

Arpeggio

Arpeggio is the official quarterly journal of the Philadelphia Musicians' Union

July 2020
Issue No. 4

**Philadelphia
Musicians' Union
Local 77, AFM
121 S. Broad
Street, Suite 320
Philadelphia, PA
19107**

Phone:
(215) 985-4777

Email:
local77@afm.org

Hours:
Mon-Thu 10am-4pm
Fri 10am-1pm

Local 77 Officers

Ellen Trainer
President

Marjorie Goldberg
Vice President

Jarred Antonacci
Secretary-Treasurer

Executive Board

Rebecca Ansel

David Fay

Robert Suttman

Official Notice:

Any notice or information that appears in this publication will serve as an official notice to the membership.



This Issue

- President's Report
- Virtual Music Phestival
- Secretary-Treasurer's Report
- Phila. Musicians' Relief Fund
- Member Spotlights
- Membership Activity
- A Year in Review
- In Memoriam: Alan Abel
- Executive Board Minutes
- Advertisements/Important Notices

**RELIEF FUNDS ARE AVAILABLE—CLICK HERE
ALL MEMBERS IN GOOD STANDING ARE ELIGIBLE TO APPLY**

From the President

President's Report

By: Ellen Trainer



Dear Brothers and Sisters,

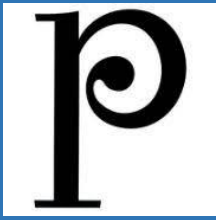
Local 77 is excited to announce that our membership has a new place to call home: 1420 Locust Street, Suite 300 ([click here for video walk-thru](#)). Our new space is in the commercial side of the building. I would like to thank the Finance Committee, the Executive Board and Jonathan Fink from Compass Real Estate for the many hours of analysis, discussion and strategizing to close the deal well below the asking price (see S-T Antonacci's article on p.6). We will now have a location where members can conveniently come and relax between services or personally check in for a visit. Our offices are in a more relevant location on the Avenue of the Arts with an investment that will continue to grow, while saving the local tens of thousands of dollars every year. Within ten years, the investment will have paid for itself through the savings on lease and utility payments and Local 77 will have a valuable asset that is likely to appreciate beyond the price we paid to acquire it.

Shifting gears to the pandemic and questions of safety, I wanted to share Local 77's perspective on your "Return to Work." Representatives of the various bargaining units have been involved in different levels of discussion with members of Management as it relates to the complexities surrounding proposed scenarios for returning to work. We are encouraging the creation of safety committees for every orchestra and for every performance. These safety committees need to be involved with every step of the planning process. If and when you return to work is a personal decision. We understand that individual comfort levels, personal health and situations at home all play into your decision of what is best for you. However, I challenge all of you to **STAY INVOLVED** with your committees, your Local 77 and your managements! Even if you are not yet comfortable enough to perform again, someone will be playing the job that is offered. It might be a substitute player or a student. Your continued involvement in negotiating a safe Return to Work could mean all the difference.

There are many helpful and informative documents from Symphonic Services and articles by Kevin Case that I would encourage everyone to read. (Link: [Appendix: Some Questions to Consider](#); [Bargaining for a Safe Return to the Symphonic Workplace](#); [Safety in an Era of Uncertainty](#))

Let's continue to maintain stewardship over our stand partners, our sections, our orchestras and all our brothers and sisters that are part of our extended family ([see IATSE reopening guidelines doc](#)).

Stay safe!



Philadelphia Orchestra News

By: David Fay

The Virtual Philadelphia Orchestra continues to bridge the gap until live performances can start up again. Weekly schedules are available on the Orchestra website. Our recent online gala raised over \$700,000. The gala featured two full orchestra videos recorded by members individually at home.

We are also working on back to work guidelines, based on part on recommendations by Local 77, in order to safely provide live and/or streamed chamber music and chamber orchestra performances in the coming months.

Lastly, we are pleased to announce the appointment of Nicole Jordan as our new principal librarian. Nicole is originally from Philadelphia and will be the first African-American woman to join the Orchestra as a full-time member.

Welcome, Nicole!

Philadelphia Virtual Music Phestival Phamily Series



Phamily Concert Series No. 1, Friday April 24th
Alexandra Cutler-Fetkewicz, Violin



Phamily Concert Series No. 2, Friday May 1st
Eve Miller, Cello



Phamily Concert Series No. 3, Friday May 8th
Daniel Wright, Trumpet



Phamily Concert Series No. 4, Friday May 15th
Bob Quaille, Woodwinds



Phamily Concert Series No. 5, Friday May 22nd
Phil Snedecor, Brass Interview



Phamily Concert Series No. 6, Friday May 29th
Ian Zook, Horn



Phamily Concert Series No. 7, Friday June 12th
Mindy Cutcher, Harp



Phamily Concert Series No. 8,
Friday June 19th Robert Cart, Flute



Phamily Concert Series No. 9, Friday June 26th
Doris Hall-Gulati, Clarinets of Many Sizes

Philly Gumption Keeps the Music Alive

By Talia Schiff



On March 13th Philadelphia was silenced. The cacophony of traffic was silenced. The idle chit-chat of people as they walked through the streets was silenced. The roar of airplanes flying overhead was silenced. The boisterous sounds of children playing in parks were silenced. And the music was silenced. An intangible enemy in the form of a virus had descended upon us and muted our world as though a heavy blanket had been draped over us. And the silence was deafening. This was especially the case for the hundreds of Philadelphia musicians who were furloughed as one ensemble after another cancelled performances, first on a temporary basis and then indefinitely.

Venue after venue, like dominos, fell and shuttered their doors. Many musicians could not even retrieve their instruments from the concert halls they had called home for years.

As the dust began to settle, a chilling realization began to sink into the collective mind of the music community: the future of live music was in peril. So, the musicians did what musicians always do: they found other ways to make music. Unwilling to quell the desire for musical expression, musicians took to the web to find new opportunities to share their passion. Social media was suddenly on fire with all manner of video collaborations and performances, and gradually a new sense of order started to emerge. Among the most successful ventures, not only in Philadelphia but in the entire country, has been [the Philadelphia Virtual Music Phestival](#) (PVMP).

On March 14, Philadelphia cellist Jonathan Fink posted that he had an idea for producing a virtual live concert series through Facebook, and that if anyone was interested in working with him, to reach out. A group of local musicians who responded to Jon's post met on March 17 and began working together to create a virtual music festival that would present two weekly concerts featuring a new artist in every performance. The PVMP series premiered on March 21, just one week after the idea was first proposed.

Since then the series has presented over 40 outstanding performances featuring the best of Philadelphia's musicians in all genres. Artists from the Philadelphia Orchestra, top jazz musicians, singer/songwriters from the World Café Live stage, early music performed by Curtis faculty members, the concertmasters of both the Philadelphia Orchestra and Chicago Symphony Orchestra, and more, have all graced "our stage", which is generally the home of the performer. In April a family noontime concert series was added on Fridays, where instrumental tutorials and musical storytelling provides educational entertainment for younger viewers. Audience attendance for both series has been consistent and enthusiastic, as can be seen in the chat section of the performance page, and now includes many viewers from all over the country and even abroad.

Philadelphia Virtual Music Phestival

Due to the “shelter in home” mandate the performers have had to stream their concerts from their residences. As a result, the majority of the concerts have been solo performances since collaboration has no longer been an option. However, occasionally there have been couples, where both were musicians, that have presented a duo recital, and there have even been musical family concerts of three and four-member ensembles. The variety and quality of the performances produced through this series has been extraordinary and has given both performers and concert goers an outlet to continue to experience the kind of music that has always been a part of their lives.

An additional facet of this series has addressed yet another great need in the music community created by the pandemic. Now, with no work available, many of our local musicians are struggling to survive with no source of income. Using this platform to bring the best of Philadelphia music to the world, PVMP has worked tangentially with a second organization that emerged concurrently in response to the grave situation Philadelphia musicians were now facing. [The Philadelphia Musicians Relief Fund](#), run by its own committee of Local 77 musicians with the support and oversight of AFM Local 77, has undertaken the task of providing a financial safety net for these musicians in need. By promoting this fund during the concerts, audience members have donated over \$65,000 to date in support of the music community they so obviously cherish. Additionally, all the artists who have performed on the series have donated their time and talent to this cause.

The endurance of our music community continues to be tested but has been met with resolve. This series is now serving as a model for other AFM locals and showing the country what Philadelphia brings to the table, not only with music but with ingenuity and determination as well. The Philadelphia music scene is alive and fighting its way back. We will not stay silent.



We'd like to offer a special thank you to Local 77 member and Philadelphia Orchestra Associate Principal Trumpet Jeffrey Curnow and [Curnow Cartoons](#) for his time and talent in designing the official logo for the Philadelphia Virtual Music Phestival. Thank you!

Secretary-Treasurer's Report

By: Jarred Antonacci



It has been a busy and unprecedented quarter here at Local 77. Since the beginning of the COVID-19 pandemic in March, the Officers and Executive Board members have been meeting virtually as well as with every orchestra committee. We rounded the corner on our first term in office in June. Many positive changes have taken place in our Local since last year (See Vice President Goldberg's article on p.16). Adhering to the fundamental ideal that

the members run our Union, one of the first calls to membership was to establish a Finance Committee. As a reminder, any member can serve on any committee they wish at any point in time. If you have an interest in forming a new committee, or sitting on an existing committee, please reach out to our office immediately.

