

Overture

online



African Americans and the Arts

Hundreds Rally to Support
a Fair Share For Musicians

LA Black Worker Center
Receives \$2.5 Million Donation

Overture

online

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

ISSN: 2379-1322

Publisher: AFM Local 47
3220 Winona Ave.
Burbank CA 91504
323.462.2161
www.afm47.org

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Managing Editor /
Layout / Graphics /
Advertising:
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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 or call 323.993.3159. Thank you!

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AFM Goes to NAMM! Highlights from the 2024 Show

President Stephanie O'Keefe



“R-E-S-P-E-C-T

Find out what it means
to me”

- Attributed to both Otis Redding and

Earl “Speedo” Sims

The single biggest problem musicians face is a lack of respect.

You may think that is too sweeping a generalization, or too simplistic an explanation for the myriad difficulties we face.

But consider the definition of the word.

The Cambridge Dictionary defines respect as “a feeling of deep admiration for someone or something elicited by their abilities, qualities, or achievements.”

It would seem to me, then, that if musicians were respected, our situation might be quite different.

If we were respected:

Our employers might seek to compensate us fairly, with wages and benefits that would ensure us lives of dignity.

Our working conditions might be safe and free from hazards.

Our employers might strive to learn about and accommodate the very real physical stress that is required to play an instrument to a professional level.

Our employers might seek to adhere to the agreements they negotiated.

And musicians might not fear speaking up when those agreements – either advertently or inadvertently – were violated.

The list could go on and on...

But we find ourselves in a very different – one might say disrespectful – situation.

While practically everyone will tell you how much they love music, and with little or no prompting will tell you all about the significant songs in their lives and the concerts they have attended, the idea of compensating musicians fairly for their efforts often seems strangely foreign.

Streaming services pay artists so little that it would be laughable if it weren't so tragic.

Radio stations play recordings without ever compensating musicians for the use of their music. (The American Music Fairness Act seeks to correct this gross inequity.)

Employers seek to pay substandard wages, few or no benefits, and question the concept of additional payment for the capture or use of recorded work product.

Club owners offer musicians little or no compensation, other than “exposure.” (And yet no landlord has ever accepted “exposure” as valid currency.)

Again, the list is practically endless...

How then does one garner respect?

Sometimes it's through education.

Many people don't understand that music is a profession. And they certainly are not aware that musicians are organized into a labor union.

Even other unions are not always aware of the existence of the AFM – a situation that Local 47 has worked tirelessly to correct.

And sometimes we must simply demand respect. It can be as direct as refusing to work without a contract, as difficult as demanding that a contract be followed, as time consuming as serving on a Board or a negotiating committee, or as unifying as attending meetings and rallies and participating in solidarity.

But when we deal with employers who can't see their way to doing the right thing, or worse, don't even care to know what the right thing is, then it is up to us, in the words of that most famous of anthems, to show them what respect really means.

In solidarity,

Stephanie

Vice President Marc Sazer



As I write this column, we are part of a tremendous AFM bargaining team; rank-and-file musicians, Officers, staff, counsel, bargaining with the major film and television studios for a sustainable future for our musicians. The stakes go far beyond the paychecks due to recording musicians; we all have skin in this game, even if we never step foot in a scoring stage.

The industry-standard streaming residual is paid through our unions, much like Live TV/Videotape re-uses, and would create revenue for Local 47 and the AFM. This would allow us to invest in ourselves, invest in our futures together.

We have made the case to these companies that as a group of musicians, we are going through a major demographic transition. Like our communities, our country, and in fact the whole world, we have become younger and more diverse. This at the very moment in history when our ability to make a sustainable living has been gutted by the decision by those very companies to leave us behind in the new streaming economy.

When we go to work on streaming shows we only make about 25% of what we would have made on the films and TV shows that the work has cannibalized. The brunt of this has fallen most heavily on our younger and more diverse musicians, those who don't already have a large stable of legacy shows in their residuals "portfolio."

But there's another key issue as well. Diversity on the scoring stages remains spotty and tied to particular projects. We need both progress toward inclusion, and assurance of economic fairness for all. We all need our fair share.

Our negotiations kicked off on Monday, January 22 with a rally on the doorstep of the AMPTP, the Alliance of Motion Picture and Television Producers. Over 300 AFM, SAG-AFTRA, WGA, IATSE and Teamster members gathered to send a clear message to the companies – we all need our fair share in the streaming economy. Featured speakers were Tino Gagliardi, President of our AFM, Yvonne Wheeler, President of the LA County Federation of Labor, Ellen Stutzman, Executive Director of WGA, Lindsay Dougherty, International VP of Teamsters and leader of Teamsters 399, and yours truly. The event was emceed by our own President O'Keefe, and featured stellar performance by a Local 47 brass quintet.

As we move forward, regardless of what happens here this week, we will be standing with our Teamster and I.A.T.S.E. colleagues as we all support each other in pursuit of fair treatment from the film and TV studios. On March 3, we will be participating in a mass rally as they kick off their AMPTP negotiations – put the date in your book now!

Make no mistake, we are on the move!

Secretary/Treasurer

Gail Kruvand



"Artists are the gatekeepers of truth. We are civilization's radical voice."

- Paul Robeson (1898-1976)

Artist and Activist

With the focus on art as a platform for social justice for Black History Month 2024, we celebrate our diversity as artists. From homes to clubs to concert halls, musicians create connections that remind us of our common humanity. At the same time we, as artists and union members, stand up for injustice and speak truth to power.

The recent film "Rustin," directed by George C. Wolfe, does just that. This biopic profiles Bayard Rustin as he faces homophobia and racism while organizing the 1963 March on Washington. The music was scored AFM and with our union's protections we can be sure that musicians are treated and paid fairly.

