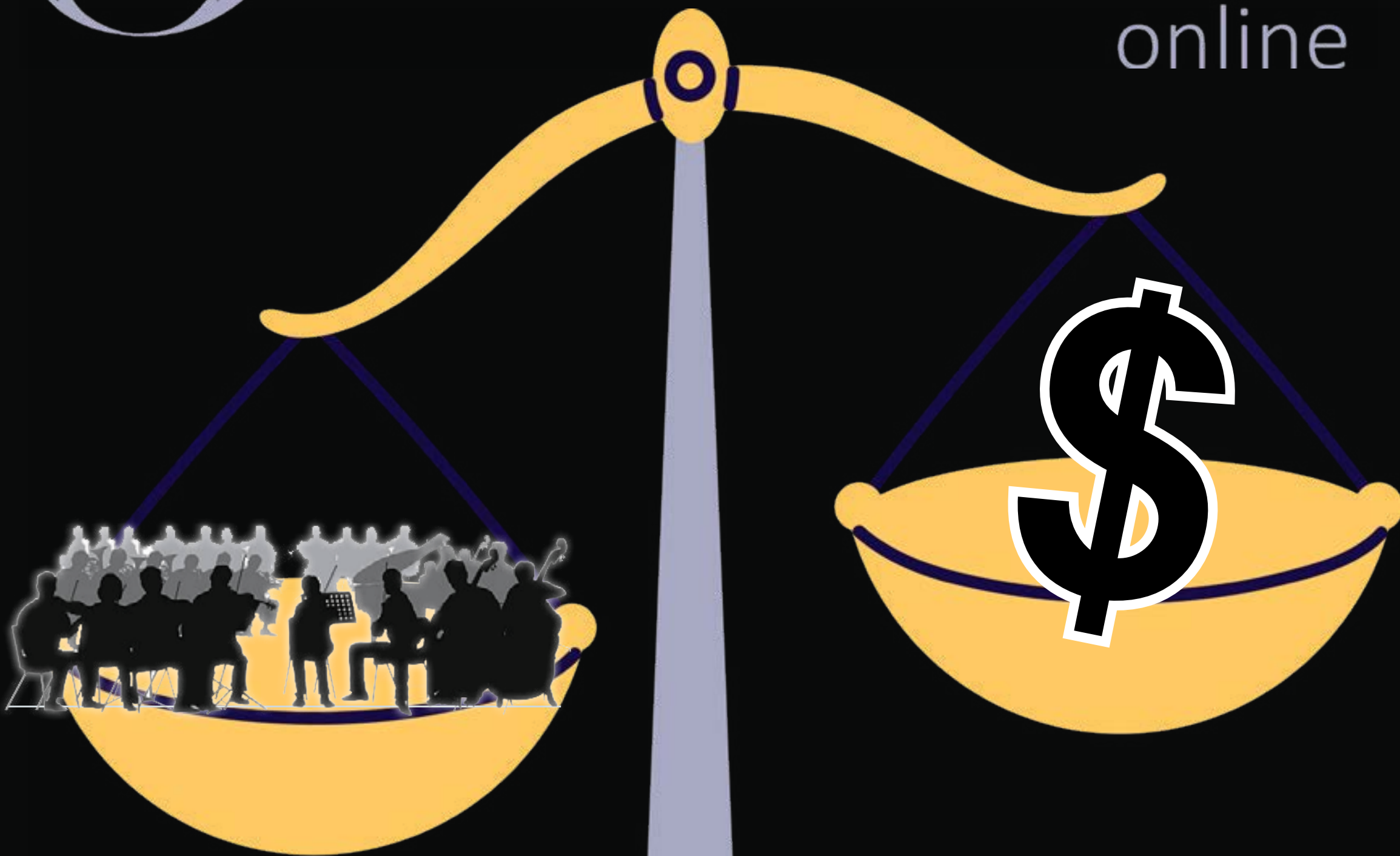


# Overture

online



## MUSICIANS DEMAND A FAIR SHARE IN THE NEW YEAR

*2024 Wage Scale Books  
Now Available*

*General Membership & Annual  
Club Meetings: January 22*



# Overture

online

- Official monthly electronic magazine of the  
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Advertising:  
Linda A. Rapka

AFM LOCAL  
**47**



*Wishing you all a safe, prosperous &  
Happy New Year!*



## 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 323.993.3159. Thank you!

## AFM LOCAL 47 EXECUTIVE BOARD & COMMITTEES

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Vice President: Marc Sazer  
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### Wage Scale Committee

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Danielle Ondarza





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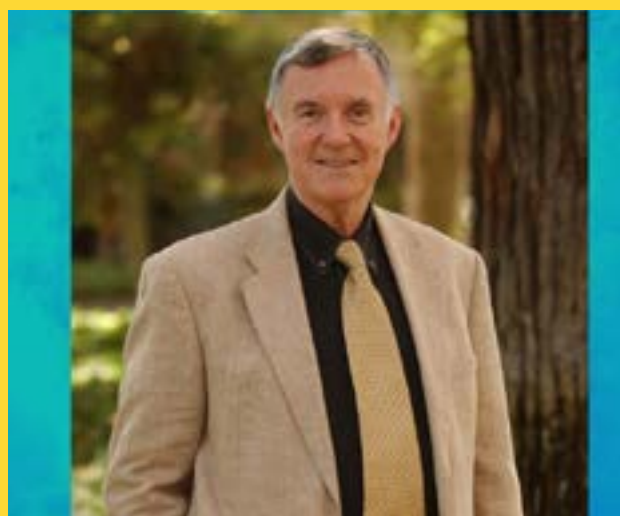
**AS CONTRACT NEGOTIATIONS NEAR,  
MUSICIANS DEMAND  
A FAIR SHARE  
IN THE NEW YEAR**

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Road Toolkit' for Touring Musicians**



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**Film Musicians Secondary Markets  
Fund: A New Year Rings In a New Fund**



# President Stephanie O’Keefe



“Do you know where you're going to?  
Do you like the things that life is showing you?  
Where are you going to? Do you know?”