I have been fortunate to work closely with the members of the Finance Committee. The members of this Committee include Eric Carlson, Robert Grossman, Anthony DeSantis, David Cianci and Robert Suttman. Our Finance Committee has been meeting regularly since the fall of 2019, with many line items on our agenda. Among the list of items was to initiate the process of interviewing new financial advisor candidates. The Committee will be making a final recommendation to the Executive Board in the near future. Since the beginning of this process we met with our current advisor at LPL Investments as well as a candidate from Barilotti Wealth Strategies LLC and representatives from Financial Sources Incorporated. All of the candidates presented their plan to the Committee, and answered a litany of questions in return. The process for selecting an advisor is cumbersome, but one of great importance as we look ahead to securing the assets of the Local and making the best financial decisions possible during this uncertain time. Most recently, the Finance Committee favorably recommended Christy Barilotti to the Executive Board. The recommendation passed unanimously.

While simultaneously interviewing and debating financial advisor candidates, the Finance Committee began looking for ways the Local could cut operational costs and the focus turned to one of the largest costs—our rent and utility expenses at 121 S. Broad Street. Before the pandemic arrived, the Committee had reviewed a listing for available office space inside of the Academy House on Locust Street in center city. The Committee thought the layout and design of the office space was worth visiting in person, whether or not they decided to recommend placing a bid. In a unanimous decision, the Committee felt it was best to use Local 77 member and go-to realtor for many musicians in Philadelphia, Jonathan Fink from Compass Real Estate. In February President Trainer, Vice President Goldberg, Jonathan Fink and I toured the office space which at the time, was owned by the Equality Forum. The office structure is very open, and allows for a variety of designs when considering renovation options. There is a sufficient amount of space to hold mid-sized and larger committee and membership meetings, and the central location makes it a perfect home base for any of our members who may need somewhere to relax between services at any theater in town.

Originally listed in March of 2019 at \$425K, this 3rd floor 1500 square foot office space was on the market for nearly one year before the price was reduced to \$400K. After our visit in mid-February, we met with the Finance Committee again to further discuss the budget for purchasing a new property. It was decided unanimously that the \$400K price tag was worth further discussion, with the understanding that there was no rush to make a decision. Once March arrived and the COVID-19 pandemic hit the Finance Committee convened once more to discuss the importance of owning a property versus renting as well as to revise the budget if the Local were to attempt such an acquisition. There were many discussions surrounding this topic, as well as other ways in which Local 77 might be able to cut costs.

Secretary-Treasurer's Report: 2nd Quarter

To contextualize this discussion, I need to outline the expenses as they relate to our current occupancy at 121 S. Broad Street. Over the span of the current 17-year lease, the rent has gone up by 62%. Last year (Jun 2019-May 2020) Local 77 spent \$37,109.96 in monthly rent. The monthly rent figure does not include the utility bill that ranges anywhere from \$300-\$600/mo. or the yearly common area maintenance fee assessment and escrow adjustment which totaled \$3,519.84 in FY19-20. From the inception of our lease on April 1, 2005 through the termination of the lease on December 1, 2021, Local 77 will have spent \$538,979.46 on rent plus an additional estimated \$150-200K on utilities and maintenance fees.

The Finance Committee made a favorable official recommendation to the Local 77 Executive Board on April 9th to move forward with placing a bid in the amount of \$250K (cash) on the property, listed at \$400K. The bid was received and countered by a reduction to \$325K. After this counter was received, the Finance Committee decided to hold firm and not increase the initial bid of \$250K. The decision to hold firm was based on an analysis of the total funds of the Local, which at the beginning of May totaled \$1,053,928.54. At the time, Local 77 had over \$500K between the operational and non-operational checking accounts as well as \$509K in investments with LPL Financial. Our fixed assets however (property owned by the Union), totaled only \$14,609.36. These fixed assets encompassed the office computers, copier and other related office furniture. The funds utilized for the new property included money from the non-operational Sun Federal checking account as well as a CD that matured on 4/24/20 in the amount of \$110K. Upon the notice that we would be holding firm on our initial bid, the Equality Forum agreed to sell and we officially settled on the property for \$250K on May 22nd, 2020.

The Finance Committee was paramount in this decision with their analysis, debate and commitment to thoroughness and transparency. While meeting to discuss the final recommendations to purchase the new property at 1420 Locust Street (Suite 300), the Committee also worked closely with President Trainer and me to contact our current landlord and ask that they work to find a suitable tenant to take over our current lease as soon as possible. Our landlord has begun marketing our current office space for rent, and I hope to have a positive report on our vacating 121 S. Broad St. in the fall newsletter. By purchasing this new property, the members of Local 77 finally can say that we have a home that is truly *ours*. I can affirm that the Finance Committee and Local 77 Executive Board made an excellent decision—one that adds value to the fixed assets of the Local (see updated Balance Sheet on p.8). The special circumstances of COVID-19 were likely pivotal in the decision of the seller to proceed with our offer. Timing is everything, and I'm happy to report to you that our time paying a \$4,000.00 fee in monthly rent and utilities is drawing to a close. Our new monthly fee moving forward is all-inclusive, and totals only \$1,250.00. I look forward to updating you with additional information in the fall edition of *Arpeggio*. Stay safe, and I hope to see you all in person soon!

Secretary-Treasurer's Report: 2nd Quarter Balance Sheet

Local 77 Balance Sheet: 2nd Quarter June 30, 2020

Current Assets Checking/Savings

Cash in Bank

TD Bank Money Mkt	3,003.52
Sun Federal Checking Account	53,192.99
Sun Federal Savings Account	5.00
TD Bank – Checking	228,096.50
Total 10000 · Cash in Bank	284,298.01

Other Current Assets

Investments at Fair Value

· LPL Financial	522,679.56
-----------------	------------

Total Current Assets	806,977.57
-----------------------------	-------------------

Fixed Assets- Property & Equipment

New Condo (Academy House)	257,871.25
Furniture and Fixtures	37,255.53
Equipment	25,301.51
A/D - Furniture & Fixtures	-37,082.74
A/D - Equipment	-10,864.94

Total Fixed Assets- Property & Equipment	272,480.60
---	-------------------

Other Assets

Security Deposit	4,000.00
------------------	----------

Total Other Assets	4,000.00
---------------------------	-----------------

TOTAL ASSETS	1,083,458.18
---------------------	---------------------

EQUITY

Fund Balance	1,040,299.70
Net Income	43,158.48

TOTAL EQUITY	1,083,458.18
---------------------	---------------------

Member By-Laws Article VI

Dues/Fees/Assessments

- **Section 2:** Any member whose regular membership dues remain unpaid three months from the due date shall stand automatically suspended from membership and shall be required to pay a five dollar (\$5.00) late fee to resume membership in good standing.
- **Section 3:** Any member whose regular membership dues remain unpaid six months from the due date shall stand automatically expelled and shall be required to pay re-admittance fee of one-hundred dollars (\$100.00) plus current dues in order to be re-admitted to the local.
- **Section 4:** Any member whose regular membership dues remain unpaid one year from due date shall be required to reaffiliate under the same terms and conditions of a new member.

Proper Resignation Info

- Any member wishing to resign must pay their dues through the current quarter and submit a resignation letter in writing by mail or email to the Secretary-Treasurer.

The Philadelphia Musicians' Union, Local 77 herewith warrants and certifies to the International President's Office that its Executive Board has adopted the following emergency pandemic policies and extensions, pursuant to authorization granted by the International Executive Board (IEB) of the American Federation of Musicians, for the period:

July 1, 2020 - September 30, 2020

Waiver No. 1

- A waiver of its bylaw requirements for any or all of late fees, reinstatement fees, or any such similar fee normally assessed of members who fail to pay their 2020 periodic membership dues by the Local's dues deadline. Local bylaws affected are: Article VI, Section 3 & 4

Waiver No. 4 (Extension)

- Local 77 will be conducting its executive board and committee meetings via electronic means (telephonic and videoconference), in accordance with the IEB's policy for holding electronic meetings.

Waiver No. 7 (Extension)

- Local 77 will suspend its general meetings until such time as public health officials deem it reasonably safe to resume public gatherings.

Philadelphia Musicians' Relief Fund

Relief Fund Exemplifies Philly Solidarity

By Talia Schiff



We've all been here before. A situation arises or a confluence of circumstances impacts musicians' abilities to earn a living. The economy takes a turn for the worse and the immediate reaction is to slash funding for the arts. Or local tax revenues are down, making the school budget inadequate to sustain the current curriculum, so art and music programs are eliminated to ensure that there is still enough money to support the sports programs. Orchestral contract negotiations are at a stalemate, forcing the musicians to go on strike and try to exist on whatever savings they might have. It always hurts when these events happen, and it's always frightening to contemplate how we will make ends

meet until the issues are resolved. But in most cases, there is a reasonable expectation that the problems will be resolved and we will be able to return to our livelihoods in some fashion.

It is not the same this time.

