm” suffered as a result of those unfair labor practices.

In addition to the loss of earnings and benefits, victims of unfair labor practices may incur significant financial costs, such as out-of-pocket medical expenses, credit card debt, or other costs that are a direct or foreseeable result of the unfair labor practices. The NLRB determined that compensation for those losses should be part of the standard, make-whole remedy for labor law violations.

General Counsel will be required to present evidence in the compliance proceeding proving the amount of the financial harm, that it was direct or foreseeable, and that it was due to the unfair labor practice. The respondent employer or union would then have the opportunity to rebut that evidence.

“Employees are not made whole until they are fully compensated for financial harms that they suffered as a result of unlawful conduct,” said NLRB Chairman Lauren McFerran. “The Board clearly has the authority to comprehensively address the effects of unfair labor practices. By standardizing the Board’s make-whole relief to fully include the direct or foreseeable financial harms suffered by affected employees we will better serve the important goals of the National Labor Relations Act.”

This clarification to the NLRB's remedy will apply in every case in which its standard remedy would include make-whole relief for employees. The NLRB will apply this remedy retroactively to all cases currently pending.



## **In Memoriam**

### **David Atkins**

Life Member. Clarinet  
1/27/1937 - 10/9/2022  
Member since: 1/31/1956

### **Gene Cipriano**

Life Member. Oboe  
7/6/1928 - 11/12/2022  
Member since: 8/17/1953

### **Masia Massett**

Life Member. Piano  
5/20/1931 - 8/23/2022  
Member since: 9/23/1970

### **Anthony Ortega**

Life Member. Oboe  
6/7/1928 - 10/30/2022  
Member since: 5/21/1947

### **Fred Selden**

Life Member. Alto/Tenor Saxophone  
1/22/1945 - 10/1/2022  
Member since: 3/27/1968

### **Thomas Wheat**

Life Member. Acoustic/Electric Guitar  
3/19/1934 - 7/21/2022  
Member since: 3/31/1948

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



### **Gene Cipriano**

Life Member. Oboe

7/6/1928 - 11/12/2022

Gene Cipriano, known familiarly as "Cip," was an American woodwindist and session musician, playing clarinet, oboe, flute and saxophone among other instruments. He played on hundreds of recording sessions, possibly more than any other woodwind musician.

He was born in New Haven, Connecticut, the son of a musician who played clarinet in bands on Broadway. Gene Cipriano learned clarinet, saxophone and flute when young, played with Ted Fio Rito's band, and at the age of 23 was invited to join Tommy Dorsey's orchestra. He married band singer Frances Irvin, and settled in New York City where he played with such musicians as Lee Konitz and Claude Thornhill. He then joined the continuation Glenn Miller Orchestra led by Tex Beneke, where he met Henry Mancini.

When Mancini began writing music for television series such as Peter Gunn, he invited Cipriano to join him in California and contribute on flute. The two worked together many times on television and film scores in later years, and Cipriano played the clarinet solo on Mancini's "Baby Elephant Walk." Cipriano also worked with many other TV and film composers, including Michel Legrand, Andre Previn, Neal Hefti, Lalo Schifrin, and Marvin Hamlisch. During his career he recorded music for numerous television shows including "Batman," "The Flintstones," "M\*A\*S\*H\*," "Mission: Impossible," "Star Trek," "The Simpsons," and "American Dad!" He played on West Side Story, performed the saxophone part for the character played by Tony Curtis in the film "Some Like It Hot," and played on the soundtrack of both the original "The Thomas Crown Affair" and its 1999 remake.

Cipriano was also a noted session musician in Los Angeles, as a member of the Wrecking Crew. Initially, he was sought by Harry Nilsson to play oboe, and subsequently played on many pop hits of the 1960s and 1970s, including those by the Beach Boys and the Monkees. Other musicians with whom he worked included Frank Sinatra, Neil Diamond, Rosemary Clooney, Stan Kenton, Tony Bennett, Frank Zappa, and Lady Gaga. Fellow musician and record producer Tom Ranier said that Cipriano was "one of, if not the most, recorded woodwind player in history having played on thousands of record dates, movies, jingles and TV shows." In 2019, it was reported that Cipriano had played in the Academy Awards orchestra in each of the previous 59 years.

As a jazz musician, Cipriano played many shows and on over 200 recordings, including as a member of Thelonious Monk's band on "Monk's Blues." He also played with Gerry Mulligan, Shelly Manne, and many others. He made his only album as a leader, "First Time Out," a double CD on which he played all the solos, in 2006 at the age of 78. On the album, he played saxophone, clarinet, and English horn. Ranier said of the album: "He played all his instruments superbly, producing beautiful singing sounds on each. His technical ability on each instrument was at the highest level and he could sight read music of any style and adapt to any genre, and do so perfectly."

Cipriano died on November 12, 2022, at the age of 94.



### **Dr. Thom Mason**

Former Life Member. Composer

10/10/1941 – 10/22/2022

*by Dr. Bruce Eskovitz*

How do we honor a man like Dr. Thom David Mason, an artist, a mentor, an educator a husband and a friend? We cherish his legacy as seen by my colleagues on this stage and the many hundreds of musicians that his teaching influenced for more than 50 years. The classes that he created, like “Jazz, Ragtime & Blues,” which brought this music closer to generations of USC general education students, who learned to love this music through the passion and intelligence that Dr. Thom professed to all. He created the DMA in Jazz Studies, which opened the door to that advanced degree for myself and many of the artists that share this stage today. His book “The Art of Hearing” revolutionized solfeggio in a manner that made it a viable and usable tool for jazz musicians and jazz music students. Dr. Thom was a brilliant man who always sought to inform, educate and create opportunity where none had existed before.

