

Arpeggio

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

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Issue No. 5

**Philadelphia
Musicians' Union**
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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.



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[Click below to view our contribution to the
2020 AFL-CIO Virtual Labor Day Parade](#)

Happy Virtual Labor Day 2020

From the President

President's Report

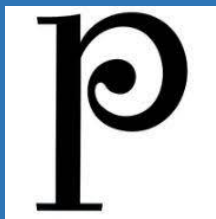
By: Ellen Trainer



A few weeks ago, Local 77 sent out an email blast informing the membership that the American Federation of Musicians International Executive Board (IEB) unanimously endorsed [Joe Biden for President](#). The IEB includes Union Presidents from Los Angeles, Chicago, Washington, DC, Spokane and Nashville. Additionally, our Philadelphia AFL-CIO put out a Biden vs. Trump comparison, which I encourage you to [read](#).

We heard from one member of Local 77 that the American Federation of Musicians (AFM) “should stay out of politics” and stick to music. Two years ago, prior to being elected to this position, I may have agreed with this sentiment, especially if my personal views were not aligned with the endorsement. However, since becoming President of Local 77, I have seen how politics has a very real and profound impact on our livelihood as musicians. Our involvement in politics is what protects our union rights and our ability to bargain for safe working conditions and fair wages. It upholds our right to unionize non-union venues and employment. The party in control of our government, both local and national, influences the strength of unions in countless ways, whether by passing laws, setting policy or appointing judges who will interpret laws and policies. This is playing out on the national stage right now with the President’s recent nomination of a conservative Supreme Court Justice, who, if confirmed, will one day decide issues involving workers’ rights. More immediately, we need to ensure that the five-member National Labor Relations Board (“NLRB”) is appointed by a President who believes in [workers’ rights](#). Because the term of one NLRB member expires each year, the President has the power to either to strengthen or dilute workers’ rights through the appointment of individuals who share his or her ideology. Unfortunately, the current Trump-appointed NLRB has done nothing to protect workers’ rights. [This cannot continue](#).

My brothers and sisters, in this time of Covid-19, it is especially important for us to use our votes to support each other. The music industry is a powerful voice. Through our votes, we can push for the changes we want to see. We can support our black and brown brothers and sisters; we can change the makeup of the NLRB to one that will protect workers’ rights; and we can bring unity and moral values back to our neighborhoods and society at large. I urge every member of Local 77 to make it a priority to vote on November 3rd. Your vote can directly impact the strength of unions for years to come. Your Local 77 officers and Executive Board endorse the Biden/Harris ticket. I will be voting [Joe Biden for President](#). I hope you will too.



Orchestra News

By: David Fay

Despite the COVID epidemic, there is a lot of good news at the Philadelphia Orchestra. The Orchestra has just been named Gramophone's Orchestra of the Year 2020. Also, the members of the Philadelphia Orchestra performed together in person for the first time in over six months on September 17th. With Yannick at the helm, we began recording a series of concerts at the Mann to be streamed on the Orchestra website. A strict set of safety guidelines were in place, including plexiglass for woodwinds and brass. Thanks to Local 77 for helping us create and implement these guidelines. Please help us spread the word about our new Digital Stage. Information can be found on the Orchestra website at PhilOrch.org. Lastly, the members of the Orchestra just signed a one-year agreement in which we were able to leverage the recent AFM COVID side letter to keep our salary cuts to a minimum. Thanks to Ellen and Marjorie for their help during the negotiations.

Philadelphia Virtual Music Phestival Phamily Series



PHILADELPHIA VIRTUAL MUSIC PHESTIVAL



Phamily Concert Series No. 10, Friday July 10th
Darryl Hartshorne, Bassoon



Phamily Concert Series No. 11, Friday July 17th
Michael Klein, Music Theory



Phamily Concert Series No. 12, Friday July 31st
Hannah Nicholas, Viola & Vocals



Phamily Concert Series No. 13, Friday August 7th
Justin Gilmore, Magician



Phamily Concert Series No. 14, Friday July 12th
Harvey Price, Vibraphone & Sam Nobles, Bass



Phamily Concert Series No. 15, Friday September 25th
Raphael Fusco, Piano



Secretary-Treasurer's Report: Schedule of Operating Expenses Modified Cash Basis: June 1, 2019—May 31, 2020

Secretary-Treasurer's Report

By: Jarred Antonacci



Despite the fact that this pandemic has hit us all extremely hard and continues to govern much of our way of life, I continue to be inspired by the strength and solidarity within our community to uplift our brothers and sisters during this chaotic time. From the formation of an Emergency Relief Fund Committee to the founding of a virtual music “phestival”, the musicians of Local 77 have truly exemplified the **members run our Union** ideology. On the other side of this pandemic, our Local will be stronger than we have ever been before. Our strength is in our solidarity. It's more imperative now than ever that we stick together—get involved in your Union.