For the first time in our careers we cannot foresee how or when our current situation will be resolved. We can't quite get comfortable with the idea of congregating on a stage with 50-plus people without worrying for our safety. It is hard to imagine that audiences will be willing to risk their health for the opportunity to hear us perform live for them. With no venues or schools currently open we feel as though we have no musical home to call our own. We are suspended in a career purgatory where we cannot even fathom how this will end, and when or if our careers will return to anything resembling what we had before COVID-19 took over our lives. With this grim vision of our future it became necessary to put measures in place that would provide financial support for the musicians whose careers have been so completely devastated by the inability to earn a living.

Enter violinist Domenic Salerni who, in response to a request by Local 77 Secretary-Treasurer Jarred Antonacci, set up a [GoFundMe](#) campaign in the hopes of creating a relief fund for Philadelphia-based musicians. The idea was to have a fund, established with the lofty goal of \$100,000, that would be managed by a committee of Local 77 musicians with the Union's oversight for the purpose of providing financial assistance to Local 77 members experiencing financial distress. Members are able to apply weekly for consideration of monetary awards. The applications, which are anonymized, are vetted and voted on by the committee members. Awards are made based on the level of need presented in the application. To date the Philadelphia Musicians Relief Fund (PMRF) committee has made over 50 awards to area musicians and has disbursed over \$13,000 to applicants. The PMRF's strategy has been to make more conservative awards in an effort to sustain the fund for as long as possible since the need for this assistance will most likely continue for the foreseeable future.

At the same time as the PMRF was organizing, an idea for a virtual live performance concert series featuring Philadelphia musicians was being floated. It seemed almost preordained that the two entities should work together, and for the past 3 months have done just that with outstanding results. [The Philadelphia Virtual Music Phestival](#), which streams through Facebook, provided a perfect platform with which to inform people about the PMRF and to solicit

Philadelphia Musicians' Relief Fund

contributions in support of the very musicians they were hearing and watching from their homes. All of the participating artists have donated their time and talents to this series. Using the chat function that runs simultaneously with the performances, the fund has been able to gain exposure not only by repeatedly posting the link to the [GoFundMe](#) page to make a donation, but also by posting the link to the application for financial assistance.

Over the course of three months and over 40 performances, the audiences that have attended these concerts have spoken volumes through their generosity about their appreciation for these concerts in specific, and for their ongoing support of the Philadelphia music community in general. To date over \$65,000 has been raised, and it is helping to take the edge off some of the financial fears our musicians are experiencing.

As bleak as our future may seem at times, the fear and uncertainty are mollified to some degree by the overwhelming solidarity that has been demonstrated by Philadelphia's music community – performers and listeners alike. What we currently lack in financial stability has been tempered by the knowledge that we have each other's backs and that we are actively pursuing all options to help each other through this difficult time. We all belong to one remarkable family, and family looks after its own.

Funds are available - apply today!

[CLICK HERE
TO MAKE A
DONATION](#)

[CLICK HERE
TO APPLY
FOR RELIEF
FUNDING](#)

Philadelphia Virtual Music Phestival



PHILADELPHIA VIRTUAL MUSIC PHESTIVAL



Saturday March 21st
John Koen, Cello



Wednesday March 25th
Dean Schneider, Piano



Saturday March 28th
Jennifer Montone, French Horn



Wednesday April 1st
AJ Luca, Piano



Saturday April 4th
Leon Schelhase, Oboe & Geoffrey Burgess, Harpsichord



Wednesday April 8th
KJ McNeill & Hadar



Saturday April 11th
Arlen Hlusko, Cello



Wednesday April 15th
Juliette Kang, Violin & Thomas Kraines, Cello



Saturday April 18th
Matt Wheeler, Guitar



Wednesday April 22nd
Kevin Hanson, Guitar



Saturday April 25th
Jessica Beebe, Vocalist & Mark Livshits, Piano



Wednesday April 29th
Michael Ludwig, Violin

Philadelphia Virtual Music Phestival



Saturday May 2nd
Andrew Lipke, Multi-Instrumentalist & Vocalist



Wednesday May 6th
Rafael Pondé, Multi-Instrumentalist



Saturday May 9th
An Interview with David Kim, Violin



Wednesday May 13th
1807 & Friends



Saturday May 16th
Chen Family String Quartet



Wednesday May 20th
Maryanne Meyer, Harpist



Wednesday May 27th
Chamber Music with the Barnes Family



Saturday May 30th
Chris Aschman & Trinidelpia



Wednesday June 10th
Matthew Glandorf, Organ



Saturday June 13th
Dave Manley



Wednesday June 17th
Alan Krantz, Guitar



Saturday June 20th
John Conahan, works for Singer/Songwriter



Wednesday June 24th
Angela Gilbert, Soprano & Todd Williams, Horn



Saturday June 27th
Rob Curto, Accordion

New Member Spotlight: 2nd Quarter

Scott Mendoker, Tuba



Currently on the faculty of the Hartt School at the University of Hartford, **Scott Mendoker** has performed with the Chicago Symphony Orchestra, New York Philharmonic, Metropolitan Opera, Bavarian Radio Orchestra, L'Orchestre symphonique de Montréal, New Jersey Symphony, Boston Pops, New York Pops and the Broadway hit - "Ragtime".

Described by *Fanfare* as having a "molten gold sound" and "an eloquent soloist", Scott has appeared throughout the United States and abroad both as a soloist and with the award-winning brass quintet, Philadelphia Brass. Scott's

recording of Jess Turner's "Heavy Weather" with the Hartt Wind Ensemble - Glen Adsit, conductor, has just been released on the Naxos label in February 2020. Other recordings include "Kansas City Dances", a tuba concerto by David Holsinger with the Rutgers University Wind Ensemble - Dr. William Berz, conductor (Mark Records - MCD 2824) and David Sampson's "Three Portraits" for Tuba and Chamber Orchestra with members of the Czech Philharmonic (Summit DCD 237), Scott appears both as soloist and as a member of Philadelphia Brass on David Sampson's latest CD, *Notes from Faraway Places* (Summit DCD 681) Scott Mendoker is an endorsing artist for Eastman Musical Instruments.

Local 77 Existing Member Spotlight: 2nd Quarter

Paul Fejko, Conductor, Composer and Keyboardist



Conductor, composer, keyboardist, **Paul Fejko** started as an organ student of Alexander McCurdy at the Curtis Institute of Music beginning in 1969. While at Curtis, he also worked with the Opera Department director, Dino Yannopoulos and conductor Max Rudolph. After graduating from the Curtis Institute in 1975, he went on to work primarily with dance and theatre as a composer/conductor both in Europe and the US. In the early 1980s, he was a musician with Maurice Béjart's Ballet of the Twentieth Century in Brussels and later, music director of The Ballet of Lyon (France).

Returning to the US in the 1990s, he was music director of Convergence, Musicians & Dancers and Blue Wing Dance Company. In 2002 he founded the Chester Performing Arts Project, an Urban Renewal Through the Arts

endeavor that has added to the landscape of Chester, PA – formally a major industrial and ship building center on the Delaware River that had fallen on hard times. A part of CPAP is his André Café Acoustique – a small performance space in which he also lives.

Presently, he is a member of the International Guild of Musicians in Dance, the American Guild of Organists and, (of course!) AFM Local 77. He works with the Muhlenberg College dance department, and is Parrish Musician for historic Gloria Dei (Old Swedes') Church in Philadelphia, PA. He is also a co-producer of the touring Argentinean dance group "Che Malambo".

CDs, video clips and other information can be found at: fejko.com and andre-cafe.com. Many audio-only clips can be found at soundcloud.com/paulfejko. VideoClips at youtube.com/paulfejko. He can be also found at facebook.com/paul.fejko.

Membership Activity: 2nd Quarter

New Members

Barrick, Matthew	75 Bethlehem Pike, Philadelphia, PA 19118 mfbarrick@gmail.com	(646) 206-0640	Drums Bass Guitar
Mendoker, Scott	52 Hummingbird Lane, West Springfield, MA 01089 scottmendoker@mac.com	(201) 454-1660	Tuba
Munich, Laura	756 S. Darien Street, Unit 10, Philadelphia, PA 19147 lauramunich@gmail.com	(610) 203-4981	Vocals Piano
Panunto, Dominic	427 W. Girard Avenue, Apt 2, Philadelphia, PA 19123 Dompanunto@gmail.com	(484) 951-8582	Bassoon Contrabassoon
Richman, Joshua	190 Tappan Ave, Belleville, NJ 07003 joshuarichman920@gmail.com		Piano Keyboard

Reinstated Members

- Monique Johnson

Resigned Members

- Jonathan Chu
- Joshua Cote
- Richard DiCicco
- Cara Garofalo
- Rebecca Harris

Deceased Members

- Alan Abel

A Year in Review

A Year in Review

By Marjorie Goldberg, Vice President



One of my favorite shows to watch during this time in quarantine is called *Some Good News* (SGN). The show features feel-good stories about everyday people, and I sometimes find it to be a necessary change from the news. I decided that I would write an SGN article to celebrate our 1-year Anniversary. When I say “OUR Anniversary,” I don’t just mean the Officers and Executive Board, but rather all of us—EVERY SINGLE MEMBER of Local 77.