I discovered this bit of interesting history through my work on updating our database. One of our own Local 47 members, George C. Malloy, performed with legendary soprano Camila Williams in 1963 at the historic March on Washington. In fact, Ms. Williams sang the national anthem, alongside Mr. Malloy on piano, just before the seminal speech, "I Have A Dream," by Dr. Martin Luther King Jr.

Another Local 47 member who was an artist activist, working with both Paul Robeson and Pete Seeger, was Waldemar Hille. He was the editor of "The People's Songbook" and played with Mr. Robeson whenever he sang at the First Unitarian Church of Los Angeles. He and numerous others in Hollywood were blacklisted in the McCarthy Era for their political beliefs. Mr. Hille was quoted in a New York Times interview from 1990 as saying, "Organized capitalism is an evil thing in itself... It's profits versus people." This statement still rings true today as our AFM negotiates with the Alliance of Motion Picture and Television Producers.

These are just two of the thousands of musicians who have been on the forefront of the fight for racial and social justice over the years. As every generation fights their own battles, I hear the great Civil Rights Era song in my head, "Ain't Gonna Let Nobody Turn Me 'Round" and the refrain of "I'm gonna keep on a-walkin', keep on a-talkin', gonna build a brand new world."

Congratulations for showing up on a rainy Monday in January for the Fair Share For Musicians rally at the galleria in Sherman Oaks. We brought our fight for streaming residuals to the AMPTP's doorstep for the world to see. Our union is stronger in negotiations when we stand up for each other. Keep on walkin', keep on talkin' and stay involved! Attend a union meeting, volunteer in your community or work for your candidate of choice in the next election cycle. Your efforts will make a difference!

2023 was a tough year for our Local. Work dues were down 9.3% (\$254,770.31) from 2022 primarily as a result of the entertainment industry strikes. In addition, we incurred expenses of \$64,150.07 due to the data breach. Here are some ways in which we're looking for efficiencies and additional revenue in 2024.

Printing

We've recently been working with an additional union printer, Armstrong Printing. With them, this year we saved an impressive 79% on the cost of printing our 2024 Wage Scale books as compared to last year. Linda Rapka, our Communications Director, has been a key part of finding new vendors for our printing needs that provide both union labor and cost savings. Thank you Linda!

We send roughly 2,000 work dues statements every week, only 200 of which are emailed. We need you to sign up for paperless statements! They save trees, time and money. Local 47 members may opt-in to receive email notifications when Work Dues statements are available. [Click here to enroll.](#) Just do it!

Work Dues

I discovered that our Local hasn't been pursuing the collection of work dues owed by AFM members of other Locals. A consultation with the AFM International Secretary-Treasurer Ken Shirk has given me a better understanding of the timeline and process for notification before we can refer the individuals to the AFM International Executive Board for enforcement. Not only have we been sending monthly work dues bills, contributing to our increasing printing/ mailing expenses, but we have not received any payments from these individuals. In a typical year we spend approximately \$100,000 on mailing and postage, so anything that we can do to reduce those costs will make a difference in our budget.

Staff

There are two vacant staff positions, and we currently have no plans to fill either position. Be assured that our entire staff works earnestly and efficiently for you. Stop by the Local whenever you find yourself in the Burbank Airport area! We're here Monday-Friday, 9 a.m. to 5 p.m. and welcome your visit.

You are invited to observe our weekly Executive Board meetings. Email st_sec@afm47.org for the Zoom link. We meet every Tuesday at 10 a.m. and all members in good standing are welcome to observe.

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.afmsagaaftrafund.org

AFM & SAG-AFTRA
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www.afmsagaaftrafund.org



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



African Americans and the Arts

"I'm partial to Black History Month because it celebrates the contributions of African Americans to this country which include the music I have dedicated my life to: Jazz."

*- John Clayton, AFM Local 47
bassist / DEI Committee Chair*



When Carter G. Woodson established Negro History week in 1926, he realized the importance of providing a theme to focus the attention of the public. The intention has never been to dictate or limit the exploration of the Black experience, but to bring to the public's attention important developments that merit emphasis.

Today, the Association for the Study of African American Life and History (ASALH) remains faithful to Woodson's legacy of excellent scholarship and innovative programming, and each year designates a theme for Black History Month. The theme for 2024 focuses on "African Americans and the Arts."

In the fields of music, visual and performing arts, literature, fashion, folklore, language, film, architecture, culinary and other forms of cultural expression, the African-American influence has been paramount. Black artists have used art to preserve history and community memory as well as for empowerment. Artistic and cultural movements such as the New Negro, Black Arts, Black Renaissance, hip-hop, and Afrofuturism, have been led by people of African descent and set the standard for popular trends around the world. In 2024, we examine the varied history and life of African-American arts and artisans.

For centuries, Western intellectuals denied or minimized the contributions of people of African descent to the arts as well as history, even as their artistry in many genres was mimicked and/or stolen. However, we can still see the unbroken chain of Black art production from antiquity to the present, from Egypt across Africa, from Europe to the New World. Prior to the American Revolution, enslaved Africans of the Lowcountry began their more than three-hundred-year tradition of making sweetgrass baskets, revealing their visual artistry via craft.

The suffering of those in bondage gave birth to the spirituals, the nation's first contribution to music. Blues musicians such as Robert Johnson, McKinley "Muddy Waters" Morganfield and Riley "BB" King created and nurtured a style of music that became the bedrock for gospel, soul, and other still popular (and evolving) forms of music. Black contributions to literature include works by poets like Phillis Wheatley, essays, autobiographies, and novels by writers such as David Walker and Maria Stewart. Black aesthetics have also manifested themselves through sculptors like Edmonia Lewis and painters like Henry O. Tanner.