In July and August, we worked closely with our accountants to complete our annual tax filings. As a labor union, we are responsible for the preparation and fair presentation of the financial statements. These documents have been prepared in accordance with the modified cash basis of accounting. Included with these documents are the Independent Accountant's Review Report, Labor Management reports (LM-2) and Form 990. I am happy to report that at Local 77 reported an increase in membership at the close of FY 2020 (May 31st) by more than 10% from FY2019—we're now 700 members strong! Additionally, the net assets of Local 77 increased by 21.3% to \$1,097,070. Below this article you will find the Schedule of Operating Expense comparison for FY 2020 and FY 2019. The complete financial documents are available for **any member of Local 77** to view at any time—it is your right to view your Union's tax filings. If you would like access to these documents, please contact the office of Local 77 and I will make them available.

We have sent out several communications to the membership surrounding the election in November. This election year more is more important than any other election year. You have until October 19th to register in Pennsylvania. For more information registering to vote, checking your registration or applying for a mail in or absentee ballot go to www.vote.org.

Schedule of Operating Expenses: Modified Cash Basis May 31, 2020 & 2019

Category	2020	2019
Administrative Salaries:	\$45,309	\$45,000
Executive Board Salaries:	\$29,711	\$12,070
Officer Salaries:	\$130,000	\$130,000
Payroll Taxes:	\$20,318	\$17,358
Employee Benefits:	\$23,872	\$22,697
Pension Expense:	\$20,752	\$20,941
Advertising:	\$9,037	\$1,750
Bank Charges:	\$746	\$60
Computer Expense:	\$4,012	\$2,388
Condo Fees:	\$1,613	---
Conferences & Conventions:	\$12,980	\$765
Depreciation:	\$4,195	\$4,649
Dues & Subscriptions:	\$975	\$541
Election Services:	---	\$9,359
Equipment Lease & Maintenance:	\$3,661	\$3,792
Insurance:	\$3,433	\$3,645
Interest Expense:	\$22	---
International & Per Capita Assessments:	\$135,645	\$127,143
Arbitration Expenses:	\$2,750	---
Negotiation Expenses:	\$125	\$984
Office Supplies & Expenses:	\$7,745	\$6,377
Postage & Courier Fees:	\$1,617	\$3,123
Professional Fees:		
• Accounting & Compliance:	\$12,125	\$14,238
• Legal—Local Representation:	\$7,545	\$23,354
• Legal—Orchestra Negotiations:	\$27,130	\$47,941
Rent:	\$43,559	\$39,120
Strike Fund:	\$7,275	\$7,275
Telephone:	\$7,685	\$6,686
Utilities:	\$4,800	\$2,856
TOTAL:	\$568,637	\$553,662

Member Dues: 2020-2021

- Regular Member: \$200.00 (yearly)
- Life Member: \$100.00 (yearly)
- Youth Member: \$100.00 (yearly)
- Student Member: \$100.00 (yearly)

Membership dues can be paid on a quarterly basis.

1st Quarter: Jan 1-Mar 31
2nd Quarter: Apr 1-Jun 30
3rd Quarter: Jul 1-Sept 30
4th Quarter: Oct 1-Dec 31

Youth Member Conditions

Applicants must be age 20 years or younger. Youth Members have the same rights and obligations as Regular Members, subject to all AFM and Local rules, regulations and Bylaws (Local/AFM fee waived).

Student Member Conditions

Must be registered in an accredited school, college or university. When no longer a student, s/he converts to Regular Member without additional fees. Student Members have the same rights and obligations as Regular members, subject to all AFM and Local rules, regulations and Bylaws (\$65 AFM Federation fee applies-Local fee waived).

Life Member Conditions

Minimum age requirement is 65 years old. Must have 35 cumulative years of AFM membership.