But he was more than that. His day-to-day work as an educator and an artist sought to create a path towards excellence with enthusiasm for everyone he met. His abundant love for music and jazz created countless opportunities for all of his students and mentees and it was a position that he took very seriously as he was carving out his legacy by illustrating every day what it meant to be an artist of the highest caliber. He had the good fortune to be recognized in his lifetime for some of his accomplishments as an educator, when the Los Angeles Jazz Society bestowed the honor of “Educator of the Year” on him. An honor that he was extremely proud to receive.

I clearly remember a conversation that he and I had many years ago when I said something like, “now that we know the trials and tribulations of becoming a musician, and especially the financial aspect of it, how do you teach it, knowing the ominous truth?” He had a simple answer, which strikes to the core of his teaching and life philosophy. He said, “if I can teach someone to be excellent at music, then they can learn to be excellent at anything!”

He was so excited when more than twenty years ago he met, fell in love and married Rosemarie Christopher. They shared a deep love for each other as she shared his passions for music and life, and we send our deepest condolences of love to her at this time.

Dr. Thom Mason was a brilliant musician, composer, educator, scholar and author and we have the unique opportunity to celebrate his legacy today in the medium that he loved most, which is music. Thank you, Dr. Thom, for all that you have shared and because of who you were, your legacy will live long into the future.

Rest in peace Thom, rest in peace.



## Announcing the Tony Giaimo Memorial Scholarship in Clarinet Studies

The Tony Giaimo Memorial Scholarship in Clarinet Studies has been established by Tony's nephew, William Liotta, a professor of Theatre, Head of Design, Lighting and Sound Design, at the University of New Mexico.

A Life Member of AFM Local 47, Tony Giaimo was a singer, saxophonist, and a top-tier clarinetist. He sang for Frank Sinatra on many occasions, and sang with Dean Martin. He met star after star including Lucille Ball, Jimmy Stewart, Kirk Douglas, Clint Eastwood, Jimmy Durante, Sammy Davis Jr., Aretha Franklin, Joan Rivers and Frankie Valli to name just a few. He met numerous Presidents, Senators, Congressmen, Governors, and foreign dignitaries such as Mikhail Gorbachev over the course of his long career. He was on a first-name basis with Ronald and Nancy Reagan.

Tony was in many television shows including "Dynasty," "Who's the Boss?" and several others. He also appeared in several movies including: "All I Want for Christmas," and "Bird" directed by Clint Eastwood.

To make a donation to the Tony Giaimo scholarship through the University of New Mexico Foundation, [click here](#).

share YOUR story  
with  
the Overture

**OPEN MIC!**



Got a story to tell?

AFM Local 47 welcomes submissions from our members!

Please 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).

# 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](#).

## Notice Re: Supreme Court Beck Decision

In June 1988, the United States Supreme Court issued its decision in "Communication Workers of America v. Beck." That decision interpreted and applied the National Labor Relations Act to prohibit unions from charging objecting nonmember employee fees a Union spends for matters unrelated to collective bargaining, contract administration, grievance adjustments or other activities normally and reasonably undertaken to advance the employment related interest of employees.

The Local 47 Executive Board has adopted a policy to govern the implementation of the Beck decision, as well as more recent decisions by the National Labor Relations Board addressing the matter of Union security arrangements, by AFM Local 47. A complete version of the policy is in the Secretary's Office.

Sections 8(a)(3) and 8(b)(2) of the National Labor Relations Act permit unions in non-right-to-work states to enter into collective bargaining agreements with employers that require employees, as a condition of employment, either to join the union (and thereby enjoy the full rights and benefits of membership) or to pay fees to the union (and thereby satisfy a financial obligation to the union without enjoying the full rights and benefits of membership). That requirement serves the legitimate purpose of ensuring that each employee who benefits from union representation pays a fair share of the cost of that representation.

Whereas employees have the right to join and support a labor union, or refuse to join a union, only members enjoy valuable benefits and rights. Such membership benefits include the right to attend and participate in membership meetings, participate in formulation of union policy, nominate and vote for union office, run for union office, participate in negotiations, vote for new collective bargaining agreements, vote for strikes, use of the Studio 47 and other valuable benefits.

Employees who chose to not be members of the Union pay dues and/or fees, but they do not enjoy any of the rights and privileges of membership. Non-members may object to paying dues and, therefore, pay an agency fee based on Union expenditures that reasonably related to representational activities including collective bargaining, contract negotiations, and grievance adjustment and related activities. Non-members who choose to object must do so in writing. Such a request must be in writing, and it must include the employee's full name and address. The request must be sent to: Secretary/Treasurer, AFM Local 47, 3220 Winona Ave. Burbank CA 91504. The request is valid until withdrawn by the employee.

Non-members who submit an objection shall receive information regarding how the Union calculates representational expenditures and have their dues reduced by the percentage of non-representational expenditures. This reduction in dues will commence on the first day of the month following the receipt of the objection. Work Dues are calculated at between 3% - 5.1% of gross wages depending on the contract type. We estimate that objectors will be required to pay about 87.88% of dues.

## 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

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](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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