- Michael Masser, Gerry Goffin,  
“Theme from Mahogany”

On September 19, 2023, the Executive Board held a meeting that, in addition to the usual items of business, included a lengthy discussion of goals and philosophies regarding the mission of Local 47. The purpose of the meeting was to identify and articulate the current and future goals of the Local:

Who are we?

What are we doing?

Where are we going?

Most importantly, how can we best serve the membership in the pursuit of their careers as professional musicians?

For any enterprise, the key to planning is knowing what a successful operation would look like. Only then can the correct actions be implemented to make that vision a reality.

Even an organization that has been in operation for many years can benefit from a reassessment of goals and an examination of current practices and protocols.

To that end, the Executive Board agreed upon the following description of a successful Local 47:

A Local that maintains communication with members, organized labor, and the community

A Local that has a robust, diverse membership

A Local that is fiscally solvent

A Local that provides a place to gather, but utilizes the bulk of its revenues to support the membership, not the physical plant

A Local that assists members to make positive changes in their lives

A Local that assists members to understand the contracts under which they work

A Local whose members understand the history and purpose of the Union

A Local that empowers musicians

Looking back, this administration has taken many actions that have moved us forward toward achieving these goals:

We have held meetings for members with AFM International staff, to promote understanding of national agreements

We have worked to enforce agreements, both on the national and local levels, so that musicians would receive all of their wages and benefits

We have collected thousands of dollars for members in unpaid or underpaid wages and benefits

We have worked with our accountant and auditor to create budgets that ensure the fiscal health of the Local

We have remodeled the building in order to create a large space for us to gather

We have successfully reopened the rehearsal rooms, including the new, large ensemble room

We have held an extremely successful jazz festival, recognizing and empowering jazz musicians, who are often marginalized and forced to work off contract

We have hired a full time organizer to assist in education, unifying the membership, and preparing for negotiations

We have invited the membership to come for coffee, lunch, or just to chat, so that we can communicate and gain a clearer understanding of members’ concerns

We have pursued a closer relationship with the Los Angeles County Federation of Labor, participating in strategic planning for organized labor in LA County

We have continued to offer classes in orchestration, free of charge to Local 47 members

We have worked to increase membership among music producers, DJs, and hip hop artists, many of whom were unaware of the AFM and the protections it offers

We have worked to form a true coalition of entertainment unions, creating and strengthening connections and relationships with IATSE, Teamsters, Animators, Actors Equity, SAG-AFTRA, and the Writers Guild

While all of this seems to say that we are moving in the right direction, much work remains to be done, beginning with the negotiations for the Motion Picture agreement, starting this month.

As I have written in this column previously, I often encounter a level of disrespect of musicians that is nothing short of astonishing.

But we will not stop – and with our goals so clearly defined, we have a blueprint for 2024 and beyond.

Happy New Year to us all,

Stephanie



## Vice President Marc Sazer



I'd like to begin by wishing each and every one of us a wonderful new year! 2024 holds great promise for us as musicians, as well as challenges that we will meet head on.

We have made some changes here at the Local. Our rehearsal rooms are no longer dependent on having an in-person attendant during business hours. We are also planning several small improvements to make the main area more appealing for orchestral and large ensemble rentals. Please contact my Executive Assistant [Rose Doylemason](#) with any questions, or call 323.993.3172.

The dramatic and historic strikes against the film and TV companies in 2023 by writers, actors, singers and others significantly reduced our work. Musicians generally go to work after the production is complete, so we will have to wait until projects go through their timeline of writing, filming, and beginning post-production before most of the volume of our employment returns.

The good news is that we expect that by the end of the first quarter of 2024, we are likely to be flush with scoring work, and we need to be ready here at Local 47. We have embarked on an open search for a new motion picture and TV business representative and have had a good response to our job ad. Until we are able to fill the position, I have stepped in on an interim basis, and will be visiting sessions, overseeing the processing of contracts and ensuring their correctness, answering member and contractor questions, preparing data for negotiations, working with our data analysts and working directly with AFM staff on particular projects. Whew!

We have also begun to make strides in reaching out for more union coverage in sound recordings and commercials. In December I accompanied Jamie Vespa, our sound recording business representative, on a studio visit, making connections with the owners of a highly successful recording venue for top-tier artists. Our message of open arms, and assistance for artists in getting contracts filed, was welcomed enthusiastically. It's on our agenda to help our business representatives get out into the world, building relationships with musicians, employers and others, playing their role as a resource and educator for our community.

Over the past year, our AFM Fair Share for Musicians campaign has grown and developed, and we are ready to go with our negotiations beginning on January 22. Please visit [afmfairshareformusicians.org](http://afmfairshareformusicians.org) to sign up for alerts and lend your support. The outcome of these negotiations will dramatically impact everything we can accomplish as a union; providing economic support for all of our efforts and bringing us together like never before.

As we embarked on a listening tour of proposals meetings, in Long Beach, Pasadena, West L.A., Santa Monica, North Hollywood, Orange County, even New York and San Francisco, we heard musicians state their needs loud and clear. One of the regular questions was about signing new signatory companies and getting more work that otherwise runs off to Europe or other venues.

The front page of the Overture in September 1961 featured two big stories. One, titled "A New Era and New Horizons," described the reunification of the Musicians Guild into the American Federation of Musicians. The other, "Runaway Probe Hearings Planned in D.C., Hollywood," described a joint effort by Local 47, the AFM, the Hollywood Film Council and the Screen Actors Guild to engage the U.S. Senate in hearings about runaway production. The goals were clear: to keep studios from running away from good union jobs.

In 1997 Canada launched a tax incentive program to lure film/TV production to Canada. This set off an international arms race of government subsidies. Film score after film score has run away to the U.K. and other countries as a result of tax credits; the AFM was recently told by one major studio that scoring a particular film AFM (rather than in London) would have cost the company \$59 million in U.K. tax credits!

Our state of California spends hundreds of millions of dollars a year in tax credits to support employment in production, yet the one small rule that was intended to support musicians' jobs has failed spectacularly. Just look at a film like Netflix's "The Gray Man" — California taxpayers granted Netflix \$20 million to help them make the movie, but all of our music jobs ran off to London.

