



Philadelphia Musicians' Union

Local 77 AFM

General Membership Minutes

October 17, 2019 - 5:00pm

1 **PRESENT:** President Ellen Trainer, Vice President Marjorie Goldberg, Secretary-Treasurer
2 Jarred Antonacci, Executive Board Members Robert Suttman, Rebecca Ansel and David
3 Fay are present.

4
5 **PROCEEDINGS:** Meeting called to order at 5:07pm. A quorum of 26 members were
6 present. After the pledge of allegiance, President Trainer instructed members to grab an
7 index card, and reminded members to please hold their comments and questions for the
8 end. After the rules of the meeting were announced, President Trainer thanked Executive
9 Board member Fay and the Philadelphia Orchestra Association for the use of their lounge
10 for the general membership meeting.

11
12 President Trainer discussed the newsletter and the option to “go green” in an effort to save
13 costs. President Trainer updated membership on the new website and the ability to pay
14 online. President Trainer welcomed representatives from Sun Federal Savings Bank. Joseph
15 Martin (Sun Rep.) informed membership of the purpose of a credit union and all the
16 benefits of having an account with Sun Federal. He mentioned that credit unions are able to
17 afford loans to members at a rate lower than that of a traditional bank and offered a variety
18 of documentation to membership to look over.

19
20 President Trainer discussed the relationship with IATSE Local 8. Upon the first 24 hours of
21 the new administration a connection was made with IATSE Local 8. President Trainer
22 mentioned the solidarity felt at the AFM Convention. She talked about the overwhelming
23 response by members of the AFM to donate to the Baltimore Symphony. She reported that
24 upon coming home from the AFM Convention, she felt it necessary to immediately establish
25 a relationship with the Philadelphia Council AFL-CIO as well. She discussed the importance
26 of all local unions sticking together and encouraged membership to get involved with their
27 Union.

28
29 President Trainer introduced Vice President of IATSE Local 8 Matt McIntyre. Matt
30 McIntyre discussed the history of IATSE. When they came into office in the late 1990's,
31 they only had 4 contracts and 90 members. To date they have over 800 members and over
32 100 contracts. He discusses the importance of organizing and contracts/agreements and
33 education. They started an education fund that now has over 50 classes each year for
34 membership. Political involvement is another critical component of unionizing. IATSE has
35 started a PAC Fund and nearly 90% of the members of IATSE contribute to the fund. He
36 discussed how the contracts that were just aligned with IATSE, Ticket Takers and Ushers
37 aided their leverage in recent negotiations. Matt introduced Jim Jenkins the IATSE political
38 representative who discussed the importance of building relationships with local city
39 administrations.

40
41 Secretary-Treasurer Antonacci provided the Financial Report

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45 ASSETS: CASH IN BANK

- 46 1. Sun Federal Checking Account: Initial transfer made of \$101,504.03 from TD Checking.
47 Done to ensure all money was insured by FDIC. Opened on August 29th, 2019. Deposit was
48 made of \$5.00 into a savings account (required), and the remaining \$101,499.03 into *Solution*
49 *300 Checking* account. Annual percentage yield is .50%
50 2. Escrow Account: remainder of monies yet to be cashed from 108 checks written from a
51 Pops arbitration settlement from 2010. Before September 11th 2019, this Liability account
52 was at \$47,461.56. Remaining money totals \$3,859.04.

53 OTHER CURRENT ASSETS: LPL FINANCIAL

- 54 • ASSETS TO INCLUDE (Market value as of 3rd Quarter Statement)
55 1. One Mutual Fund: \$19,543.39 (Estimated Annual Yield: .21%)
56 2. One Treasury Note: \$109,828.07 (Estimate Annual Yield: 1%) Due on 11/30/2019
57 3. Two CD's:
58 a. Bank of America: \$245,000.00 (Estimated Annual Yield: 2.4%) Due on
59 5/14/2020
60 b. Prudential Bank: \$245,000.00 (Estimated Annual Yield: 2.35%) Due on
61 5/19/2020

62 FIXED ASSETS: PROPERTY & EQUIPMENT

- 63 • Value of all office property. Furniture and technology. Note the difference from the value
64 from the May 31st balance sheet in the newsletter. The old value prior to May 21st was
65 \$6710.42. This included mainly the copier. Purchase of new computers added \$7,726.15 to
66 the value. This purchase included
67 ○ 4 new Dell computers and monitors (dedicated server computer)
68 ○ Power back-up
69 ○ Software
70 ○ Installation