: BLACK HISTORY MONTH 2024 :

What is your favorite artistic contribution by a Black artist?

Share your answer on social media and tag [@afmlocal47](#) or use hashtag [#afm47](#)

What is your favorite artistic contribution by a Black artist? We'd love to hear your feedback! Please share your answer on social media and tag [@afmlocal47](#) on [Facebook](#), [Instagram](#), or [X/Twitter](#), or use hashtag [#afm47](#).

AFM LOCAL 47 #WhyUnion?



Kosine

Producer

#WhyUnion? "In Chicago, where I come from, you learn early that making music isn't just about dope beats and bars; it's about building something bigger together. Growing up working-class, you see first-hand: unity isn't just a nice idea; it's how you make it through the winter. So, why union? Because it's the same in the studio as it is on the streets—you're stronger with a crew. It's about fairness, respect, and getting your due. In this game, it's not just who you know, but who's got your back. And that's real talk, straight from the heart of the Chi." - Kosine

Born Marcos Palacios, Kosine (pronounced 'co-sign') is a nine-time Grammy Award nominated hip hop and R&B songwriter, multi-instrumentalist, composer, personality, actor — and one of AFM Local 47's newest members.

Born and raised in Chicago, after graduating high school he moved to Tallahassee, Florida to attend the Florida A&M University, majoring in music. Later transferring to Columbia College Chicago, Palacios formed the idea for his production team, Da Internz, as a part of a class for his business and entrepreneurship degree. In mid-2005 Palacios, along with his production team partner Ernest "Tuo" Clark, moved to Los Angeles, spending time between Los Angeles and Chicago while attempting to break into the music industry.

Da Internz became well known for producing songs for Big Sean, Rihanna, and Nicki Minaj. During this period, Palacios was hired by Columbia as a professor, teaching specialized classes in hip-hop beat making and music production. He decided to start a solo career in 2014, under the moniker Enrique Dragon. In 2015 he moved back to Chicago for a reset from entertainment and returned to Columbia College Chicago as the school's first artist in residence. During this period, Palacios gave a TEDx talk on finding success at his alma mater.

Upon returning to Los Angeles in 2016, Palacios became a host for Beats 1 Radio. In 2018 he began working as a soundtrack producer for the television series "Empire" and "Star," debuting as an actor on the latter. He also worked as a talk show host on BET's "Man-cave" and "Kingz with Kosine." In 2020, he worked with Idris Elba on the song "Kings" which raised money for MusiCares' COVID-19 Relief Fund, produced Kelly Rowland's comeback single "Coffee," and in September produced the music for a major Joe Biden 2020 presidential campaign commercial.

In May 2021, he released his first debut EP album "Truth Serum" over streaming services along with starring in a 28-minute music video visual album/short film of the same name, loosely depicting his struggles of finding himself after 10 years of success in Hollywood, narrating a powerful message in how he persevered above it all.



AFM LOCAL 47 #WhyUnion?



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](https://www.WhyUnion.org).



Hundreds Rally to Support Musicians at Film/TV Contract Bargaining Kick-Off Event

WGA, SAG-AFTRA, Teamsters, IATSE Stand in Strong Solidarity with AFM

by Linda A. Rapka, Communications Director,

AFM Local 47

A little rain couldn't dampen the high spirits of close to 300 AFM members and supporters during a morning rally and press conference on Jan. 22 in front of the Alliance of Motion Picture and Television Producers (AMPTP) headquarters in Sherman Oaks, CA on the first day of negotiations for the Motion Picture/TV Film contract.

In a strong show of union solidarity, musicians were joined by members, union leaders and representatives from SAG-AFTRA, Writers Guild of America West, Teamsters, IATSE, the Los Angeles County Federation of Labor, and more.

The rally kicked off with lively music performed by an AFM Local 47 brass quintet comprising Dan Rosenboom (trumpet), Allen Fogle (French horn), P. Blake Cooper (tuba), Alex Iles (trombone) and Aaron Smith (trumpet), and was punctuated by speeches focused on unity and collective strength from AFM International President Tino Gagliardi and several union leaders: Los Angeles County Federation of Labor President Yvonne Wheeler, Teamsters Local 399 Secretary-Treasurer and Motion Picture Division Director Lindsay Dougherty, Writers Guild of America West Vice President Michele Mulroney, SAG-AFTRA Chief Communications and Marketing Officer Pamela Greenwalt speaking on behalf of National Executive Director and Chief Negotiator Duncan Crabtree-Ireland, and AFM Local 47 Vice President Marc Sazer. AFM Local 47 President Stephanie O'Keefe served as MC.

A common thread among all of the speakers was the importance of continued teamwork and unity as displayed during the 2023 WGA and SAG-AFTRA strikes, which were marked by unprecedented labor solidarity that resulted in successful contract resolutions for both unions.

"We need our fair share right now with the AMPTP," Gagliardi said to the crowd. "I want to thank today, especially our colleagues at the WGA, SAG-AFTRA, and Teamsters — everyone that is in the entertainment industry. Right now, we need to coalesce. We need to come together. We need to be able to get our fair share. We need to be able to make this happen. And I can't do that alone. I need your help. I want you to know that I really appreciate you being here today because together we can do this."

Gagliardi continued: "We need to have a say on what the guardrails are going to be for artificial intelligence. Look, we're not Luddites. In fact, a lot of our people are developing this stuff. We need consent, we need compensation, and we need credit. That's what's going to be really important to us in these negotiations. The business model has changed for all of us. Musicians are making 75 percent less money now than they were before the streaming model. We need to have a residual on streaming. That's going to be our big prize."