Fixing our tax credit system to require domestic scoring will do more than just bring jobs; it promises to help leverage new signatories to our AFM agreements — if they have to score here, we can stand together to ensure that they score on contract.

We have much to do! I am uplifted by the amazing and wonderful people we have to do our work with. The musicians who have given of their time and thoughts and energy for our AFM Fair Share for Musicians campaign are a constant source of hope and encouragement. All of us pulling together can move mountains — the omnipresent labor movement chant "*Sí se puede*" means exactly the right message. *Sí se puede* — *yes we can!*



## Secretary/Treasurer

# Gail Kruvand



Happy New Year!

One of my goals for 2024 is to communicate more effectively with you.

Many members have said that they would like to see a print Overture. We know that only a few of you have downloaded the Overture app and just a few more actually go to our website and read the Overture online. I envision a quarterly print publication that will reach thousands more members than our app and website versions. Drop me a line at [gail.kruvand@afm47.org](mailto:gail.kruvand@afm47.org) and share your thoughts on this.

Put the next General Membership meeting in your calendar and plan on joining us in person on January 22 at 7:30 p.m. here at Local 47. This is your opportunity to hear reports from the officers, committees and more. I look forward to seeing you there!

Your membership dues are due now. We appreciate all of you who have made your payments already and be assured that we are working diligently to process payments as quickly as possible. If you haven't yet paid your membership dues, the grace period extends through the first quarter, ending March 31, 2024. Please go to [afm47.org](http://afm47.org) and click on the mustard colored button that reads "Pay Dues." Our Local 47 bylaws mandate a \$75 reinstatement fee, so please make sure that your payment is received before March 31.

The 2024 Wage Scale booklets are hot off the press! Congratulations to the Wage Scale Committee, *Judy Chilnick, P. Blake Cooper, Jeff Driskill, Bonnie Janofsky, and Danielle Ondarza*, for their work on the 2024 wage scales. The booklets are available for pickup Monday-Friday from 9 a.m. until 4:45 p.m. at the Local. A digital copy of the 2024 Wage Scales is also available in the *Members-Only* section of our website. [Log in here](#) and click on the "Scales" tab for access.

As you may know, our AFM Music Performance Trust Fund (MPTF) provides grants for free public live music events. We processed just over \$46,000 in wages on MPTF contracts in November alone, from symphony orchestra concerts to small ensemble school performances. In 2024 there are a series of months where the funding is increased. February is Black History Month and the MPTF is offering increased funding for those events that qualify. If you are interested in applying for a grant please contact our in-house MPTF Administrator at 323.993.3156 or email at [mptf@afm47.org](mailto:mptf@afm47.org). For more information on how to apply, visit our website, [afm47.org/mptf](http://afm47.org/mptf).

2023 was a very challenging year for our Local. We experienced extraordinary costs due to the data breach in June and saw increases across every aspect of our expenses. Our work dues revenue was down almost 22% in the Third Quarter due to the entertainment industry strikes. Your officers have made decisions in all areas to practice financial prudence and I'm confident that we will meet the challenges that 2024 will certainly bring.

This month marks the end of my first year as your Secretary Treasurer. This job really can't be done without great support and teamwork. I owe a debt of gratitude to my fellow officers and the staff here at Local 47, especially the indomitable Amber O'Donnell in our Membership Department. Whenever you are rehearsing downstairs or find yourself in the area, please stop in and say hello. I've enjoyed seeing many of you perform, from small clubs to Disney Hall, and look forward to more music in 2024.

So here's to the New Year! Best wishes for a happy, healthy and prosperous 2024!



# DO WE HAVE ROYALTIES FOR YOU?



## More than \$650 Million Distributed to Musicians & Vocalists

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

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

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

**AFM & SAG-AFTRA**  
Intellectual Property Rights Distribution Fund

p. 818.255.7980 | f. 818.255.7985

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



**The AFM & SAG-AFTRA IPRD Fund is a 501(c)(6) non-profit organization - est. 1998**





# As Contract Negotiations Near, Musicians Demand a Fair Share in the New Year

## Entertainment Workers are Rising Up: Musicians are Next!

Just as writers and actors fought the Alliance of Motion Picture and Television Producers for better wages and strengthened contract protections over many long months in 2023, so too will musicians come January 22. Contract negotiations for the AFM Basic Theatrical Motion Picture and Basic Television Motion Picture agreements with the AMPTP will take place here in Los Angeles, and AFM members throughout the U.S. and Canada are working together on the grassroots [AFM Fair Share for Musicians campaign](#).

Topping the list of musicians' demands are improved industry wages, residual payments for made-for-streaming content, and AI protections, all of which are crucial for the ability for musicians to make a living performing film and TV work venerated around the world.

On December 6, an AFM Fair Share for Musicians "Road to Negotiations" meeting was held at Local 47. This meeting was a mix of in-person and Zoom attendees from throughout the United States. AFM International President Tino Gagliardi and other key members of the bargaining unit met with participants to discuss the AFM Fair Share for Musicians campaign vision, strategies for the negotiations, the uniqueness of this moment in the entertainment industry and labor history, and what the AFM Fair Share for Musicians campaign has been doing to prepare for negotiations.

## AFM Local 47 Members Sound Off: 'Why I'm Fighting'

### Marcus Ely, clarinet

"One of the most important things in being a musician is getting a fair wage. That's what we really want. At the end of the session, at the end of the work week, at the end of the year, there needs to be something in terms of health and welfare payments, and particularly pensions. That's very important to me."



### Ariel Chapman, viola

"I would really love to see not only an increase in wages for new media but also residuals on the back end, particularly when it comes to movies that are made for streaming. Those are full-length productions that I think it would be only fair to be compensated for once it actually comes to market. Just like the actors and the writers, I'm fighting for our fair share."



### Karl Vincent, bass

"I'm fighting for fair residuals for musicians as well as protections against new technologies. One of the things I'd like to change about our contract is the residual structure; I think it's unfair. Another thing I'd like to change, somehow, some way, is the relationship between composers and musicians and producers, I think that's enormously unfair. I really think it should not be a case where composers have to pay the musicians. The producers have to pay the musicians."