Secretary-Treasurer's Report: 3rd Quarter Balance Sheet

Local 77 Balance Sheet: 3rd Quarter

September 30, 2020

Current Assets Checking/Savings

Cash in Bank

TD Bank Money Mkt	15,538.98
Sun Federal Checking Account	53,215.31
Sun Federal Savings Account	5.00
TD Bank – Checking	252,851.59
Total 10000 · Cash in Bank	321,610.88

Other Current Assets

Investments at Fair Value

NY Life Securities LLC	249,681.34
LPL Financial	273,460.38
Total Investments	523,141.72

Total Current Assets 844,752.60

Fixed Assets- Property & Equipment

New Condo (Academy House)	257,871.25
Furniture and Fixtures	37,082.74
Equipment	23,126.57
A/D - Furniture & Fixtures	(37,082.74)
A/D - Equipment	(12,884.91)

Total Fixed Assets- Property & Equipment 268,112.91

Other Assets

Security Deposit 4,000.00

Total Other Assets 4,000.00

TOTAL ASSETS 1,116,865.51

EQUITY

Fund Balance	1,033,994.15
Net Income (Jun-Sept)	82,871.36

TOTAL EQUITY 1,116,865.51

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:

October 1, 2020 - December 31, 2020

Waiver No. 1

(Extension)

- 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. 5

- Local 77 will be conducting its membership meetings via electronic means. Consultation with the International President's Office required.

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.

Good Things Happening in Philadelphia!

By: John Koen, PMRF Chairperson

Sincerest greetings to our union brothers and sisters! I serve as chair of the committee that works to get help to applicants, and on behalf of the members of the PMRF, I would like to give you details of the exciting transformation we are undergoing to become a dedicated not-for-profit fund. If you haven't already, you may wish to take a moment to read the previous articles by Talia Schiff in the [July 2020 *Arpeggio*](#), especially [Relief Fund Exemplifies Philly Solidarity](#).



We have raised, at the time this article went to press, over \$77,000 on Go Fund Me and several thousand dollars in additional checks sent directly to the Philadelphia Musicians' Union, which precipitated the forming of the non-profit. We made 51 awards before we began the transfer process.

We have a long-term goal, inspired by the vision of our Local Executive Board, of using our momentum to form the nucleus of a stable fund, not just for this crisis, but also for future emergencies experienced by members. After many discussions, internally as well as with members of the Executive Board, and a comprehensive research phase led by Laura Munich, to whom we are extremely grateful for the thorough vetting she did, we are entering into a "fiscal sponsorship" agreement with CultureWorks. Fiscal sponsorship makes the most sense at this juncture from a cost/value perspective.

We will operate under the umbrella of CultureWorks' 501(c)(3) not-for-profit status without having to wait for IRS approval as a separate entity, and avoid the expenses of filing an application, as well as the backlog caused by the COVID crisis. Donations will be tax-deductible, and CultureWorks provides us with the management and administration tools we need. Should we later choose to incorporate as an independent non-profit, the agreement with CultureWorks could be terminated. This fiscal sponsorship allows us to continue the meaningful support we have been privileged to extend to musicians during this time while allowing us to plan future larger-scale fundraising events and attract additional classes of donors.

As a result, we will switch from GoFundMe to the [WeDid.It](#) donation platform. The transfer will be as simple as clicking a link for donors, and has the essential infrastructure to track gifts for IRS and donor purposes that we need in order to expand our mission to become a permanent relief fund for "life after COVID."

In closing, I have to express my gratitude for the fabulous work of the knowledgeable, dedicated, energetic and sensible people I have the privilege to work with. Several members' experiences setting up not-for-profit organizations were extremely valuable for this phase of our evolution. The PMRF consists of: Patricia Daniels, John Koen, Laura Munich, Domenic Salerni, Miles Salerni, Talia Schiff, and Executive Board member Robert Suttman.

Philadelphia Virtual Music Phestival



PHILADELPHIA VIRTUAL MUSIC PHESTIVAL



Wednesday July 1st
Hugh Sung, Piano



Wednesday July 8th
Jonathan Fink, Cello



Wednesday July 15th
Chen Family Quartet



Saturday July 11th
Tony Miceli, Vibraphone & Diane Monroe, Violin



Saturday July 18th
Brian Fitzzy, Guitarist / Composer



Wednesday July 22nd
Ben Arnold, Songwriter / Performer / Producer



Saturday July 25th
Hugh Sung, Piano (part 2)