For over a decade, musicians working on made-for-streaming movies and TV shows have been exploited by the multi-billion dollar film and television studios. Recording musicians performing on soundtracks are making 75% less on content premiering on streaming platforms, threatening our livelihoods. Musicians are demanding a fair contract which includes residual payments for made-for-streaming content, AI protection, increased industry wages, and improved working conditions.

The current contract was due to expire last November, but to ensure the integrity of essential contractual protections until the next agreement is reached and ratified, the agreement was extended through May. The first round of negotiations with AMPTP concluded Jan. 31, and will continue Feb. 21 and 22.

"Music is what gives our favorite movies and shows their soul, and these workers expect and deserve to be treated fairly and given the contract they've earned," said AFM International President and Chief Negotiator Tino Gagliardi. "We are going into these negotiations in good faith, and we hope the AMPTP is doing the same."

Statements of support for musicians were issued by top entertainment labor leaders: IATSE International President Matthew D. Loeb, SAG-AFTRA President Fran Drescher, Writers Guild of America West President Meredith Stiehm, Writers Guild of America East President Lisa Takeuchi Cullen, and Teamsters Local 399 Secretary-Treasurer and Motion Picture Division Director Lindsay Dougherty. Read their statements of support on the next page of this issue, and stay tuned to the latest on the contract negotiations at

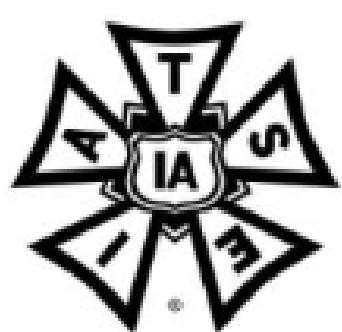
[AFMFairShareForMusicians.org](https://www.afmfairshareformusicians.org).

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](https://www.afmfairshareformusicians.org)



IATSE, SAG-AFTRA, Writers Guild of America, Teamsters Statements in Support of American Federation of Musicians

Following the first day of contract negotiations for the members of the American Federation of Musicians who work under the collective bargaining agreement with the AMPTP, on January 23 IATSE, SAG-AFTRA, Writers Guild of America West, Writers Guild of America East and the Teamsters issued the following statements of support for the musicians.

Matthew D. Loeb, IATSE International President:

"The IATSE stands behind the American Federation of Musicians (AFM) in your pursuit of a fair, protective agreement with the Alliance of Motion Picture and Television Studios (AMPTP). This is an industry that can afford to provide dignity and security to the full extent of its workforce. We support your efforts to reach agreement on the issues of this moment like artificial intelligence and gaining an appropriate share of the spoils of streaming reaped by the studios, networks, and streamers you will bargain with. Our unions are bound not only by our similar priorities, but also by our common experiences as the workers behind the film and television industry. The challenges faced last year, particularly during the strikes led by the WGA and SAG-AFTRA, highlighted the immense power of solidarity across our unions. Only together is it possible for us to build a film and television industry where every worker is valued, and their contributions recognized whether their labor takes place on or off screen."

Fran Drescher, SAG-AFTRA President: "For 118 days, the American Federation of Musicians marched alongside SAG-AFTRA on the picket lines. Today, our union declares our unwavering support for the AFM as the musicians embark on their negotiations with the AMPTP. Bargaining with the employers is no easy task. We firmly believe that today's environment calls for creative workers to push through the previous era's pattern of bargaining, demand more, and expect nothing short of the compensation and working conditions needed in order to thrive in this time of unchecked corporate greed. We must protect all artists' livelihoods for future generations. Musicians, you can count on SAG-AFTRA's full support every step of the way!"

Meredith Stiehm, Writers Guild of America West President: "All of Hollywood labor deserves to share in the value of what they create. WGAW members stand with AFM as they bargain for a fair contract."

Lisa Takeuchi Cullen, Writers Guild of America East President: "We will never forget how AFM musicians used their incredible talent to uplift our members on picket lines throughout our 148-day strike. Now, as they head into negotiations with the AMPTP, we stand firmly by the side of every musician who records, performs, or prepares music for film and television. AFM members deserve a fair contract that recognizes and respects the irreplaceable contributions they bring to our industry."

Lindsay Dougherty, Teamsters Motion Picture Division Director & Teamsters Local 399 Principal Officer: "Hollywood Labor must continue to stand, and fight, together. Teamsters are in full support of the American Federation of Musicians in their pursuit of a fair contract that addresses their unique issues and important work in the Motion Picture Industry."

Learn more about the AFM Fair Share For Musicians campaign at [AFMFairShareForMusicians.org](https://www.afmfairshareformusicians.org).



LABWC PRESS CONFERENCE



Guest Speakers :



Lola Smallwood-Cuevas
CA Senator



La Tonya Harris
Co Executive Director
of the LABWC



February 2nd, 2024



10:00 AM Sharp



5350 Crenshaw Blvd.
Los Angeles, CA 90043

Join us for a press event with Sen. Smallwood-Cuevas to celebrate her generous donation for the LABWC's Black Worker Campus. The event begins promptly at 10am with lunch available after the program at 11am.

More Information :  aclayton@labwc.org

LA Black Worker Center Receives \$2.5 Million Donation From Senator Lola Smallwood-Cuevas

Public is invited to press conference and lunch mixer on February 2

Press Conference: 10 a.m. sharp
Mix & Mingle Lunch: 11 a.m. - noon

Location: LABWC Event Space
5350 Crenshaw Blvd. Los Angeles CA 90043

The Los Angeles Black Worker Center is excited to extend an invitation to you and our entire community for a momentous occasion — our upcoming Los Angeles Black Worker Center Press Conference.