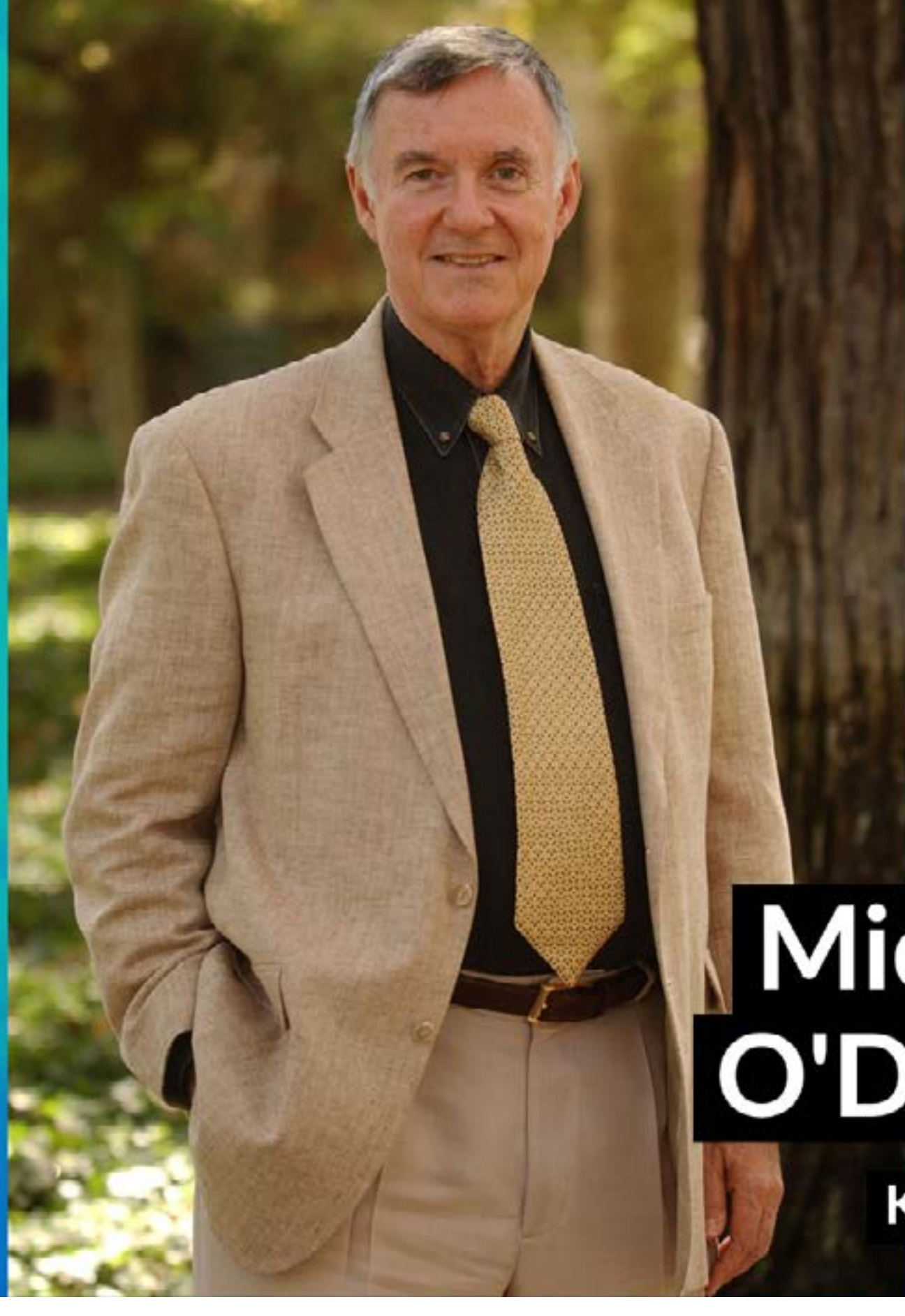
## Get Involved!



Here's how to involved in the campaign, either as a member, an activist, or part of the bargaining unit:

- [Sign the Fair Share petition](#)
- [Sign up](#) for Action Alert emails
- Follow the AFM Fair Share for Musicians campaign on social media: [Facebook](#) | [X/Twitter](#) | [Instagram](#)
- Stay tuned for updates on the campaign website at [afmfairshareformusicians.org](http://afmfairshareformusicians.org)





**Michael  
O'Daniel**
**Keyboardist**

*Life Member Michael O'Daniel, an accomplished keyboardist, has been an AFM 47 Member since 1975. Here he shares his answer to the question, #WhyUnion?*

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

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

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

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





AFM Local 47's #WhyUnion? campaign features members from every part of our profession, answering in their own words, this question: "Why Union?"

Read member testimonials, and share your own answer, at [WhyUnion.org](http://WhyUnion.org).



# General Membership Meeting

& Musicians' Club Annual Meeting

Monday  
January 22  
7:30pm

Agenda/RSVP: [afm47.org/gmm](http://afm47.org/gmm)



Capt. Greg Welch  
Gathering Place  
3220 Winona Ave. Burbank  
CA 91504

Open to members in good standing

*Open to all AFM Local 47 members in good standing*

On the Agenda (subject to change):

- Presentation of 50-Year Pins
- Officer Reports
- Old and New Business

RSVP to: [rsvp@afm47.org](mailto:rsvp@afm47.org)  
(RSVP encouraged, but not required)

## MUSICIANS' CLUB OF LOS ANGELES ANNUAL MEETING

Immediately following General Membership Meeting

*All members of AFM Local 47 are also members of the Musicians' Club of Los Angeles*

To review our meeting policies and additional information, please visit [afm47.org/gmm](http://afm47.org/gmm)



### Holiday Office Closures

- Monday, January 1 - New Year's Day
- Tuesday, January 2 - Day After New Year's
- Monday, January 15 - Martin Luther King Jr. Day