Wednesday July 29th
Greenhouse Weeds

Philadelphia Virtual Music Phestival



Saturday August 1st
Esherick Trio



Wednesday August 5th
Joseph Conyers, Bass



Saturday August 8th
Dave Cope, Guitar / Piano / Voice



Wednesday August 12th
Mandy Wolman, Flamenco Dance



Wednesday August 19th
Cellists of the PVMP



Saturday September 12th
Sarah Cunningham & Friends



Wednesday September 16th
Elegance Quartet



Wednesday September 23rd
The Hollows, Fiddle & Folk Music



Wednesday September 30th
Ben & Laura Scott, Violins

New Member Spotlight: 3rd Quarter



Christopher Dwyer is the second horn of the Philadelphia Orchestra where he was appointed by music director Yannick Nézet-Séguin. Dwyer previously served for six seasons as the second horn of the St Louis Symphony Orchestra under David Robertson.

Chris has also held positions with the Colorado Music Festival Orchestra, Sun Valley Music Festival Orchestra, Jacksonville Symphony Orchestra, and the New Mexico Symphony Orchestra.

Additionally, he has frequently performed as a guest with other major symphony orchestras including the Chicago Symphony Orchestra, Cleveland Orchestra, Los Angeles Philharmonic, Cincinnati Symphony Orchestra, and the Baltimore Symphony Orchestra.

Among his other festival appearances are the Santa Fe Chamber Music Festival, Santa Fe Opera, Sarasota Opera, Music from Angel Fire, Bellingham, Norfolk, and the National Repertory Orchestra. He received his Bachelor of Music degree from the Cleveland Institute of Music where he was a student of Eli Epstein and then went on to study with Dale Clevenger as a member of the Civic Orchestra of Chicago. He is an avid baseball fan, hiker, and craft beer enthusiast. Chris is married to flutist Laura Dwyer and they share their home with two lazy Persian cats.



Sara Han is a clarinetist, originally from South Korea, pursuing her studies at the Curtis Institute of Music under Anthony McGill as the recipient of the Ruth and Eugene Helmer Fellowship. Sara is currently the Acting Principal Clarinetist of Opera Philadelphia Orchestra, as well as a member of Symphony in C and the Curtis Symphony Orchestra. Previously, she has performed with the New World Symphony, New York String Orchestra, Juilliard Orchestra, and the National Youth Orchestra of the USA on its tours of China and Europe in 2015 and 2016. She attended the Music Academy of the West in the summer of 2019 and was named winner of the Keston MAX Audition. Previous summer

festivals include the Aspen Music Festival and School. Sara was a winner of the 2018 Yamaha Young Performing Artists Competition, has been featured on the NPR radio show *From the Top*, and has appeared as soloist with the Interlochen Arts Academy Orchestra and the Seoul Romance Orchestra. Prior to her attendance at Curtis, she has attended The Juilliard School.

New Member Spotlight: 3rd Quarter



Alex Moreno is a classically trained tenor. He has performed in operas like “*The Marriage of Figaro*”, “*Elixir of Love*”, “*La Traviata*”, “*Tolanta*”, “*Los Martirios de Colón*” and other titles in his native Venezuela. Most recently he was in the Verdi’s “Requiem” production of the Opera of Philadelphia. He also has a fondness for popular songs, and his performances are a wonderful mix of Arias, Latin American music, songs with operatic roots, and American standards, all of which highlight his rich voice. Mr. Moreno has studied at the premier musical institutions in Venezuela. He has trained at

the Simón Bolívar National Conservatory, the Venezuelan National System of Youth Orchestras (“El Sistema” founded by maestro José Antonio Abreu, and led by maestro Gustavo Dudamel, the current director of the Los Angeles Symphony Orchestra). He has participated in master classes with such international singers as Nicolay Nazarov (Russia), Isabel Penagos (Spain) and the renowned Regisseur Tito Capobianco (Argentina).

Not only an outstanding vocalist, Alex is a composer and also plays the Guitar and the Venezuelan “Cuatro”, and he is the founder, lead singer and arranger for Venezuelan music band “3 y Cuatro”. It’s first musical production named “Que Sí” (which has been pre-nominated to the Latin Grammys 2018) is available on Amazon, Spotify, and Youtube.



Lee W. Smith is an American-born bassist. He was born and raised in Philadelphia, Pennsylvania to Leopold and Anne Smith, the younger of two children. He has an older sister, Leanne. Lee has three sons: Lee W Smith, Jr., Tommy Pinkett, and celebrated bass great Christian McBride.