Senator Lola Smallwood-Cuevas has generously donated \$2.5 million to support Black Workers, and we want you to be a part of this historic moment. Sen. Smallwood-Cuevas (D-Los Angeles) became the first Black woman in the California State Senate in November 2022 and is a proven a champion for all working families. Prior to taking office, she spent 15 years working for the UCLA Labor Center, where she directed the Center for the Advancement of Racial Equity at Work and co-founded the L.A. Black Worker Center, the nation's first Black Worker Center.

LABWC Co-Executive Director La Tonya Harris will be speaking at the press conference; Senator Smallwood-Cuevas, along with other members of the 1000 strong coalition, will share insights into the LABWC's mission and the transformative impact this significant donation will have on advancing Black workers' rights in Los Angeles.

While we are immensely grateful for Senator Smallwood-Cuevas's generous financial support, it is crucial to acknowledge that there is still work to be done. The continued dedication and involvement of our community is imperative.

The Black jobs crisis will not end overnight, so we call on all city officials to continue supporting the movement for Black workers' rights in Los Angeles.

Your presence will add to the strength of our community and send a powerful message of unity. Let's come together to celebrate this incredible milestone and highlight the importance of ongoing support for Black workers in our city.



Holiday Office Closures

Monday, February 19 - Presidents' Day

General Membership Meeting & Musicians' Club Annual Meeting

Monday, April 22, 7:30 p.m.

AFM Local 47 Captain Greg Welch Gathering Place
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

New Member Orientation

Third Fridays, 10-11 a.m.

Local 47 Executive Board Room

Required of all new members

afm47.org/orientation

View our full calender of events

@ afm47.org/calendar



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 1st** of each year.

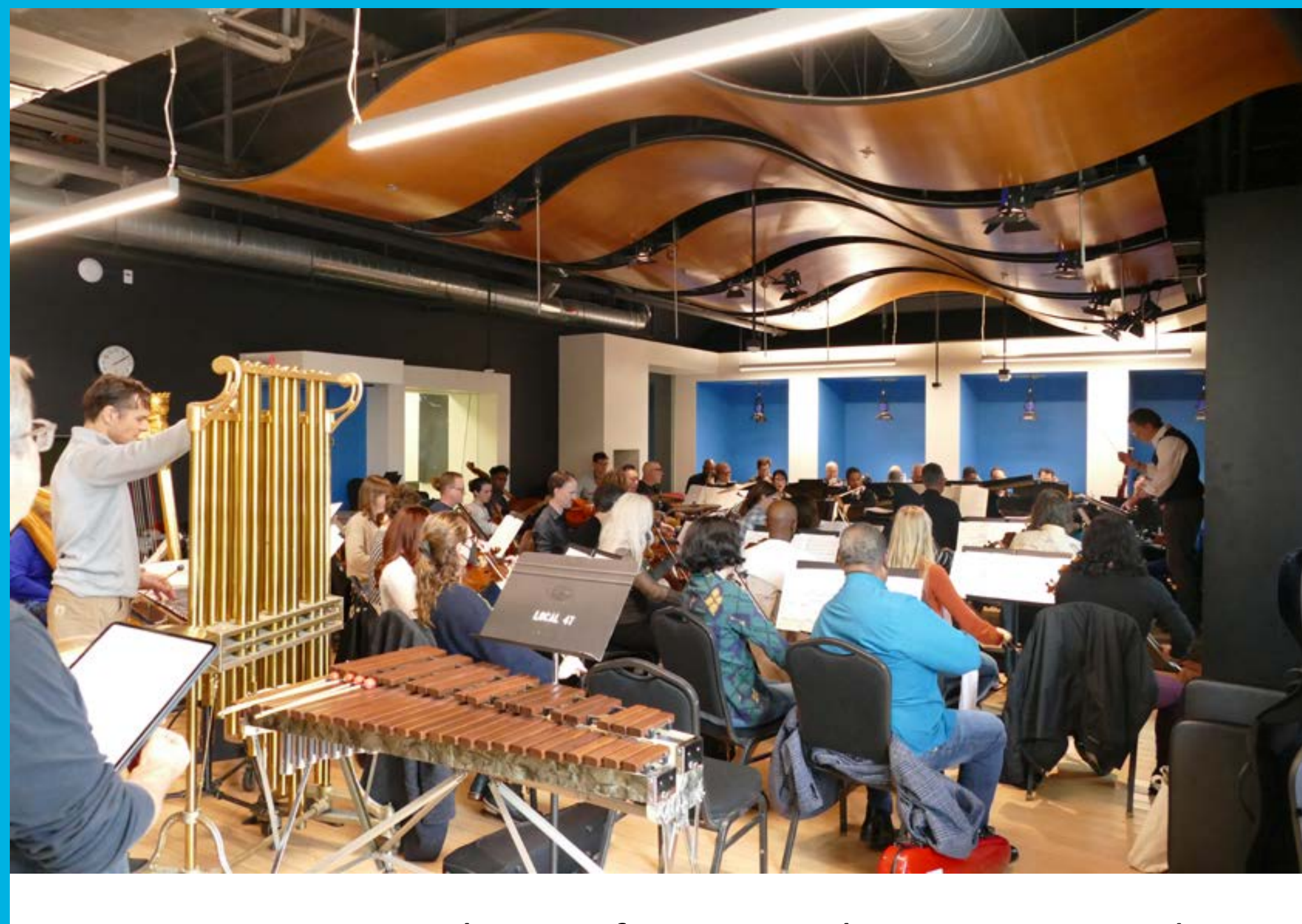
Payment must be received by March 31 (three-month grace period) to avoid suspension. If not paid by this date, a \$75 reinstatement fee will be assessed.