### Local 47 General Membership & Musicians' Club Annual Meetings

Monday, January 22, 7:30 p.m.  
AFM Local 47 Captain Greg Welch Gathering Place  
3220 Winona Ave. Burbank CA 91504  
*Musicians' Club Meeting to immediately follow  
General Membership Meeting*  
[afm47.org/gmm](http://afm47.org/gmm)

### Ongoing Events:

#### Executive Board Meetings

Tuesdays, 10 a.m. (online via Zoom)  
Members welcome as observers  
For info email [st\\_sec@afm47.org](mailto:st_sec@afm47.org)

#### New Member Orientation

Third Fridays, 10-11 a.m.  
Local 47 Executive Board Room  
Required of all new members  
[afm47.org/orientation](http://afm47.org/orientation)

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





## Welcome New Members!

- Amper, Matthew – Piano
- Bauman, Daniel James – Piano
- Buck, Nathanael – Drum Set
- Childress, Joshua Christian – Alto/Tenor Saxophone
- Cooper, David – French Horn
- Crawford, Meredith – Viola
- Grant, Damon M. – Percussion
- Hart, Big Mike – Acoustic Guitar
- Jones, Elijah (Eligy) – Percussion
- Kawai, Sara – Harp
- LeVine, Alessandro – Piano
- Livesay, Nolan Bryant – Viola
- Lorenzo the Percussionist – Conga
- Malespin, Alexis Monique – Piano
- Manukyan, Osheen – Cello
- Nebyu, Sam – Violin
- Nikpay, Hamed – Vocalist
- O’Leary, Maggie – Bassoon
- Pilant, Julia A. – French Horn
- Preston, Kevin – Acoustic Guitar
- Shapiro, Leah – Drum Set
- Soldo, Dino Michael – Alto/Tenor Saxophone
- Starr, Shane Michael – Composer
- Swan, Dewayne "D" – Piano
- Vargas, Gaby – Flute
- Winstead, John – Oboe



# 2024 MEMBERSHIP DUES REMINDER

## Renewal Date: January 1

*Pay by March 31 to avoid suspension  
& late fees!*

Annual and Semi-Annual Membership Dues for Regular, Life and Inactive Life Members are due **January 1<sup>st</sup>** 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.

All outstanding dues/fees/fines must be paid by June 30 to avoid expulsion.

Don't delay — renew today!

**AFM47.ORG/DUES**

## News Briefs

### 2024 Wage Scale Books

Live Performance/Music Prep Wage Scales have been updated for the New Year. A digital copy of the booklet may be found in the [members-only section](#) of our website (login required). Print copies are available upon request; limit one book per member. Submit your request at [bit.ly/wsbook2024](http://bit.ly/wsbook2024).

### Music Performance Trust Fund Offering Extra Funding in 2024

MPTF is offering extra funding for performances held in February during Black History Month, in March during Women's History Month, and in April during Jazz Appreciation Month. Those interested in applying for a grant are invited to contact Local 47's MPTF Administrator. All requests will be reviewed for approval, and recommendations will be forwarded to MPTF in New York. For more information on how to apply, [click here](#).

### Do We Have an Unclaimed Check for You?

[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)

# IS YOUR BENEFICIARY CARD CURRENT?



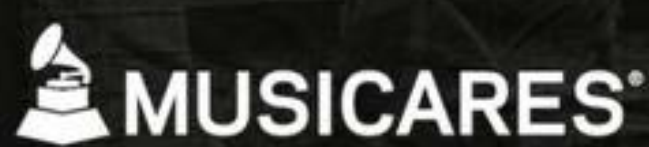
Visit:  
[afm47.org/beneficiary](http://afm47.org/beneficiary)

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 visit [afm47.org/beneficiary](http://afm47.org/beneficiary).

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.*





# RESILIENCE

## ON THE ROAD

### **MusiCares Launches 'Resilience On the Road Toolkit' Guide for Sustaining Mental & Physical Wellness On Tour**

*by Kate Ferber, MusiCares*

For many music professionals, touring is a love-hate relationship. Live shows and travel are a chance to bring music directly to fans, but it can also be mentally, physically and financially draining for music professionals.

The COVID-19 pandemic and global supply chain issues have made touring more costly, more unpredictable, and for some music professionals, far less desirable. However, the pandemic has also opened the door to more candid conversations about the difficulties of touring, including several high-visibility artists speaking openly about their decisions to cancel tours.

After more than 30 years providing a critical safety net to music professionals, MusiCares understands what it takes to bring music to the world and the hardships that so many music professionals navigate. With that in mind, MusiCares is pleased to launch the [Resilience on the Road Toolkit](#), a living suite of resources to foster and sustain mental and physical wellness among music professionals on tour.

With this toolkit, MusiCares hopes to help alleviate some of the stressors of the road. MusiCares believes that fostering Resilience on the Road requires four core elements: access to resources and information to make informed choices about physical and mental wellness; affordable and timely mental health support; accessible and high-quality medical and physical wellness; and an underpinning of an empathetic and compassionate community on tour.

These are all available in various forms, from panel discussions to daily actions and reflection prompts, within the toolkit. To preview and register to download the Resilience on the Road toolkit, [click here](#).





*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.*

## 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)

### 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)

### 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.



*A Message from AFM-EPF:*

## Learn More About Your Pension Benefit

American Federation of Musicians and Employers' Pension Fund (AFM-EPF) Trustees understand that your pension benefit is both valuable and complex for participants. As a result, a new effort to assemble some practical, easy-to-understand information is underway. You can access this information now on the [Participant Page at afm-epf.org](http://afm-epf.org).

AFM-EPF is committed to providing you with the knowledge and resources necessary to maximize your pension planning and benefits.