We were sworn into office on the evening of June 3, 2019. On June 4th and 5th we took part in two days of AFM Officer Training. The two most important things we learned during this training were **the members run the Union** and **never third party the Union**. Third partying the Union is a phrase used when someone labels the Union as an outside organization, rather than understanding that **the members are the Union!** It took a while to get used to that but it’s important to remember that it’s not just the Union, it’s *Our* Union. The income generated is *our* money, Local 77’s assets belong to *all of us*, the new office belongs to *all of us*.

Along with this new way of thinking came the realization that we needed to involve our members in the decision making. The first member-run committee that was formed was the Finance Committee. They have been meeting monthly and sometimes more than monthly to make important decisions about our investments, the financial health of our Local and the recent purchase of our new office space. They interviewed a number of financial planners and have made a recommendation to the Executive Board. We formed a Wage Scale Committee who assisted with our updated Wage Scale Book. Additionally, we formed a By-Law Committee and most importantly, a Diversity Committee. It is our goal to become a more inclusive and welcoming Union and we are grateful to our esteemed colleagues for volunteering to be part of this mission. At the start of the quarantine Local 77 members formed a Musicians Relief Fund Committee and the Philadelphia Virtual Music Phestival Committee. Our next task will be the formation of an Education and Political Action Committee. Please let us know if you are interested in forming or joining a committee.

Our Executive Board Members are very involved with the business of our Local. Aside from our bi-weekly meetings, they have all taken on extra responsibilities to keep our Local running. David Fay has been extremely helpful from day one in our office. He has helped us organize the office and has filled in on a number of occasions to staff the office when we have been away for conferences and conventions. David is the Chairperson of the Philadelphia Orchestra Members Committee. He keeps us informed with the business of the Philadelphia Orchestra and helps with new members when they are first employed by the Philadelphia Orchestra. Rebecca Ansel has become what I call “The Unemployment Whisperer” and we are grateful for her knowledge of the system. She has spent countless hours on the phone with our members, assisting them as best as she can to get through their unemployment application process. Becky also runs the [Local 77 Unemployment Information Sharing Page](#) on Facebook, assists with dues collections and helps to keep in touch with our members. Robert Suttman led the research and formation of a new 3-year [Wage Scale Book](#). He has also spearheaded the formation of the Philadelphia chapter of the [Theater Musicians Association](#) (TMA, is an AFM conference for theater musicians). He now spends time on the Musicians Relief Fund Committee as they not only are awarding relief payments to members but as they transition to a Trusteeship and a 501c3 nonprofit corporation. Local 77 is blessed with a very involved Executive Board!

In addition to the above-mentioned TMA chapter, Local 77 now has its first [Regional Orchestra Players Association](#) (ROPA) member orchestra. The musicians of Opera Philadelphia voted to join ROPA and we hope other ensembles will consider following in their footsteps. Player conferences are the key to staying up to date on industry standards and issues.

A Year in Review

We have also been busy with ratifications, negotiations, and Orchestra Committee issues. The Philadelphia Orchestra contract was signed in the Fall of 2019 and the Chamber Orchestra of Philadelphia is in the middle of a fairly long and stressful negotiation, but we are thrilled that the Orchestra Committee has been working with Symphonic Services Division's (SSD) negotiator Todd Jelen. Working with SSD saves our Local money as we do not need a lawyer for these negotiations. Rochelle Skolnick from the AFM's SSD is a violinist and attorney and the SSD negotiators work with her to make sure our contracts are in good shape. The Orchestra Committee for Opera Philadelphia has also enlisted Todd Jelen for their upcoming negotiations. The Academy of Vocal Arts Orchestra (AVA) had been playing under a Union contract that only contained a list of wages and working conditions. Early last Fall we met with the leadership at AVA and started the process of negotiating a more legitimate contract following AFM guidelines for Collective Bargaining Agreements. We are happy to report that the AVA Orchestra ratified their new contract in early March and 34 musicians are now protected as permanent members of the AVA Roster of Musicians!

Our Orchestra Committees have all been working overtime and we are so grateful for their work. The pandemic has created many issues which Orchestra Committees need to oversee. Among these issues include bargaining for PPP funding to be paid to musicians for lost work as well as the detailed process involved with streaming archival and newly created content for the internet. Right before the city shut down in March, we had an Orchestra Committee training session scheduled with SSD Counsel Rochelle Skolnick. A group of 20 musicians who currently serve on committees or who are interested in committee work signed up. We hope to reschedule this training soon.

In addition to contract negotiations Local 77 was involved in a number of negotiations with various groups to bargain appropriate pay and employment issues for our members. Opera Philadelphia produced an opera which used four solo cellists as the orchestra. The musicians were on stage with the singers, playing an active part of the production, taking stage direction and playing with no music director. Local 77 was able to get the compensation the musicians deserved for this exceptional production. In the Fall of 2019, the non-union touring production of *The SpongeBob Musical* came to the Forrest Theater. Local 77 refused to accept the litany of lame excuses that the production company provided for not hiring our musicians despite the fact that Local 77 has a Collective Bargaining Agreement (CBA) with the Shubert Organization, which covers shows at the Forrest Theater. At one point the producers offered to pay our members to NOT PLAY. In theory this sounds nice, but that move would diminish the importance of the CBA, so we did not accept that. Eventually, the producers employed five local musicians and a local contractor!

At some point in the beginning of 2019 we had heard that the [Music Performance Trust Fund](#) (MPTF) was active and that there was a yearly budget allocated for each Local. This is money set aside for our musicians to use to create performing opportunities. We have learned how to administer this grant money and last winter one of our members had a number of his grant applications accepted. He was able to schedule approximately ten performances, eight of which happened before COVID. Around the time that the [Philadelphia Virtual Music Phestival](#) was formed I had thought that maybe MPTF would allow their funds to be used for streaming events. I was sort of a nudge (hard to imagine I know) because this seemed like a viable option for employment during quarantine. MPTF came up with a method for streaming and used three Local 77 ensembles as the test pilots for what is now the [MPTF Live Streams](#). If you are interested in learning more please let me know.

One last area that makes me very proud is our involvement with local politics, other labor unions and with our Central Labor Council the [Philadelphia Council AFL-CIO](#). We have met with leadership from [IATSE](#), [AGMA](#) and [Actors Equity](#). Having relationships at City Hall and the AFL-CIO by our side adds another level of strength to our Union, which is very important during this pandemic. We are definitely STRONGER TOGETHER!

In Memoriam: Alan Abel 1928 - 2020

Remembering Alan Abel

1928-2020

By Angela Nelson

Associate Principal Timpani & Section Percussion, The Philadelphia Orchestra



Teacher, performer, author, mentor, inventor, instrument manufacturer. All who knew Alan Abel understood his versatility both as a person and a percussionist. All who studied under Alan Abel knew his generosity as a human being.

Born in 1928 in Hobart, Indiana, Abel discovered drums at an early age. “My mother was a singer/pianist and my dad was a carpenter, so I combined the two,” he joked. Abel attended the Eastman School of Music from 1947 to 1951. While earning a performance degree at Eastman, he performed as a part time member of the Rochester Philharmonic Orchestra. Upon graduation, he spent two years as a member of the U.S. Air Force Band stationed at Sampson Air Force Base in Geneva, New York.

In 1953, Abel began a six-year stint with the Oklahoma City Symphony, and he taught at the University of Oklahoma and Oklahoma City University.

While Abel was performing with the Oklahoma Symphony, Philadelphia Orchestra conductor Leopold Stokowski appeared as a guest conductor with the orchestra. “Stokowski always made a point of singling out members of the orchestras he guest conducted and praising them in newspaper interviews,” Abel recalls. “The piccolo player and I were the ones he picked during his visit.”

Subsequently, Abel sent a letter to the Philadelphia Orchestra office asking that he be considered for any openings in the percussion section, and included the newspaper clipping quoting Stokowski. Charlie Owen had heard good things about Abel’s playing from William Street (Abel’s teacher at Eastman), and he saw Abel’s letter. When an opening in the percussion section occurred, Owen invited Abel to audition.

Abel won the audition and joined Owen, Michael Bookspan, and Fred Hinger in the Philadelphia Orchestra percussion section. He began as third percussionist in 1959, advancing to Associate Principal Percussionist in 1972. He retired in 1997.

In Memoriam: Alan Abel 1928 - 2020

While a member of the Philadelphia Orchestra, Abel invented a suspended bass drum stand and the unique Alan Abel triangle, both of which can be heard in concerts today and in countless Philadelphia Orchestra recordings. Abel was also famous for reinventing the way he would teach specific excerpts or solos based upon his ever-evolving students. If one of Alan's students came up with a new sticking or way of interpreting a piece of music, Alan would adopt that idea and teach it to the next generation of students. His ideas never became stale and he truly enjoyed learning from his students as well.

Alan and Janet Abel were subscribers to the Philadelphia Orchestra after his retirement and loved attending concerts. They always stopped by the percussion room after a performance to congratulate the percussion section and Alan often offered advice on how to improve the sound of the percussion section on stage. He consistently offered constructive criticism and was always constantly thinking about how to help the section sound its best.