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

Don't delay — renew today!

AFM47.ORG/DUES

At the Local



On Dec. 22, 2023, the Pacific Jazz Orchestra convened in our Captain Greg Welch Gathering Place for a rehearsal.

Led by Chris Walden, the Pacific Jazz Orchestra is a LA's new resident 40-piece ensemble for jazz and beyond, producing on an annual concert season consisting of 5 projects, each with different guest artists. Spread out over a select few venues in LA, the program reaches far beyond the boundaries of jazz, as it features music of a diverse range of styles, genres, and backgrounds.



Local 47 Rehearsal Rooms



Whether you have a two-member band or a 55-piece orchestra, our rehearsal rooms have got you covered.

Special rates for Members and Life Members w/ priority booking are available to members in good standing.

Members: Book and pay in seconds at afm47.org/rehearsals (login required)

Non-Members: Please contact us for a quote:

323.993.3172 | booking@afm47.org

Welcome New Members!

- Bernstein, Max - Acoustic Guitar
- Cappel, Tristan - Alto/Tenor Saxophone
- Crane, Nicholas - Trombone
- Davis, Gabe - Acoustic Bass
- Demetrius, Alonzo - Trumpet
- Elseth, Ethan - Composer
- Fine, Jake - Producer
- Forte, Bob - Drum Set
- Friedman, Jordan Matthew - Composer
- Funayama, Kana - Percussion
- Keeling, Arthur Takuzo - Trumpet
- Lawrence, Robert - Trombone
- Marshall, Amanda - Violin
- Miller, Cathy - Piano
- Norman, Maya - Horn
- Osborn, Laura - Flute
- Rice, Benjamin - Producer
- Rojas, Charles - Composer
- Sheehy, Michelle - Violin
- Thigpen, Chris - Acoustic Bass
- Wilsen, Erika - Horn
- Wilson, Leigh - Percussion

News Briefs

2024 Wage Scale Books

Live Performance/Music Prep Wage Scales have been updated. A digital copy of the booklet may be found on the Scales page 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., or stop by the Local to pick up your complimentary copy.

MPTF Offering Extra Funding During Jazz Appreciation Month

The Music Performance Trust Fund is offering extra funding for performances held 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

Expelled Members

Per our bylaws, the list of members expelled for non-payment of Membership Dues has now been published in the members-only section of our website [here](#) (login required).



Go Paperless!

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



Limited Pressing Agreement Recording Rates Increase in 2024

*by Jamie Vespa, AFM Local 47 Sound Recording
Business Representative*

The Local 47 Limited Pressing Agreement ("LP Agreement") has been utilized by independent artists and indie record labels for decades. As the music industry is ever-changing, Local 47 and the Federation have adapted this agreement to better suit the current landscape.

Beginning February 5, 2024, the recording rates will increase by roughly 6%, followed by an additional 3% increase on February 3, 2025. Furthermore, the Limited Pressing Music Preparation rates have already increased as of January 12, 2024.

As AFM recording contracts are essentially work-for-hire agreements, it is important to us that our musicians receive additional compensation when a Limited Pressing recording session is filmed/videotaped. This was part of the previous LP Agreement, but in the new version, we sought to clarify the additional wages and benefits due in these circumstances.

Streaming metrics on platforms such as Spotify and Apple Music are now factored into the total units sold for a Limited Pressing project. When a song reaches 10,000 units sold in the United States, an upgrade fee to the Sound Recording Labor Agreement ("SRLA") is due.

We understand that in the current climate, it is near impossible to publicize recordings without a distribution company. Therefore, we have updated the LP Agreement to allow for licensing to a record distributor.

To view and download the current Limited Pressing Agreement, visit our [Sound Recording webpage](#).

For questions about the Limited Pressing Agreement, please don't hesitate to contact me, Jamie Vespa, your Sound Recording Business Representative:
jamie.vespa@afm47.org, 323.678.2794



Photo: Sony Pictures

Sony Pictures Entertainment Dedications John Williams Music Building on Historic Culver City Lot

Legendary composer joined by Steven Spielberg, J.J. Abrams and others at naming ceremony

On January 18, Sony Pictures Entertainment (SPE) Chairman and CEO Tony Vinciguerra and SPE Motion Picture Group Chairman and CEO Tom Rothman dedicated the newly renamed John Williams Music Building on the historic Culver City lot in honor of the legendary Academy, Emmy and Grammy Award-winning composer.

At the dedication ceremony attended by Williams and his collaborators, friends, family and industry leaders, Steven Spielberg and J.J. Abrams both spoke in celebration of the composer's astounding career.

With a prolific career spanning more than six decades, Williams — a Life Member of AFM Local 47 — is one of the world's most accomplished and successful composers for film, television and the concert stage. He has composed the music and served as music director for more than a hundred of the most recognizable and critically-acclaimed films in cinematic history. With 53 Academy Award nominations, he is currently the most nominated individual in the history of the Oscars.

Williams' arsenal of films includes "Jaws," "The Lost World: Jurassic Park," "Fiddler on the Roof," "Saving Private Ryan," the "Star Wars" franchise, "Home Alone," the "Indiana Jones" franchise, the first three "Harry Potter" films, "JFK," "Born on the Fourth of July," "Far and Away," "The Accidental Tourist," "The Book Thief," "War of the Worlds," "Superman," "Hook," "The Witches of Eastwick," "The BFG," and dozens scored from the Culver City lot including "Sleepers," "Sabrina," "Nixon," "Star Wars: Episode VIII – The Last Jedi" and "Angela's Ashes."