71 OTHER ASSETS:

- 72 • Security deposit for office

73 FUND BALANCE—\$868,853.70: This figure represents the earnings since the inception of
74 the Union through 5/31/2019.

75 NET INCOME—\$79,986.23: Net income to Local 77 from June 1st, 2019 through October
76 17th, 2019.

77 TOTAL LIABILITIES & EQUITY—\$948,839.93

78 TOTAL EQUITY (LESS ESCROW LIABILITY)—\$944,980.89

79

80 VP Goldberg discussed the Music Performance Trust Fund (MPTF). MPTF provides grant
81 money for musicians to perform public concerts. Goldberg mentioned that senior centers
82 and park concerts qualify for funding. She announced the new youth and student rates and
83 described the qualifications. Goldberg mentioned the important opportunities that MPTF
84 could provide to younger students.

85



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86 President Trainer introduced Todd Jelen from the AFM Symphonic Services Division (SSD).
87 Todd addressed the membership. He referenced the AFL-CIO and the political action
88 committee. Todd discussed his relationship and history with organizing and negotiations.
89 Symphonic Services is the largest division of the AFM. He directed members to the website
90 to look up wage charts, ICSOM charts, ROPA charts, OCSOM charts, contracts, settlement
91 bulletins, negotiator request forms, financial analysis request form, media guidelines, web
92 casts, a large document section of SSD handouts and AFM organizing tools. SSD is a
93 resource for all symphonic musicians and encouraged membership to utilize them. He also
94 mentioned his connection to the Audition Complaint Hotline and its purpose for AFM
95 members.

96
97 President Trainer called on EB Suttman for a Wage Scale Book update. Suttman reported
98 that it is finished, except for tightening language related to copying and arranging. The new
99 Wage Scale Book will have a 3-year term. Suttman mentioned that if any member has put in
100 a bid for a new job using the 2019 Wage Scale Book rates, they should inform the Local 77
101 office and the hired musicians in order to be grandfathered into the old rate. The new book
102 will become effective January 1st, 2020.

103
104 Bylaw recommendations read aloud by President Trainer. Recommendation No. 1 read
105 aloud. No discussion. EB Fay motions to accept the amendment. S-T Antonacci seconds.
106 Voice vote—Unanimously passed.

107
108 Recommendation No. 2 read aloud by President Trainer. Members recommended to amend
109 the language of Recommendation No. 2. to reflect the current date of October 17th, 2019.
110 Another member seconds. EB Ansel motions to accept the amendment as amended. EB
111 Suttman seconds. Voice vote—Unanimously passed.

112
113 Recommendation No. 3. Read aloud by President Trainer. No discussion. A member
114 motions to accept. EB David Fay seconds. Voice vote—Unanimously passed.

115
116 President Trainer opens the floor for members to speak.

117
118 Members from The Philadelphia Orchestra Association: Members discussed the POA
119 organization and their sub policy and in particular how they offer auditions to musicians that
120 aren't a part of the Local. Members explained that the POA Committee Chair announces the
121 policy of subs and the audition process that is opened to everyone. President Trainer
122 addressed the question and said the committee of the POA needs to be actively involved in
123 these kinds of matters.

124
125 Members addressed that as a long-time sub of the POA, the members tend to police their
126 own sections on Local 77 membership. Members described that the policy is of subs not
127 being in Local 77 is an issue in other groups as well and in particular the Philly Pops.
128 Members raised a question about this policy with Local 77 and musicians joining the union.



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129 Members questioned whether or not musicians who are in one local need to be in another
130 local. Members additionally mentioned the inquiry about Local 77 work dues can be
131 lowered. S-T Antonacci addressed membership and explained the role of the finance
132 committee in the process. President Trainer encouraged members to get involved in
133 committees as they begin to form and recommend decisions.

134

135 Members thanked the local officers for reaching out to the AFL-CIO. A member shared a
136 story regarding an issue years ago where the brothers and sisters from the Autoworkers
137 union stood in solidarity with the musicians over an Opera issue.

138

139 Todd Jelen: Addressed the questions related to subs and the contractual provisions specific
140 to each ensemble. He suggested members get involved and write new language into further
141 contracts.

142

143 Members commented on their experience with past practices with orchestras and their need
144 to follow the contract with regard to the Union Security clauses.

145

146 Members commented on the comments about subbing and other areas that are uncovered
147 by CBA's. Member Mentioned that it seems a lot of areas are organized but no one is
148 enforcing the rules. Members suggested it might be worth it to look into other dark areas of
149 our industry and to try and organize. In the long run, it's to the benefit of the members that
150 the administration looks into these items.

151

152 VP Goldberg motions to adjourn. EB Ansel seconds.

153

154 Adjourned at 6:34pm.