Teaching was of utmost importance in Alan Abel's life. He began teaching at Temple University in 1972 where he taught undergraduate and graduate students. Abel gave generously to his students from the moment they walked in to their lesson to the end of their lesson 90 minutes later. Students were taught at Abel's home and were always greeted with a cup of tea from Mrs. Abel where the lesson would begin with a sense of warmth and love. Mrs. Abel was an integral part of Alan's life, always cheering on "Poppy" and his students equally.

Abel's percussion studio at Temple University between 1972-2020 arguably holds the distinction of the most successful group of professional orchestral percussionists and teachers of all time. His method of teaching was so musical, so precise, yet all-encompassing that each of his students was given the tools to succeed as a musician that could fit into any orchestral percussion section.

In his passing, what I find to be unique about Alan is not the fact that he will be missed by so many. It is the fact that he touched thousands of lives in the same way. He offered every bit of himself equally to his family, friends, and students. He was a generous man that shared his love of music joyfully. Percussionists around the world are eager to start performing again in his honor. That is how we will share his memory.



Executive Board Minutes

April 6th 2020

PRESENT: President Trainer, VP Goldberg, S-T Antonacci, Executive Board members Suttmann, Ansel and Fay are present (all are virtual due to COVID-19). **PROCEEDINGS:** Meeting called to order at 3:35pm by President Trainer. The Executive Board reviewed minutes from the previous meeting. Motion made by EB Ansel to approve the minutes as amended, EB Suttmann seconds. Minutes approved as amended **VOTE: 5 approve. 0 opposed.** S-T Antonacci reviews the balance sheet as of 3/31/2020. S-T Antonacci reviews the March Profit & Loss statement. VP Goldberg motions to approve the Secretary-Treasurer Report, EB Fay seconds. **VOTE: 5 approve. 0 opposed.** S-T Antonacci reads the member activity since the last meeting. S-T Antonacci motioned to accept new member Laura Munich. Unanimously seconded and approved. **VOTE: 5 approve. 0 opposed.** S-T Antonacci reviewed the member list of musicians who are on the suspend/expel report at the end of April. This report is generated by Local 77 and used for filing and paying the AFM Per-Capita dues to assure that payments aren't made for members who are no longer active. Members who are paid through 9/30/19 would be expelled and those who are paid through 12/31/19 would be suspended as per our current Local bylaws. Discussion held on assigning April newsletter articles and the content of those articles. S-T Antonacci will not be printing a suspended and expelled list for the April newsletter due to the current economic situation and general financial hardship experienced by all members. Discussion held on the Emergency Relief Fund Committee article submission. EB Suttmann updated the Executive Board on the current situation as it relates to the distribution of funds. S-T Antonacci discussed the AFM Pandemic Policy that was mailed out to all Locals on March 5th, 2020. This policy was approved by the International Executive Board (IEB) and allows for Locals to adopt waivers for members experiencing financial hardship in paying for member dues, per the formal motion and vote by the Local Executive Board. Of the waivers listed on the AFM Pandemic Policy. Discussion held on which waivers to adopt. EB Fay motioned to adopt waiver No. 2. **Waiver No. 2** states that is "An extension of its automatic suspension or expulsion of members who fail to pay their 2020 periodic member dues, to not occur not later than six months from the first day of the period for which the dues would have been paid". The new suspension and expulsion date is June 30th, 2020. VP Goldberg seconds. **VOTE: 5 approve. 0 opposed.** S-T Antonacci motioned to accept **Waiver No. 4.** Waiver No. 4 states that Local 77 "Will be conducting its executive board and committee meetings via electronic means (telephonic and video conference), in accordance with the IEB's policy for holding electronic meetings. Indicate in the blank the technology by which meetings will be held: Zoom". EB Fay seconds. **VOTE: 5 approve. 0 opposed.** EB Suttmann motioned to accept **Waiver No. 7** states that Local 77 "Will suspend its membership meetings until such time as public health officials deem it reasonably safe to resume public gatherings". EB Ansel seconds. **VOTE: 5 approve. 0 opposed.** S-T Antonacci updated the board on the status of the Paycheck Protection loan application that had been placed with TD Bank. S-T Antonacci will update the board on the outcome of the application when the result is back. Discussion held on the Finance Committee's meeting regarding the possibility of purchasing a new property. President Trainer stated that the Finance Committee is meeting on April 7th to discuss the official recommendation to the Executive Board. Discussion held on Philadelphia Orchestra. EB Fay reported that the morale of the musicians is upbeat. The orchestra acquired a new board member as well. VP Goldberg updated the board on the social media updates and related commentary. EB Suttmann updated the board on status of the Emergency Relief Fund Committee. Upon small businesses opening up, Local 77 will form a non-profit 501(c)(3) in accordance with the Relief Fund Committee. VP Goldberg updated the board on the Philadelphia Virtual Music Phestival. The Phestival has helped to raise thousands of dollars for the Philadelphia Musicians' Relief Fund. There are artists booked through the end of May. EB Ansel updated the board on the PA Ballet orchestra committee meeting with Executive Director Shelly Power. Management is in discussions with the committee on how the musicians will be compensated moving forward, and how applying for the SBA loan program may help. VP Goldberg updated the board on the Philly POPS. The organization is behind in payments to musicians and is working on a multi-payment schedule to the musicians. Discussion held on POPS. President Trainer motioned to adjourn the meeting. EB Ansel seconds. **VOTE: 5 approve. 0 opposed.** Meeting adjourned at 5:24pm.

Executive Board Minutes

April 9th 2020
(EMERGENCY MEETING)

PRESENT: President Trainer, VP Goldberg, S-T Antonacci, Executive Board members Suttmann, Ansel and Fay are present (all are virtual due to COVID-19). Emergency Executive Board meeting was called to order at 3:43pm to address the Finance Committee recommendation to place an offer on a new property. EB Fay motioned to accept the recommendation of the Finance Committee to place a bid on the new property in the amount of \$250K (cash). EB Ansel seconds the motion. **VOTE: 4 approve. 0 opposed. VP Goldberg recused.** Meeting adjourned at 4:05pm.

April 21st 2020

PRESENT: President Trainer, VP Goldberg, S-T Antonacci, Executive Board members Suttmann, Ansel and Fay are present (all are virtual due to COVID-19). **PROCEEDINGS:** Meeting called to order at 1:05pm by President Trainer. The Executive Board reviewed minutes from the previous meeting. EB Suttmann motions to approve the minutes as amended. EB Ansel seconds. **VOTE: 5 approve. 0 opposed.** S-T Antonacci had no new member activity to report since the previous meeting. S-T Antonacci discussed a 6-month CD that is due at the end of April. Discussion held on whether to transfer the interest that was made on the CD as well as the principal, or to simply move the principal over and transfer the interest into the existing money market account. EB Fay motioned to transfer the full amount, including interest. VP Goldberg seconds. **VOTE: 5 approve. 0 opposed.** S-T Antonacci discussed the Paycheck Protection Program loan status. TD Bank contacted the office and explained that they had all of the necessary paperwork in order, and that the application was going on to the second phase of review within TD Bank. Upon the second review, the application gets sent to the Small Business Administration (SBA) for further review and approval. This phone call and information was relayed one day before the SBA ran out of money. When the SBA ran out of money, the application for Local 77 was in the second phase of review. Pending the approval of additional funding from the government, our application is already in processing—while there is no guarantee that we will be granted the approval, our due diligence in submitting the application as soon as possible assures Local 77 will be considered. S-T Antonacci will update the Executive Board when more information becomes available. Discussion held on new commercial condo settlement agreement. President Trainer updated the board on the meetings with the Finance Committee. Upon the recommendation by the Finance Committee, the Executive Board submitted a bid for \$250K. This price was \$125K lower than the initial asking price of \$375K. The seller counter offered and reduced the price to \$325K. Upon meeting the Finance Committee again to discuss a plan, the suggestion was to remain firm at the initial offer of \$250K. This offer accompanied with an additional letter explained the financial circumstances of our Union. The seller accepted the offer. Pending the review of the condo documents with a newly appointed real estate attorney, the committee will convene and make a final recommendation to the Executive Board on whether or not to move forward with purchasing the property. EB Fay updated the Executive Board on the general meetings with the Philadelphia Orchestra. POA received their PPP loan for \$4.9 million. Discussion held on the format of future general meetings with POA musicians, Local 77 Officers and POA administration. President Trainer discussed the upcoming AFM Local Presidential summit meeting to discuss updates from around the country. EB Suttmann updated the Board on the Emergency Relief Fund Committee. Discussion held on waiving Local Initiation Fees (LIF) on a case-by-case basis for new prospective members who are experiencing a severe financial hardship who want to join Local 77. EB Fay motioned to waive LIF on a case-by-case basis for new prospective members who are experiencing a financial hardship. **VOTE: 5 approve. 0 opposed.** Discussion held on waiving the LIF for one new applicant who has submitted both a request to the ERF for funding and wants to join Local 77. EB Fay motioned to waive the LIF for this applicant. **VOTE: 5 approve. 0 opposed.** EB Suttmann reported that the Emergency Relief Fund received 7 applications during the previous week. Of those 7 applications they made 5 awards. In week 4 they had 2 applicants and made 1 award. Award amounts are either \$200 or \$400. The review process involves assessing the amount that is needed based off the info provided. Applicants are allowed to reapply each week for more funding. The ERF has received a total of 25 applications to date, and paid out a total of \$4200.00. VP Goldberg updated the Board on the Virtual Music Phestival. Discussion held on the Vimeo platform and the potential to refund the purchase due to an inconsistent success rate. VP Goldberg reported on the new creation of the Virtual Music Phestival “Phamily” series. This series is educational in nature and will feature weekly half hour demonstrations by Local 77 members of the various instrument families and other interactive musical activities. The audience that these performances are geared for are K-12. S-T Antonacci will be sending out a notice to Local 77 members to volunteer. Performances will