"It is with great pride that we dedicate this building to John Williams for having made such a profound impact on not just Hollywood, but on the lives of billions of people around the world who have been touched by the magic of his musical genius," said Tony Vinciguerra, Chairman and CEO of Sony Pictures.

At the ceremony, John Williams shared: "The first time I came to this studio was 1940 when my father brought me here to show me the stage and I was about 9 or 10 years old, and I thought, some day this will all be mine! It's finally come to be – it's only taken me 92 years to get here! My hope and challenge for the next 100 years is put in the work and make some good music and make the next 100 years as good as the last. This is bigger than 'thank you' – there are no words that can capture it in the English language; our language stops there. This is beyond an honor."

Williams has a rich history with SPE's Columbia Pictures and has recorded over 30 iconic scores in the studio's sound recording building. For Columbia Pictures, Williams scored the Academy Award-winning "Close Encounters of the Third Kind," "Memoirs of a Geisha," "The Adventures of TinTin," and "The Patriot." Of the 30+ scores he recorded from the lot, two of them were with J.J. Abrams – "Star Wars: Episode VII – The Force Awakens" and "Star Wars: Episode IX - The Rise of Skywalker" – and 18 of them were with long-time artistic collaborator, Steven Spielberg. Those include "E.T. the Extra-Terrestrial," "Schindler's List," "Empire of the Sun," "The Fabelmans," "A.I. Artificial Intelligence," "The Post," "War Horse," "Lincoln," "Munich," "Amistad," "Catch Me If You Can" and many others.

"This month marks the 100th anniversary of Columbia Pictures. How fitting the timing that to the pantheon of names that grace the buildings on this historic lot – like Capra, Poitier, Lear, Thalberg – we add Williams, the greatest film composer of all time, to the very building where so much of the joy he created happened," said Tom Rothman, Chairman and CEO of Sony Pictures' Motion Picture Group.

At the dedication ceremony, Steven Spielberg shared the following: "I have grown up with Johnny from the very beginning. What he's done for me is something I haven't been able to imagine. This building is where all my stress dissipates...when I finally get to this stage of a production, and I know I'm in your hands. In the end I don't recognize the movies as mine but as ours. Thank you Johnny, my movies would not be the same without you."

J.J. Abrams shared the following: "There is no more magical being than John Williams. Johnny is able to tap into another realm, a profound, universal, utterly human place. Like an emotional wizard, he galvanizes a world, a spirit. He doesn't just define the tone and power of a film, but elevates it into the pantheon. Every new score of his feels delightfully stunning, fresh, and yet, inevitable. He's filled our lives with some of the greatest art ever produced by human kind. I am endlessly grateful for what he does and who he is."

The John Williams Music Building is the home of the Cary Grant Theater, ADR and Foley stages, and the legendary Barbra Streisand Scoring Stage, which is one of the largest motion picture scoring venues in the world. Throughout its history, it has been used to bring hundreds of film scores to life including "Forrest Gump," "The Wizard of Oz," "Gone with the Wind," "Ben Hur," "Lawrence of Arabia," "Air Force One," "Anchors Aweigh," "Spider-Man," "Mission: Impossible," "An American in Paris," "Independence Day," "Black Hawk Down," "Doctor Zhivago," "La La Land" and "Star Wars: The Force Awakens." The stage has also hosted some of the most renowned composers of all time including Max Steiner, Hans Zimmer, Alexandre Desplat, Michael Giacchino, David Newman, Randy Newman, and, of course, John Williams.

On the Town



AFM Goes to NAMM!

We were thrilled to participate in this year's National Association of Music Merchants show, where the American Federation of Musicians and Music Performance Trust Fund had first-time booths.

Representatives from AFM International, Orange County Local 7, Los Angeles AFM Local 47, Nashville Local 257, and MPTF were happy to answer questions and connect with the thousands of musicians in attendance. The four-day event garnered lots of positive feedback from members and non-members alike.

Thanks in particular to all the AFM members who stopped by our booth and took photos!



*Corinne Olsen,
L.A. Local 47*



*Jon Hammond,
L.A. Local 47*



*Kirk Andres Wilson,
L.A. Local 47*



*Tony Correa,
O.C. Local 7*



*Jay Valle,
Detroit Local 5*



*Maurice 'Pirahnahead'
Heard, Detroit Local 5*



*Mike Smith,
Chicago Local 10-208*



*Rob Gottfried,
NY Local 802*



*Dave Pomeroy,
Nashville Local 257*

Check out our short video reel [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.

Website: pacfed-musicians.com

ENTERTAINMENT INDUSTRY FLEX PLAN

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

Eligibility

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

Coverage

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

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

SELF-PAY HEALTH CARE

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

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](#)