Lee studied trumpet from 5th grade through his freshman year at West Chester University. He played with the school orchestra and band, and with the all city concert band.

While in Overbrook High School, Lee got his first bass guitar, and started learning songs from the radio by ear. He became interested in the bass guitar after hearing James Jamerson on numerous Motown recordings. After strong encouragement from some fellow local musicians, Lee started doing gigs on the weekends while still in school. He performed with a group called the Time Keepers which featured Phillip Harris on drums and Steven Knight on guitar.

Lee’s entire musical history spans well over 40 years. During Lee’s pre-jazz era, he maintained Philly as his home base but toured internationally and recorded with several Philadelphia-based R&B recording artists including the Delphonics, Blue Magic, Brenda and the Tabulations, Major Harris, and Billy Paul.

After Lee’s stint with legendary Afro-Cuban Percussionist Mongo Santamaria, he moved back to the Philadelphia area due to family health issues that required his assistance. Shortly thereafter Lee received a call from jazz pianist Milton Sealy to play at the grand opening of the Trump Plaza casino. From 1983 to 1989 Lee worked the Atlantic City circuit. This was Lee’s first steady performance of mainstream jazz. He gigged with Milton as a duo and freelanced with other musicians. During this time it was Milton that strongly suggested Lee pick up the acoustic bass. Around 1986, Lee purchased his first upright bass from drummer Wilby Fletcher. The bass belonged to Wilby’s late uncle. That bass is still Lee’s main bass today.

For over 30 years, Lee has worked with numerous jazz greats including Cab Calloway, Lionel Hampton, Erskine Hawkins, Benny Golson, Bud Shank, Dizzy Gillespie, Cedar Walton, Donald Harrison, Rahsaan Roland Kirk, Greg Osby, Roberta Flack, Sonny Fortune, Odean Pope, Billy Hart, and Sonny Murray. Lee worked with Philadelphia piano great Trudy Pitts for almost a decade. He also performs with the Jazz Orchestra of Philadelphia under the direction of Terrell Stafford.

Local 77 Existing Member Spotlight: 3rd Quarter



Ed Hagopian is a pianist/conductor who has played for an impressive array of artists including: Mel Torme, Tommy Tune, Robert Merrill, Bobby McFerrin, Randy Newman, Chita Rivera, Patti LaBelle, Martha Reeves and the Vandellas.

He served four years in the United States Navy Band and played for two United States Presidents, Eisenhower and Kennedy. He performed at NASA's 40th Anniversary Celebration in Washington, D.C. Ed was seen and heard on the stage of the Academy of Music for ten years with Peter Nero and the Philly Pops. Mr. Hagopian played on the stage of Verizon Hall at the Kimmel Center for the Performing Arts for the international artists, "The Three Cantors"

and at the Academy of Music for Racquel Bitton's program, "The Music of Edith Piaf" and for Broadway Fights Aids. He was pianist for the Clef Club of Philadelphia's Big Band. Ed was substitute organist at the Spectrum for the Philadelphia 76's and the Philadelphia flyers.

In addition to his career as a professional pianist, Mr. Hagopian, who grew up in Lansdowne, taught music in the Upper Darby School District for 28 years and was affectionately known as "**Mr. Ed**".

Ed received his Master's degree in Composition from Temple University. Ed and his wife Rene Goodwin (member of SAG-AFTRA) are a musical collaboration and have traveled throughout the Eastern United States performing.



Since the 1990's, **Charlie Rutan** has been lurking in Local #77's rolls under the heading 'BAGPIPE'. Philly's own Charlie Rutan has parlayed the bagpipe into an international performing and recording career. Starting 'BagpipesFAO' in 1996 has been the means for Charlie to bring his expertise on the Scottish, Irish, French and Italian versions of bagpipes (pictured) to audiences of all sizes and kinds. "It's a crosscut view from the piper's perspective.", Rutan droned on. "Through performing for people on this incredible family of instruments, I've seen so many cultures and strata of society during moments they normally only share with their own, all because of bagpipes." Buckled -down white tie & tails affairs at private country clubs, kilt-required Scottish haggis dinners, Irish pub sessions, French Baroque

themed garden-parties, spit & polish military messes, live nativity scenes for Italian communities at Christmas, sporting events, the list goes on. Charlie's provided bagpipes as a featured act at these events for 24 years. "May I also say that a wedding without a bagpipe is like a funeral?" laughed Rutan.