Executive Board Minutes

be on Friday's at 12pm. Discussion held on the Chamber Orchestra of Philadelphia. VP Goldberg updated the Board on the Academy of Vocal Arts contract ratification. EB Ansel updated the Board on the PA Ballet. The PA Ballet has applied for the PPP SBA loan as well. The status of their application is unknown. EB Ansel will update when more information becomes available. VP Goldberg updated the Board on the Philly POPS. The musicians have been paid in full for March. There will be additional discussion on streaming as well as protocols that will be in place when the musicians are able to take stage again and perform live. President Trainer updated the Board on the Opera Company. Opera Company applied for \$1.7million in funding from the PPP. Approximately \$165,000.00 was attributable to the musicians' salaries. The organization only wanted to pay the musicians 25% of their salary. The Opera orchestra committee holds firm on their stance and proposed to be paid 75%, as per the provisions set forth in the PPP program. More updates will be forthcoming. Open discussion held on Philadelphia Orchestra meeting with representatives from UPenn regarding the procedures that may be required to be in place in order to allow face-to-face performing to resume. President Trainer motioned to adjourn. VP Goldberg seconds. **VOTE: 5 approve. 0 opposed.** Meeting adjourned at 2:45pm.

May 5th 2020

PRESENT: President Trainer, VP Goldberg, S-T Antonacci, Executive Board members Suttman, Ansel and Fay are present (all are virtual due to COVID-19). **PROCEEDINGS:** Meeting called to order by President Trainer at 10:36am. Executive Board reviewed the minutes from the previous meeting. EB Suttman motions to approve the minutes as amended. VP Goldberg seconds. **VOTE: 5 approve. 0 opposed.** S-T Antonacci reads the April balance sheet and profit/loss report. S-T Antonacci reports that one CD matured on 4/24 and at the recommendation of the finance committee and prior Executive Board approval the full amount of the CD plus interest was deposited into the Sun Federal account. This money coupled with the existing money in the Sun Federal account will be used for expenses related to the new property a 1420 Locust Street (Academy House). Unusually high expenses for the month of April included settling the financial obligation to the Schwarzwald law firm to close out 2019. Other related expenses that were higher than usual included the AFM Dues. Local 77 paid the AFM Per Capita quarterly dues totaling approximately \$10,900.00. S-T Antonacci noted that Local 77 had been enrolled in the Comcast Business Protection program until the end of June. This proactive move was made to temporarily cut the monthly internet/phone bill down from \$401.00 to \$29.99/month. The Executive Board reviewed the financial overview chart that outlined gross income, profit/loss and net income/loss for the beginning of the last fiscal year to the present (June 2019-April 2020). S-T Antonacci reported on the impact that the reduction of work dues has to the Local operating expenses. S-T Antonacci provided the Executive Board with a rent expense chart. This chart was implemented by the Finance Committee to outline the total expenses, and rate of increase on the monthly rent for the current location at 121 South Broad Street. The lease began on April 1st 2005 and ends on November 30th 2021. During that term the rent has increased by 62.7%. From the inception of the lease agreement thru the termination of the lease Local 77 will have spent approximately \$538,979.46 on monthly rent alone. This expense doesn't include utilities, which average between \$400/\$600 per month and a monthly common area maintenance fee and yearly assessment. More details will be forthcoming in future meetings as the Finance Committee works to compile additional data related to our operating expense and projected budgets. S-T Antonacci motioned to approve the Secretary-Treasurers report. EB Ansel motions to approve the report. EB Fay seconds. **VOTE: 5 approve. 0 opposed.** S-T Antonacci reports on the member activity from the last meeting through the present. VP Goldberg motions to approve one new member. EB Ansel seconds. **VOTE: 5 approve. 0 opposed.** S-T Antonacci reports on the deceased members, and reported on Alan Abel's passing on April 25th, 2020. Local 77 sent out an electronic communication that included a short tribute to Mr. Abel by former student and Associate Principal Percussionist of the Philadelphia Orchestra, Angela Nelson. There will be an article in the upcoming summer edition of *Arpeggio*. As of May 5th 2020, the membership status of Local 77 is at 712 members. Discussion held on the PPP Loan Program application. S-T Antonacci reported that Local 77 was approved and the money was deposited into the bank account early on 5/5/20. Due to strict SBA guidelines for forgiveness, S-T Antonacci will be working closely with the Local 77 accountants to accurately record and report how the funds were used. The guidelines for forgiveness state that 75% needs to be utilized for payroll costs, while the remaining 25% can be used for non-payroll costs. The entirety of the loan needs to be paid out by June 30th 2020. With proper reporting and record keeping, the Local 77 accountants project that this loan will be forgiven in its entirety. The securing of this loan provides support for two months of payroll and utility costs, saving approximately \$55,825.00 of member work dues money. S-T Antonacci reported that a separate bank account will be opened and the PPP money will be transferred into that account. This account is being set up so the payment disbursements can be clearly calculated. Discussion held on the Finance Committee recommendation to purchase the new

Executive Board Minutes

property in Academy House. EB Suttman motions to accept the Finance Committee's recommendation to purchase the new property located at 1420 Locust Street (Academy House) in the amount of \$250,000.00. EB Ansel seconds. **VOTE: 4 approve. 0 opposed. VP Goldberg recused.** Settlement on the new property is scheduled for May 22, 2020. Discussion held on an approach to communicate with the current landlord regarding terminating our lease early. EB Fay reported that the Philadelphia Orchestra members committee has a meeting with management and the full orchestra has a general meeting scheduled for Thursday 5/7/20. EB Suttman reported on the Relief Fund Committee meeting on 5/3/20. The Committee reviewed three additional applications and made two awards. There is an influx of non-Local 77 member applicants. VP Goldberg and EB Suttman have been having periodic conversations with these applicants about the benefits of belonging to Local 77. To date, the Relief Fund Committee has reviewed 31 applications and made a grand total of \$5600.00 of awards and are waiting to hear back from two applicants regarding their commitment to joining Local 77. EB Suttman reported on the ERF Committee's approach to a social media campaign and their reporting updates to donors. VP Goldberg motions to waive the Local Initiation Fee for two applicants who are experiencing severe financial hardship. EB Fay seconds. **VOTE: 5 approve. 0 opposed.** Discussion held on the Chamber Orchestra of Philadelphia. Discussion held on Academy of Vocal Arts. VP Goldberg reported that the Academy of Vocal Arts Orchestra elected their first Orchestra Committee, and the chairperson is Karen Schubert. Discussion held on the PA Ballet. EB Ansel reported on the committee meeting with management from the previous week. The Ballet received their PPP loan and expects to pay the musicians 100% from the May series on Thursday 5/7/20. President Trainer reported that Opera Philadelphia has to negotiate their contract during this pandemic. The Opera Company musicians voted on whether or not they wanted to join the Regional Orchestra Players Association (ROPA). VP Goldberg motioned that Local 77 pay the first year of the Opera Orchestra ROPA dues, in the amount of \$800.00. EB Ansel seconds. **VOTE: 5 approve. 0 opposed.** EB Fay excused at 11:59am. Discussion held on unemployment issues with musicians in the Ballet Orchestra. Discussion held on appointing a local coordinator for the AFL-CIO National, State and Local CLC's. This local coordinator will serve as a designee to receive messages regarding important announcements, strategic resources and action opportunities sent out by the AFL-CIO. EB Suttman volunteered to be the Local 77 coordinator. Discussion held on the Philly POPS. VP Goldberg reported that the POPS are applying for PPP funding as well. The POPS organization has a finance meeting on 5/11/20. The members committee has requested to be paid for April and May as well as a plan to return to work safely. Updates will follow in future meetings. EB Ansel reported on a meeting with the Walnut Street Theatre. Walnut Street reported that they are taking their cues on opening from Broadway and will update when more information becomes available. EB Ansel motioned to adjourn the meeting. EB Suttman seconds. **VOTE: 4 approve. 0 opposed.** Meeting adjourned at 12:40pm.