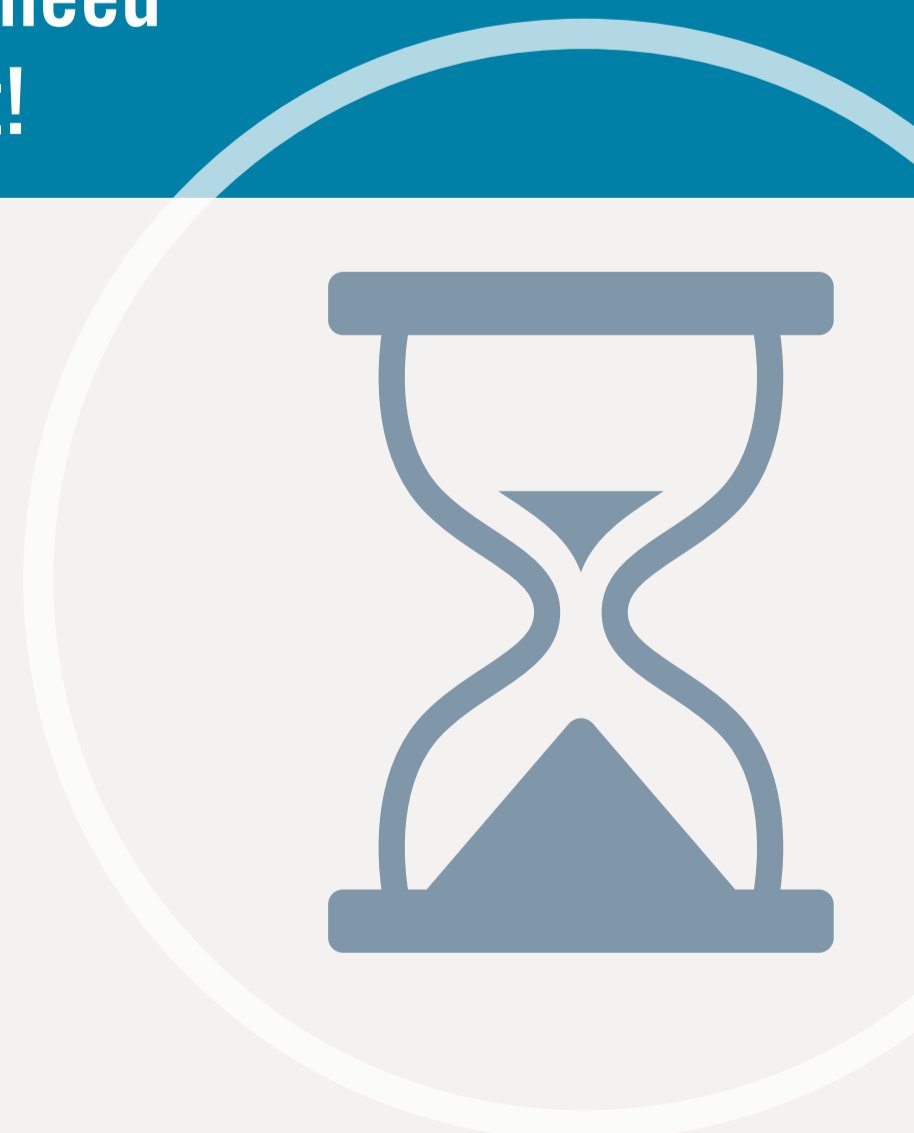
[How to Register for the Participant Portal](#)

[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



Photos courtesy of Marc Sazer

AFM Local 47 titled officers at the 2024 MLK Breakfast featuring keynote speaker Rep. Justin J. Pearson from Tennessee, Yvonne LA Fed Persident Wheeler, Reverend James Lawson, and a stellar band featuring Local 47 member Lesa Terry.

LA Labor Passes the Torch to Next Generation During MLK Weekend 2024

This year's annual MLK Day 2024 boasted over 1,300 attendees for what was an iconic event that will go down in MLK Day history as one of the largest MLK breakfasts LA Labor has hosted. As the LA Labor movement honored the life of Dr. Martin Luther King on what would've been his 95th birthday, the crowd took a minute to recognize our "Twenty-Something Leaders" that will keep our movement going.

The celebrations kicked off on Thursday, January 11 with a mile dedication to Civil Rights icon Reverend James Lawson. The Rev. James Lawson mile passes in front of the Holman United Methodist Church, where Lawson served for over 25 years.

Then the celebration continued on Saturday, January 13 during the annual MLK Breakfast where attendees empowered our "Twenty-Something Leaders," highlighting the importance Dr. King's legacy by uplifting our youth in the fight for workers' rights.

The electrifying Tennessee Representative Justin J. Pearson served as the keynote speaker. Rep. Justin J. Pearson gave a powerful speech about the need for "angelic dissenters" in the continued fight for democracy. He then brought the message home that "we, the people" of this country decide its fate; in a play on words that was an encouraging reminder that this movement has to continue its growth with the next generation of activists and labor leaders. In honor of the "Twenty-Something Leaders" theme, the Torch of Freedom award was presented to Rep. Justin J. Pearson from Rev. Lawson as a "passing of the torch" to the next generation.

Finally, the MLK Day celebrations concluded with the 39th annual Kingdom Day Parade and Breakfast. U.S. Senator Laphonza Butler kicked off the morning with remarks before union members marched in honor of Dr. King and his dedication to striking workers.

Final Notes



In Memoriam

Donald Ferrone

Life Member. String Bass
11/25/1950 – 12/13/2023
Member since: 3/26/1985

Dan Savell

Member. Percussion
2/11/1975 – 11/17/2023
Member since: 7/31/2019

James Seals

Life Member. Alto/Tenor Saxophone
10/17/1942 – 6/6/2022
Member since: 3/27/1979

Richard Shoff

Life Member. Electric Bass
4/30/1944 – 11/3/2023
Member since: 5/4/1965

Conrad Smith

Life Member. Electric Bass
11/24/1939 – 2/4/2023
Member since: 5/25/1956

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

or you may send to:

overture@afm47.org

Local 47 Overture Online
3220 Winona Ave.
Burbank CA 91504

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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.

Letters to the Editor:

overture@afm47.org

3220 Winona Ave.

Burbank CA 91504

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

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

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, 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 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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The Local 47 Beat

— Emailed biweekly —

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