With one click to the Participants page, here's what you'll find:

### How Our Pension Plan Works

Learn more about AFM-EPF, its Trustees and your pension benefit

[What is the AFM-EPF?](#)

[Role of a Trustee](#)

[How the Plan is Governed](#)

[How the Money Flows](#)

[What the Fund Office Does](#)

[What's Happening with ARPA](#)

[Benefits of Diversification](#)



### Retirement is Down the Road

Things to consider and action to take even if retirement is years away

[Tips You Can Use Now](#)

[You Need to Designate a Beneficiary](#)

[How to Register for the Participant Portal](#)

[How the Pension Estimator Works](#)



### Life Happens

Tips and information to help you manage life's unexpected events

[You Need to Designate a Beneficiary](#)

[What to Do if You Get Divorced](#)

[How You Can Protect Your Loved Ones](#)

[How and When to Contact the Fund Office](#)



### Retirement is Around the Corner

Be prepared. Learn what you need to do before you need to do it!

[Tips for Approaching Retirement](#)

[You Need to Designate a Beneficiary](#)

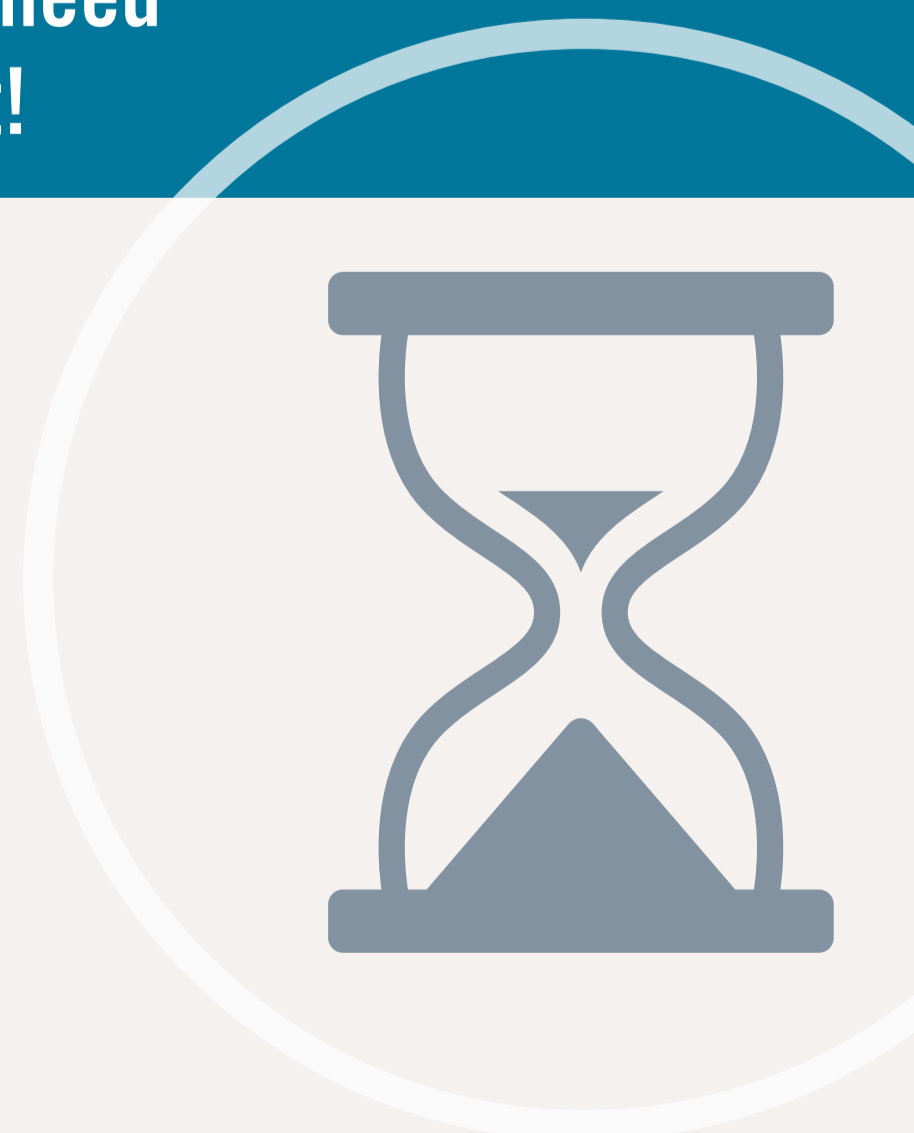
[How to Register for the Participant Portal](#)

[How the Pension Estimator Works](#)

[Navigating the Application Process](#)

[Optional Forms of Payment](#)

[How to Start Your Benefits](#)



For more information visit:  
[www.afm-epf.org](http://www.afm-epf.org)





# The Year in Labor: An Overview

*A message from Yvonne Wheeler, President, LA County Federation of Labor*

*Editor's Note: It was quite the year in 2023 for the Los Angeles Labor Movement. Below, LA County Fed President Yvonne Wheeler shares how much we accomplished over the past year and words of inspiration for 2024.*

Nationwide, we have seen a resurgence of militancy as workers of all industries are coming together to demand an end to corporate greed. Los Angeles County has been leading that charge.

In March, our siblings at UTLA and SEIU 99 went on a historic three-day strike against the Los Angeles Unified School District. The solidarity between these two unions ensured a fair contract bargaining agreement was reached, providing these essential workers with improved wages and benefits and enshrining important programs for LAUSD's most vulnerable students.

Solidarity works, and this was the catalyst for our historic #HotLaborSummer. We saw the Teamsters go up against United Parcel Service (UPS) and secure the most lucrative contract in years. In the entertainment industry, our siblings at the Writer's Guild of America West and SAG-AFTRA took on the Alliance of Motion Picture and Television Producers (AMPTP), going on strike for 148 and 118 days, respectively, gaining critical protections from Artificial Intelligence and changes in outdated compensation models. Unite HERE Local 11 members have been striking for better contracts at our local hotels and winning despite violence against strikers and egregious union-busting activities. Members of SEIU 721 demonstrated their power when they went on strike against the City of Los Angeles. Members of SEIU-UHW, as part of the Coalition of Kaiser Permanente Unions, went on strike protesting unsafe staffing levels in healthcare. In October, the LA Fed held the first-ever Summit on Poverty and Homelessness, where we highlighted the growing inequality in our county that is trapping our members in generational cycles of poverty and how we, as the Los Angeles Labor Movement, can lean in on this fight. This is a tiny snapshot of all the incredible fights our LA Labor Movement has seen this year — and we're just getting started.