Charlie's Philly pedigree is solid: a public-school system product that passed through All City, Better Break, Symphony Club, Settlement, West Chester, UArts, Chestnut Hill College & Orchestra, even street collecting as a mummer. "Gigging with legendary Jazz Piper Rufus Harley remains a particularly special memory for me- it just doesn't get more Philly than that." said Charlie. Pipers get their laurels outside of academia, usually from the previous generation of players. Instruction & master classes from Pipe Major Angus MacDonald MBE (Queen's piper 1965-74), Donald McPherson, Paddy Keenan, Jerry O'Sullivan, Jean-Pierre Rasle, Eric Montbel, Pietro Citera and Gianluca Zammarelli, help round out Charlie's background.

Currently Charlie performs as a solo Scots and Uilleann piper, in a pipe & drum duo with Mark Beecher (of Sharon Katz & the Peace Train), and maintains a small pipe band of his own for private events.

Charlie is a member of AFM Local 77, ASCAP, and Circolo della Zampogna. Check him out at www.charlierutan.com.

Political Action Update

“What do we want...When do we want it?”

By: Marjorie Goldberg, Vice President & Rebecca Ansel, Executive Board

Since the shutdown on March 12th, the phrase, “during these uncertain times” has been uttered nearly as often as, “Good Morning.” The one thing that is certain is the alarming rise in unemployment claims. They peaked in April, and even though they have been steadily declining since then, there seems to be no end in sight for those of us in the entertainment industry. We were the first to go, and will most likely be the last to return.

On March 27th, 2020 the Federal Cares Act was signed, and went into effect on April 4th. This act provided enhanced Unemployment Compensation (UC) benefits and Pandemic Unemployment Assistance (PUA). The Federal Pandemic Unemployment Assistance (FPUA), which provided an extra \$600 in weekly compensation ended July 25th, 2020. This money was a lifeline to the thousands of unemployed musicians, stagehands, dancers, ticket takers, ushers, actors, singers and others in the performing arts industry.

On August 6th, the International Alliance of Theatrical Stage Employees (IATSE) LOCAL 8 organized the first of 2 rallies. We met at the Academy of Music and a trio of LOCAL 77 members Harvey Price, Kevin Blanke and Douglas Mapp kicked off the event. We made signs and we walked down the streets of Philadelphia demanding that our elected leaders in Washington, DC pass the Heroes Act, along with the \$600 supplement to those who qualify. \$600 a week is \$15 an hour in a 40-hour work week. Some might say, get back to work; however, those of us in the entertainment industry do not have jobs to go back to. We have trained tirelessly to hone our craft. We cannot fathom pursuing another field and finding new jobs during COVID-19.

Two more rallies took place. On August 13th IATSE organized another rally and march through the streets of Philadelphia. LOCAL 77 musicians, Harvey Price, Kevin Blanke and Lee Smith played at the start of the event. On August 20th, Philadelphia Unemployment Project organized the third and final rally. We asked Charlie Rutan, a LOCAL 77 bagpiper, to join us. We marched to the Octavius Catto statue at City Hall behind a coffin with Charlie playing music one would expect at a funeral. The casket represented the death of our benefits. It was ceremonious and quite moving seeing workers from all over Philadelphia come out, march and speak about how COVID-19, and the end of the Cares Act have affected them.

No matter what the future holds, one thing we do know is that COVID-19 has decimated our entire industry. While unemployment numbers might be improving across the country, there is very little motion in our industry. Moving forward we hope that more Federal Aid is granted to support our performing organizations and venues, so that when it is safe, we can return to the work and industry we love.

We'd like to congratulate those who came out to join in support and encourage more members to get involved in future actions. To that end, we want to start a Political Action Committee. [Please contact us](#) if you are interested in serving on this committee.