May 19th 2020

PRESENT: President Trainer, VP Goldberg, S-T Antonacci, Executive Board members Suttman, Ansel and Fay are present (all are virtual due to COVID-19). **PROCEEDINGS:** Meeting called to order by President Trainer at 10:43am. Executive Board reviewed the minutes from the previous meeting. EB Ansel motions to approve the minutes as amended. VP Goldberg seconds. **VOTE: 5 approve. 0 opposed.** S-T Antonacci reported that there are two Certificates of Deposit that are maturing during the month of May. One CD matured on 5/14/20 while the other matured on 5/19/20. Both CD's were valued at \$245,000. The Finance Committee will be convening on Thursday May 21, 2020 to discuss their recommendation to the Executive Board as to what to do with the matured funds as well as a direction that the Executive Board should move in terms of a potential new financial advisor. The committee has seen presentations from the current advisor as well as two additional firms. Upon the recommendation by the Finance Committee, the Executive Board will make a decision. S-T Antonacci had no new member activity to report. S-T Antonacci reported that Local 77 was advised from the American Federation of Musicians national office to return the Paycheck Protection Loan money that was secured in the beginning of May. Upon being approved for the loan from both the SBA and the lending institution we were made aware that there were other locals within the AFM that had applied and received funding as well. These locals were in turn asked to give the money back as they retroactively were told that labor organizations should not have applied for the money to begin with. While it would have saved \$55,825.00 of member dues money by offsetting payroll expenses and operating costs for two months, keeping the PPP money could have potentially resulted in an audit in the future, or some other unknown penalty that could have had fees associated with it. S-T Antonacci initiated the transfer of the funds back to the SBA on 5/11/20. It is the hope of the Local 77 administration that future Government bills might include clauses that allow labor organizations to apply for funding assistance. President Trainer reported on the walk-thru of the new property in the Academy House with VP Goldberg. President Trainer informed the board on her positive interaction

Executive Board Minutes

with the seller (Philadelphia Equality Forum) and the various recommendations that were given on renovations. S-T Antonacci reported that the total deposits thus far have been \$12,500. The remaining balance will be wired to the seller on Tuesday 5/20/20 in the amount of \$246,609.36. The total cost after closing costs are \$259,109.36. EB Fay reported on Philadelphia Orchestra updates. EB Fay informed the board regarding ongoing discussions related to streaming content on the POA website and national AFM agreements. Additional items discussed included the POA electronic gala scheduled for June 6, 2020. EB Suttman reported on the Emergency Relief Fund (ERF). As of Sunday May 17, 2020, the Fund has received 39 applications in total. They have given away a total of \$8,000 total (or 15.3% of the total contributions to date). On 5/17/20 the total amount of donated funds was recorded at \$52,301.00. EB Suttman reported that the ERF committee has begun meeting twice weekly. A majority of the discussion in the ERF committee has focused on the social media messaging and increasing awareness of the Fund. EB Suttman reported on a change that was made to the application to include clearer language that the Fund is intended for active Local 77 members in good standing. VP Goldberg reported on the Chamber Orchestra of Philadelphia. The management had received their PPP funding and has proposed to pay the musicians 50% of their wages for canceled engagements. VP Goldberg reported that there is a delay in ratifying the new contract due to the new inclusion of a COVID-19 side letter. EB Ansel reported that the Pennsylvania Ballet paid their musicians 100% of their lost wages for the month of May on 5/7/2020. There are still open discussions regarding the compensation for the last four canceled performances of La Bayadere. President Trainer reported on an informative meeting between AFM officials in the electronic media division and the Ballet management and musicians related to the review of the Integrated Media Agreement. EB Ansel reported on her discussions with various members and their issues with filing for unemployment. Members have been applying for the Pandemic Unemployment Assistance and other grants, and have been successful in receiving these funds. President Trainer reported on a new National Labor Relations Board charge that has been filed against Opera Philadelphia and Local 77 related to a national AFM Bylaw in Article 14, Section 4(F). President Trainer reported that the last NLRB charge filed against Local 77 cost the Local approximately \$5,100.00 in expenses. Local 77 is in contact with the AFM national office in NYC regarding the sharing of future legal expenses of this charge due to the nature of the charge being directed towards a national AFM bylaw rather than the Local 77 bylaws. EB Fay excused at 12pm. VP Goldberg discussed the potential for a third NLRB charge being filed against the Pennsylvania Ballet and Local 77 for the same bylaw issue. Local 77 is in ongoing discussions with AFM officials regarding this issue. VP Goldberg reported on the Philly POPS. The POPS received PPP money and are in ongoing discussions with the Orchestra Committee regarding their obligations to pay the musicians. VP Goldberg reported that the POPS have been granted a waiver from the City of Philadelphia to perform for the Wawa Welcome America July 4th celebration. VP Goldberg discussed the importance of mutually agreed upon safety guidelines ahead of any consideration for members performing live on July 4th. President Trainer reported that the POPS management acknowledged that Local 77 officials and the POPS Orchestra Committee would be involved in the process for the guidelines. President Trainer reported on a communication from President Edward Plunkett of the Providence Federation of Musicians Local 198-457 regarding the Kingston Chamber Music Festival. According to President Plunkett, the Kingston Festival intends on broadcasting recorded performances in the Philadelphia area using Philadelphia musicians, who are members of Local 77. President Trainer additionally reported that there had been an attempt in the past to get the management of the Festival to the bargaining table with other AFM locals and the national office, but the discussions were unsuccessful. Local 77 will continue discussions with Local 198-457 to approach the issue and start a dialogue with the Philadelphia musicians that are involved, with a goal in mind to get an AFM agreement. S-T Antonacci motions to adjourn the meeting. VP Goldberg seconds. **VOTE: 5 approve. 0 opposed.** Meeting adjourned at 12:58pm.

June 4th 2020

PRESENT: President Trainer, VP Goldberg, S-T Antonacci, Executive Board members Suttman, and Fay are present (all are virtual due to COVID-19). **PROCEEDINGS:** Meeting called to order by President Trainer at 10:34am. Executive Board reviewed the minutes from the previous meeting. EB Suttman motions the minutes to be approved as amended. VP Goldberg seconds. **VOTE: 4 approve. 0 opposed.** S-T Antonacci reviewed the profit and loss statement for May 2020. Among the unusual expenses for May included various orchestra committee expenses, including charges for Election Buddy and Survey Monkey. The reading of the balance sheet for May included a major change in the amount of assets held by the Local. The purchasing of the new property at 1420 Locust Street has added nearly \$260K to our total assets. At the end of May 2020, the assets of Local 77 total \$274,093. S-T Antonacci reviewed the profit and loss year to date comparison reports. The Executive Board was provided with comparisons of 2018-2019 as well as 2019-2020. S-T Antonacci motions to approve the Secretary-Treasurers Report. EB Suttman seconds. **VOTE: 4 approve. 0 opposed.** The Executive Board was updated

regarding the closing on the new condo at 1420 Locust Street. The first condo fee payment is scheduled for July 1st in the amount of \$1250. This amount is inclusive of all utilities and other standard costs of the homeowner's association. S-T Antonacci reported that he contacted one of the tenants in the current building on S. Broad Street regarding their interest in our current office space. They replied that they were previously interested, but are no longer looking for more space. The administration of Local 77 will work with the current landlord to find a new suitable tenant to take over the lease at 121. S. Broad Street. Upon the Union's vacancy from 121 S. Broad Street, the monthly expense for the office will decrease from \$4,000 per month (avg.) to only \$1250. EB Fay reported on the Philadelphia Orchestra. The gala had been postponed due to current events. Discussion held on social media etiquette. President Trainer emphasized that members need to be mindful of what they are posting on social media as well as what others may post on members social media pages. Everyone is accountable for monitoring their own accounts, and employers in some instances may take disciplinary action against musicians who post questionable content or who are subject to questionable content. EB Ansel entered the meeting at 11:15am. Discussion held on safety protocol list sent out by SSD. EB Fay reported that the Philadelphia Orchestra hired a new Principal Librarian. EB Suttman reported on the Emergency Relief Fund Committee (ERF). As of Sunday May 31, 2020, the Fund had received a total of 44 applications, raised \$57,461 and has paid out 15.3% (\$8,800) of the funds raised to members thus far. Since May 26, 2020 the Fund had not received any additional applications. EB Suttman reported on the status of the ERF committee's process in applying for 501(c)(3) non-profit status. There is a bylaw sub-committee of the ERF At the recommendation of legal counsel the committee is creating a Trust Agreement. The details of the Agreement are being discussed and reviewed with the sub-committee, with further details to follow. President Trainer stressed the importance that the Fund may serve to members in the future, and the committee needs to be prepared for an influx of applications in the future. Discussion held on Chamber Orchestra of Philadelphia. COP paid the musicians 50% of the money from the first canceled series. The office of Local 77 is trying to push for a ratification of the new COP contract. VP Goldberg mentioned that the Symphonic Services Division of the AFM (SSD) sent out communications related to negotiating COVID side-letters, and stressed the importance of utilizing them for assistance if it is needed. President Trainer emphasized the importance of musicians not talking to management directly regarding safety protocols, but rather to utilize their committee and their colleagues. Various managements will try to use this time as a chance to reopen contracts, or renegotiate terms based around the new reality of the COVID situation. The musicians need to remain strong and united in their stance and continue to move forward together. Discussion held on PA Ballet. EB Ansel reported that the Ballet recently signed onto the Integrated Media Agreement (IMA). The orchestra voted to sign on to the IMA via Election Buddy (online AFM-approved voting service). This Agreement will allow the PA Ballet to stream content more freely online. EB Ansel reported that there have been several unemployment questions regarding musicians who have received PPP money. The management and committee have been working well together and they hope to have a COVID side-letter in place soon as well. Discussion held on unemployment issues. Discussion held on Philly POPS July 3rd and 4th plans. The POPS want to record the musicians and broadcast the performance on July 3, 2020. The POPS has been granted a waiver from the City of Philadelphia. They have additionally sent out their own safety protocols to the musicians who they have asked to play for July 4th. At this time the orchestra committee is reviewing the document and will be in ongoing discussions with POPS management regarding its revision. Additional discussion held on the POPS receiving of PPP money and their choice not to pay any of the musicians for their lost wages due to the COVID pandemic. The management is not in favor of signing onto the IMA, to assure the musicians would be paid for their work if the POPS decided to stream content. At this time, the Philly POPS is the only orchestra in Philadelphia who has a contract with the Local and has not signed on to the IMA. President Trainer brought up a discussion she had with Chicago AFM Local 10-208. Local 10-208 has been creating concert opportunities for their members at the Public Service Scale rate. These performances are socially distanced, take place outside and are geared toward retirement communities and hospital staff. Future meetings of the Executive Board should include expanded discussions on the structure of these Public Service Scale performances. VP Goldberg reported on the first MPTF Virtual Concert. MPTF is using Local 77 as a test local to roll out their new, streaming concert platform. They have granted Local 77 three test concerts. The first concert on Wednesday June 3, 2020 was a success. The second concert is scheduled for Saturday June 6, 2020 at 3pm and the third concert is slated to take place on Wednesday June 17, 2020 at 1pm. If these concerts continue to be successful, MPTF will open the streaming concert option to the AFM at large. Discussion held on the July newsletter. VP Goldberg discussed how she wanted to write an article regarding the first year in review. EB Ansel motions to adjourn. VP Goldberg seconds. **VOTE: 5 approve. 0 opposed.** Meeting adjourned at 12:40pm.