We've got our work cut out for us in 2024 as workers continue to rise, demanding their fair share in the face of unfettered corporate greed. If we have learned anything this #HotLaborYear, it's that when we fight, we win.





# 2024 Union Plus Scholarships

## Applications Due January 31

Need money to help you reach your education goals? There's still time to apply for the 2024 Union Plus Scholarships.

Union Plus Scholarships help union families with the cost of college. Scholarship awards range from \$500 to \$4,000 and are available to union members and their families to begin or continue their college education. The application deadline is January 31, 2024. [Click here to apply.](#)

Since 1991, the Union Plus Scholarship Program has awarded more than \$5.4 million to students of working families who want to begin or continue their post-secondary education. More than 3,800 families have benefited from our commitment to higher education.

The Union Plus Scholarship Program is offered through the Union Plus Education Foundation, supported in part by contributions from the provider of the Union Plus Credit Card. (You do not need to be a Union Plus Credit Card holder to apply for this scholarship.)

To learn about the myriad benefits offered to union members through Union Plus, visit [unionplus.org](https://unionplus.org).





## A New Year Rings In a New Fund

*by Kim Roberts Hedgpeth, Film Musicians Secondary Markets Fund Executive Director*

FMSMF is pleased to provide this update to Overture for the benefit of Local 47's members.

Over six years ago, FMSMF began a multi-year process of transformation — starting with an in-depth review of every internal business process; to an exhaustive study of our existing technology systems; to identifying, selecting, and designing a new comprehensive data system and bringing that new system on line; to ultimately reorganizing the Fund's internal departments to capitalize on efficiencies, enhanced analysis, reporting and outreach capabilities made possible by the new system. As reported last year, we elevated a new generation of department leaders on staff to expedite the Fund's transformation. While the Fund still delivered residuals to musicians on time – even through the turbulence of the pandemic – the complex work required for this transformation was 'behind the scenes' and invisible to Participants. To the outside world, not much had changed. However, behind the curtain, by the end of 2023, FMSMF was transformed. As the curtain rises on 2024, the Fund will debut some new features for Participants and outreach to contributing companies.

**fmsmf.org:** It may look the same as the old website on the surface, but [fmsmf.org](https://fmsmf.org) has been upgraded with enhanced security and new features to make it easier for Participants to navigate and use. Some of the new features include a user-friendly mobile and tablet interface, streamlined navigation and menu structures, refined search features for new paid films and unclaimed residuals. Two key improvements officially debut this month: First, participants can now download their residual statements as printable PDFs. In addition, starting with the 2023 tax statements that will be issued on January 31, 2024, Participants enrolled in Account Access can access their tax forms online — no need to call or write the office asking for a replacement W-2 or 1099 when trying to find a lost or misplaced copy at tax time.

**Faster Turnaround on Unclaimed Residuals:** Due to the limitations of the Fund's old systems, if a Participant needed a stale check or unclaimed residuals re-issued, they may have waited several months for the reissue to be processed in a "batch" because those batches could only be processed two to three times per year. With FMSMF's new, updated system, reissues of outstanding unclaimed residuals will be processed within two weeks after confirmation, meaning Participants get their money in hand sooner.

**Outreach to Contributing Companies:** The new system is capable of uploading documents and data with more speed and accuracy – thereby eliminating much of the tedious manual data entry. Fund staff can now spend more time focusing on analysis, quality control, and equally important, education and communication with contributing companies (studios, indie producers, etc.,) to encourage more accurate and timely reporting and payment of residuals. The Fund is initiating a new quarterly notification system in 2024 designed to alert companies of new AFM-covered titles that need to be set up for residual reporting and to follow up on possible missing or lapsed contributions. In addition, the new Industry Relations Department is rolling out a new contributor "onboarding" program, to assist and educate smaller indie companies that often do not have large residuals departments about how musicians' residuals work and how to report those residuals.

**Enhanced Support for Collections:** The new system provides enhanced tools for the Fund's team of analysts to review, at a more granular level, the backup reports that accompany residuals remitted by contributing companies. This allows Fund staff to identify errors and missed or underreported residuals earlier in the collections process. The additional detail accessible through the new system also provides more support to the Fund's audit program through which the Fund's outside auditors review companies' books and records to ensure compliance with the AFM Film and Television agreements.

**Looking to the Future:** No project of this kind is ever finished. As FMSMF moves forward, our staff will discover new opportunities to leverage the features of our new data system, continue refining processes for the benefit of Participants, and adapt to changes in the industry including the new streaming business models. All FMSMF staff, whether newly hired or long-tenured, understand how important secondary market residuals are to the lives and livelihoods of working musicians and their families; as such, every member of the Fund staff makes serving Participants their number one priority. In the months and years ahead, the FMSMF team will continue enhancing the Fund's ability to collect and distribute this vital income to Musicians in a changing environment, as this next generation of Fund staff builds on the work of the past several years to fulfill that ongoing mission.

Over the past several years, Fund staff could not have moved this work forward without the support of the AFM's Liaisons to the FMSMF – past Liaisons Phil Ayling, Rick Baptist and Ray Hair, and current Liaisons Pete Anthony, Tom Calderaro, and now Tino Gagliardi. I am truly grateful and thank them for supporting our team's efforts.

On behalf of all the staff of FMSMF, I thank you for the honor of serving the community of professional musicians and wish you and yours a prosperous 2024.