Political Action Update



Political Action Update



New Members

Dwyer, Christopher L.	1030 Emerald Avenue, Haddon Township, NJ 08108 chrisldwyer@yahoo.com	(904) 710-3959	Horn
Han, Seungming	1910 Pine Street, Apt. 4, Philadelphia, PA 19103 han.sara@outlook.com	(231) 203-4057	Clarinet
Jordan, Nicole	1401 Spruce Street, Apt 1711, Philadelphia, PA 19103 nicolejrdn@gmail.com	(215) 8911386	Librarian
Keene, James	37 Grant Avenue, Highland Park, NJ 08904 keenejr@gmail.com	(609) 234-8186	Violin Viola
Lang, Markus	47 Cliffwood Drive, Allentown, NJ 08501 markusstevenlang@gmail.com	(201) 414-8080	Bass (Acoustic) Bass (Electric) Kantele
Loehnig, Grant A.	209 Cuthbert Street, #201, Philadelphia, PA 19106 grantaugust@gmail.com	(347) 525-5679	Piano
Lombardelli, Nicholas	151 W. Palmer Street, Philadelphia, PA 19122 ndelli23@gmail.com	(609) 790-7082	Trombone Composer Arranger Pianist
Moreno, Jose	5308 Angora Ter, Apt. B, Philadelphia, PA 19143 alexmoreno1@gmail.com	(301) 476-3827	Voice Guitar
Queiroz, Jean	2303 Bleigh Avenue, Philadelphia, PA 19152 jeanmaq@gmail.com	(267) 265-6529	Guitar Drums Bass Harmonica

Membership Activity: 3rd Quarter

Address/Phone Number/Email Changes

Arbogast, Paul F.	2185 S. Lincoln Ave., Vineland, NJ 08361 paularbogast@icloud.com	(302) 528-4760
Herz, Allison	1528 Winding Brook Run, Garnet Valley, PA 19060 sunfish232@hotmail.com	(610) 358-9556
Imamura, Nozomi	1825 Pine Street, Apt. 1R, Philadelphia, PA 19103 nozomi.trumpet@gmail.com	(704) 654-1316
Kassinskas, Bridget P.	300 Willow Valley Lakes Dr. #E312, Willow St., PA 17584 b.kasinskas@gmail.com	(609) 870-1284
Mazzeo, Frank A.	322 Boardwalk, Unit 1410, Ocean City, NJ 08226	(609) 567-0141
Oatts, Christian J.	4619 Locust Street, Apt. A, Philadelphia, PA 19139 oatts.chris@gmail.com	(515) 360-7323
Panunto, Dominic	427 W. Girard Avenue, Apt 2, Philadelphia, PA 19123 Dompanunto@gmail.com	(484) 951-8582
Staton, Olivia	1520 Spruce Street, Apt. 503, Philadelphia, PA 19102 olivia.staton@gmail.com	(571) 274-1742
Thyhsen, III, John H.	1528 Winding Brook Run, Garnet Valley, PA 19060 hoothaven@hotmail.com	(610) 358-9556

Reinstated Members

- Anderson, Joseph R.
- Davol, Sarah R.
- Edwards, Renard
- Hagopian, Edward H.
- Kislitsyn, Alexandr
- Ronald Lipscomb
- Repko-Schmauk, Melia
- Ryan, Kerri Marie
- Schmauk, Alex
- Williams, Daniel C.

Resigned Members

- Bates, Meredith
- Goldman, Benjamin J.
- Harrod, Kathleen S.
- Morton, Amanda
- Pawlowski, Christopher

Deceased Members

- Buck, Ralph
- Kaplow, Maurice

Local 77 Diversity Update

The Work Begins

By: Laura Munich, Diversity Committee Chairperson



When I joined Local 77 in April of this year, I had a lot to learn about unionism in general and about our Union in particular. While I began to conduct some independent research on the history of Local 77 (more on this later), my work with the Philadelphia Virtual Music Phestival and Musicians' Relief Fund committees kept me focused on producing weekly concerts and responding to the immediate financial needs of our brothers and sisters in the wake of the COVID-19 lockdown.

Still, during the occasional lull in Zoom committee meetings, I would often ~~pester colleagues~~ pose questions about the makeup of our membership and about whether any diversity initiatives existed. Well, long story short, when you want answers, sometimes you have to establish a fact-finding mission. And so, it gives me great pleasure to announce the formation of Local 77's new committee on Diversity, Equity, Inclusion, and Access (DEIA).

In August, President Ellen Trainer and Vice President Marjorie Goldberg invited a group of Local 77 members to meet virtually for an exploratory conversation. Our goal was to form a committee with a wide range of perspectives on diversity in all its facets — racial, ethnic, cultural, religious, (dis)ability, neurodiversity, sex, gender, sexuality, and age — and a breadth of personal experiences dealing with bias. This shared expertise will be harnessed to do the work of building equity and increasing participation of underrepresented groups in our Union and on the Philadelphia music scene. So, I give you the Local 77 DEIA Committee:

- Joseph Conyers
- Catherine Kei Fukuda
- Marjorie Goldberg
- Colleen Hood
- Douglas Mapp
- Rodney Marsalis
- Laura Munich
- Gregory Riley
- Carlos Rubio
- Robert Suttman
- Ernie Tovar
- Ellen Trainer

I am extremely proud to serve as chairperson alongside this group of generous, curious, and thoughtful colleagues. And now, on to “The Work”.