Executive Board Minutes

June 30, 2020

PRESENT: VP Goldberg, S-T Antonacci, Executive Board members Suttmann, and Fay are present (all are virtual due to COVID-19). **PROCEEDINGS:** Meeting called to order by S-T Antonacci at 10:42am. Executive Board reviewed the minutes from the previous meeting. President Trainer present at 10:46am. EB Suttmann motions the minutes to be approved as amended. VP Goldberg seconds. **VOTE: 5 approve. 0 opposed.** S-T Antonacci reads the membership activity and motions to accept three new members. EB Fay seconds. **VOTE: 5 approve. 0 opposed.** Discussion held on members who are going to be affected by the July suspend/expel report. Discussion held on new International Executive Board (IEB) COVID Pandemic Policy Waivers. VP Goldberg reported on the actions taken by other surrounding locals regarding the Pandemic Policy Waivers and stressed the importance of Local 77 aligning with the surrounding areas for continuity. This new set of waivers will replace the preexisting waivers set to expire on June 30, 2020. S-T Antonacci motions for Local 77 to adopt the following waivers; **Waiver No. 1: A waiver of its bylaw requirements for any or all of late fees, reinstatement fees, or any such similar fee normally assessed of members who fail to pay their 2020 periodic membership dues by the Local's dues deadline. Local bylaw that is affected is Article VI, Section 2 & Article VI Section 3. Waiver No. 4: The Local will be conducting its executive board and committee meetings via electronic means (telephonic, and videoconference), in accordance with the IEB's policy for holding electronic meetings. Waiver No. 7: The Local will suspend its membership meetings until such a time as public health officials deem it reasonably safe to resume public gatherings.** VP Goldberg seconds. **VOTE: 5 approve. 0 opposed.** EB Fay reported on Philadelphia Orchestra meetings. EB Suttmann reported on the Relief Fund status, as of Sunday June 28th 2020. The total of \$59,211.00 has been raised so far. The Relief Fund Committee has reviewed 54 applications and awarded a total of \$12,200.00 or approximately 20.06% of the Fund to members who have applied. EB Suttmann updated everyone on the status of the 501(c)(3) application and supplemental Trustee Agreement. The Committee interviewed the first independent trustee candidate and anticipates meeting with additional candidates in the weeks to come. The Committee is looking for a total of three Independent trustees and three Union trustees to be appointed by the Executive Board of Local 77. President Trainer updated the Board on the Chamber Orchestra of Philadelphia negotiations. The Orchestra Committee has a meeting scheduled with management and President Trainer will update the Board on the outcome at a future meeting. Discussion held on the PA Ballet. EB Ansel updated the PA Ballet dispensed additional PPP money to the players on June 18th, which covered 75% of the money that was owed from the March 2020 series. The orchestra recently voted to accept a new COVID side letter as well. The fall season is canceled as well as The Nutcracker. The first series will be Swan Lake in March of 2021. President Trainer updated the Board that the NLRB charge recently filed against Local 77 related to the PA Ballet has been dismissed. Discussion held on Opera Philadelphia. President Trainer reported that negotiations would start tomorrow, July 1st 2020 at 10am. AFM Negotiator Todd Jelen has been assigned to the negotiation. Discussion held on Philly POPS. VP Goldberg expressed how pivotal the orchestra committee and musician-led safety committees were in the performances surrounding the July 3rd and 4th celebrations. President Trainer reported that the Local would be filing a grievance against the POPS for their violation of the CBA for the upcoming July 4th broadcast. More information related to this grievance will be forthcoming in future meetings. S-T Antonacci discussed the upcoming newsletter. President Trainer suggested the creation of a new section in our newsletter showcasing existing members of the Local. This section would complement the "New Member Spotlight" section of our newsletter. On 6/19/20 the Local 77 Executive Board received a request by President Trainer and S-T Antonacci for permission to play the Philly POPS engagement on 6/29/20. This request was approved unanimously. An additional request was made by S-T Antonacci to play the Philly POPS Jazz Orchestra of Philadelphia live broadcast on July 4th 2020; this request was additionally unanimously approved. The next Executive Board meeting will be scheduled for Tuesday July 14th at 1:30pm. VP Goldberg motions to adjourn the meeting. S-T Antonacci seconds. **VOTE: 5 approve. 0 opposed.** Meeting adjourned at 12:00pm.

Arpeggio Publishing Deadlines

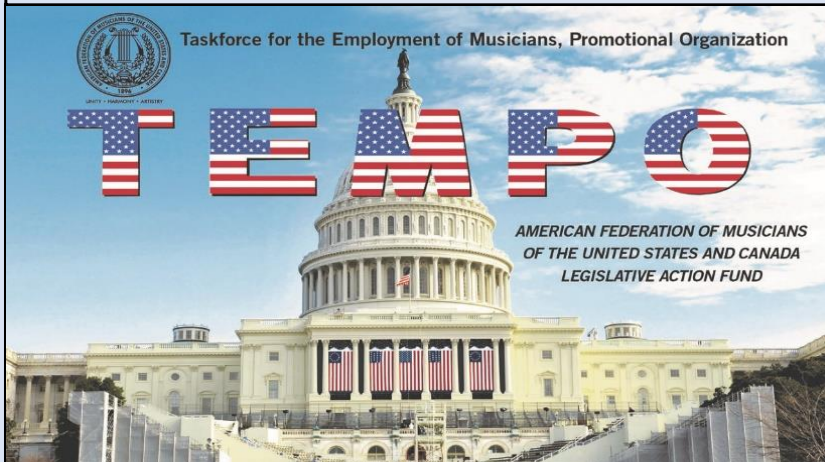
Our newsletter will be mailed during the first week of each new quarter. If you would like to advertise in the newsletter please have your submissions in by the 15th prior to the start of the next quarter.

Newsletter submission inquiries should be sent to: local77@afm.org

- 1st Quarter: Jan 1-Mar 31 (DUE 3/15)
- 2nd Quarter: Apr 1-Jun 30 (DUE 6/15)
- 3rd Quarter: Jul 1-Sept 30 (DUE 9/15)
- 4th Quarter: Oct 1-Dec 31 (DUE 12/15)

Taskforce for the Employment of Musicians, Promotional Organization

TEMPO is the AFM's Political Action Committee. Funds raised are used to help keep legislators who support our policy initiatives in office both in Washington, DC and occasionally in our office in other AFM jurisdictions across the country. The TEMPO CLUB is a Membership Club with many benefits. To learn more about TEMPO visit their website below:
<https://www.afm.org/what-we-are-doing/tempo/>



Music Performance Trust Fund (MPTF)

Our mission is to provide admission-free, live quality music, performed by professional musicians to the public of all backgrounds throughout the United States & Canada. We seek to enrich the lives of the general public, young and old, through music and to contribute to the public's knowledge and appreciation of music.

The MPTF has been providing grants to help create free music performances for the public's entertainment and education for over 70 years. Almost all of our events are co-sponsored, as we require the involvement of local participants that include arts councils, symphonic organizations, municipalities, veterans' groups, school systems and healthcare organizations, among others.

The funding is meant to ensure that the professional musicians who are performing are reasonably paid on par with local scale while assuring that there is no cost to enjoy the music. The idea is to enhance our communities and enrich lives through music. Our co-sponsored events run the gamut of musical styles from classical and opera to Dixieland, pop, rock, country, jazz, and R&B. Our events often introduce musical styles that are not easily accessible and may times our events come with an educational element to them.

MPTF events are held in parks, schools, and public halls, as well as hospitals and at retirement centers. We have a mandate to distribute our funds proportionately across the U.S. and Canada.

For more information on how to apply for MPTF grant funding, email the Local 77 Vice President Marjorie Goldberg at mgoldberg@local77afm.org