# Final Notes



## In Memoriam

**Valencia Mitchell**

Life Member. Violin

3/14/1949 - 9/3/2023

Member since 4/22/1985

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

or you may send to:

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

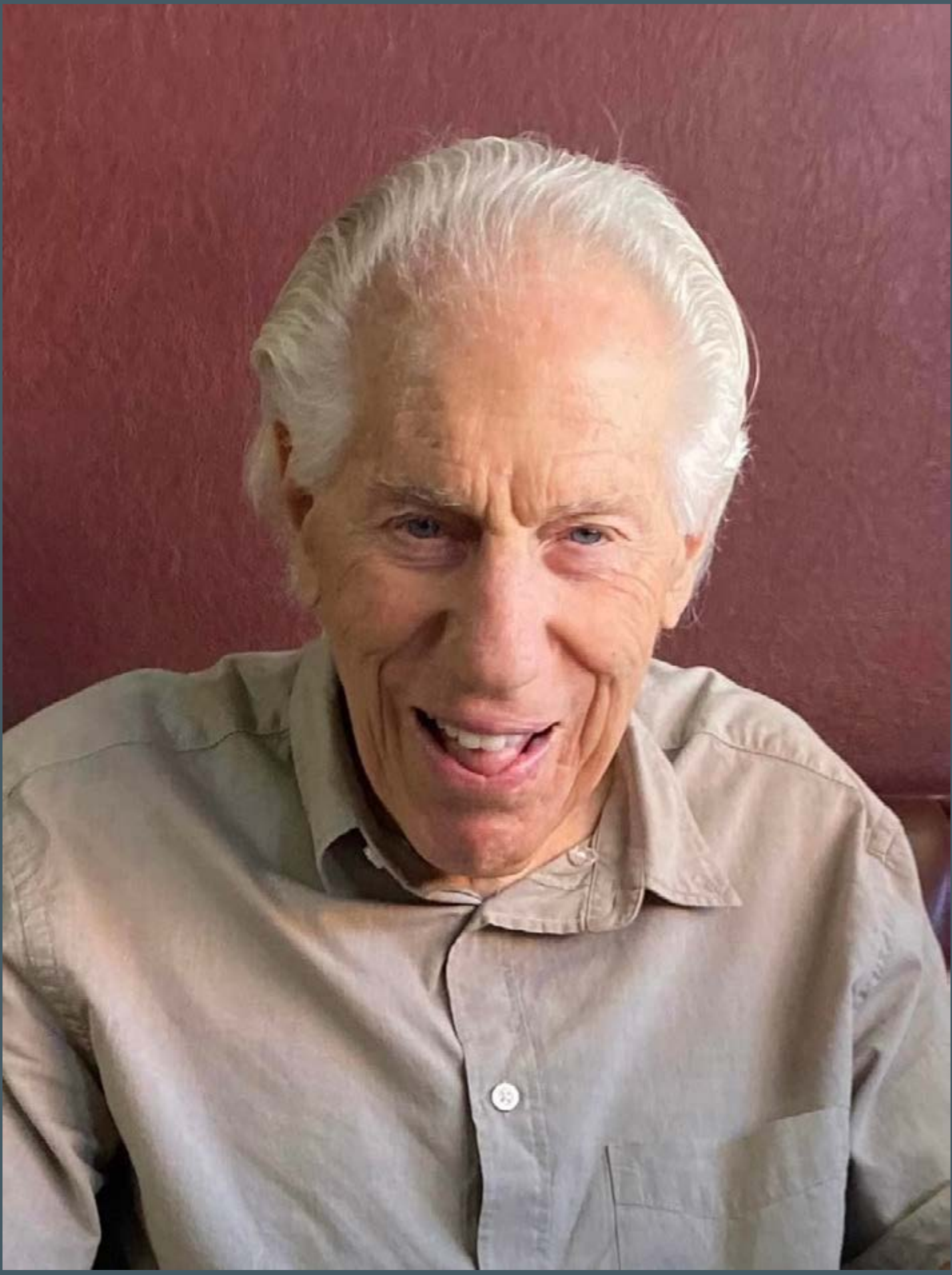
Local 47 Overture Online

3220 Winona Ave.

Burbank CA 91504



## Final Notes



**Nick Martinis**  
**Life Member. Drum Set**  
**8/13/1931 - 12/7/2023**

*by Robbie Hioki*

Nicholas Louis Martinis was born on August 13, 1931 in Philadelphia, PA.

As a young aspiring drummer in Philly, Max Roach let Nick sit in with his band, and there he got to play with Charlie Parker.

Nick went on tour with a band from Philly and settled in Los Angeles. Some of his favorite jobs include working with Frank Rosolino, The Lighthouse All Stars, and the Pete Jolly Trio. He played with Pete for over 30 years.

Some of the jazz legends he worked with include Art Pepper, Conte Candoli, George Shearing, Chet Baker, Victor Feldman, Vince Guaraldi and many others.

In 1980 we played in Normy Faye's show band on the Azure Seas cruise ship with Bob Corwin on piano, Lou Shapiro on sax and Tom Hill (Clarke-Hill) on bass.

On the ship Nick was the master of his many funny poetic sayings. He continued to do that his whole life.

When Nick was practicing at home, he had his drums set up between two, four foot speakers blasting out the classic bebop cuts. He would play the drum solos note for note transcribed by ear. That was fun for him. It kept him energized for his 92 years on this earth. Nick passed away on December 7, 2023.

Rest in peace Mr. Nick.



# Open Mic

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](#).



## Annual 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 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 90.57% of work dues and membership dues.

### Membership Dues

#### 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.*

#### 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.



# Auditions

## HOLLYWOOD BOWL ORCHESTRA

Thomas Wilkins, Principal Conductor  
Announces auditions for:

### **PRINCIPAL HARP**

March 18, 2024

### **PRINCIPAL BASS**

March 19, 2024

### **PRINCIPAL SECOND VIOLIN**

March 20-21, 2024

Visit [www.hollywoodbowl.com/auditions](http://www.hollywoodbowl.com/auditions) for more information.

Please email a PDF copy of your one-page resume to [hboauditions@laphil.org](mailto:hboauditions@laphil.org)  
by **January 14, 2024**.

Auditions will be held in Los Angeles.

Employment to commence based upon the winner's availability and  
Hollywood Bowl Orchestra schedule.

The Hollywood Bowl Orchestra and Audition Committee reserve the right to  
dismiss immediately any candidate not meeting the highest professional  
standards at these auditions.

The Hollywood Bowl Orchestra is a project of the Los Angeles Philharmonic  
Association, which is an equal opportunity employer.



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**The Local 47 Beat**

— Emailed biweekly —

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*For information on posting auditions, please visit  
[afm47.org/auditions.html](http://afm47.org/auditions.html)*