Local 77 Diversity Update

To begin, in late September President Trainer, Vice President Goldberg, and I met with the Chair and Director of the AFM International Diversity Committee, Lovie Smith-Wright and Alfonso M. Pollard. We were gratified by their enthusiasm for our fledgling initiative and look forward to collaborating with them as we identify our goals and develop a strategic plan.

At present, the DEIA Committee is settling on an official name, crafting a shared vision, articulating our mission, and identifying stakeholders and potential partners across sectors like education, non-profit organizations, and performance venues. But our first priority is to serve and expand our membership. To that end, expect to hear from us. We want to hear *your* stories! Also, we're designing a very short survey — a census, if you will — to help complete the demographic portrait of *Us*. If we are to advance diversity, we'll need to know where we're starting from. After all, you can't manage what you don't measure!

In the next issue I will report on our participation in the recent Jazz Summit 2020 and our nascent collaboration with the presenting organization Jazz Philadelphia, as well as share some insights on the history of Local 77 and its special import with respect to the Philly Jazz community. In the meantime, be on the lookout for that survey — coming soon to an inbox near you.

Peace.

Laura Munich

Suggested Reading

Here are a few recent articles on diversity in music. It's an impressionistic, not exhaustive list. A place to begin. The linked articles are relatively short reads, but serve as interesting points of entry to some complex topics.

Let us know your thoughts: email us your reflections or even some more suggestions for articles, books, and other media we might share.

Happy reading!

—Laura

On Gender in Jazz...

[*"What would jazz sound like in a culture without patriarchy?"*](#)

On Pedagogy and Diversifying the Canon...

[*"By encouraging my students to seek out works by underrepresented composers, I've inadvertently disadvantaged them."*](#)

On Transforming the Classical Orchestra...

[*"Antonin Dvorak predicted that American classical music would draw from African American traditions. Why has American classical music remained so white?"*](#)

[*"Classical music and opera have been even slower than American society at large to confront racial inequality"*](#)

In Memoriam: Maurice Kaplow

Remembering Maurice Kaplow

1930-2020



Maurice Kaplow has been recognized internationally for his achievements in the arts for over four decades. He has had an illustrious career as violist, conductor, teacher, and composer. He graduated from The Cleveland Institute of Music, studying violin with Joseph Knitzer, viola with Frederick Funkhouser, and composition with Marcel Dick.

As violist, Mr. Kaplow was the youngest member of the Philadelphia Orchestra, playing for Eugene Ormandy, Leopold Stokowski, Fritz Reiner and many others. He studied conducting under the tutelage of Pierre Monteux and became the first Music Director of the Pennsylvania Orchestra and Pennsylvania Ballet in 1963. During his tenure at the helm of the Pennsylvania Orchestra, he composed "Signatures" with choreography by Benjamin Harkavy. Subsequently, he composed "Return", a tone poem, commissioned by The Pennsylvania State University, and recently finished "Songs from poems of Haim Nachman Bialik". Mr. Kaplow has conducted many of the leading symphony orchestras in the world, including the Philadelphia Orchestra, Cleveland Orchestra and The London Philharmonic, Mr. Kaplow has conducted The New York City Ballet Orchestra for twenty years and was named Principal Conductor in 2005.

Mr. Kaplow passed away on August 11, 2020 at the age of 90. Mr. Kaplow is survived by his wife Judy; his sons, Lawrence, Brian and Dan; his sister Linda; and five grandchildren.

In Memoriam: Ralph Buck

A Tribute to Ralph A. Buck *January 23, 1937 – September 17, 2020*

Written by Jim Hala, with contributions from Emily Nicholl, Debbie Buck,
Roger Blackburn, John Thyhsen, and Madeline Cabano

“One blast upon his bugle horn
Were worth a thousand men.” – Sir Walter Scott

The man that we all knew as a kind, thoughtful, loving, gentle man, went home to be with his Maker on September 17th, 2020. Ralph A. Buck was the beloved husband for the past 32 years of fellow musician Emily Nicholl. He will be sorely missed by all.

Ralph’s upbringing made him into the man that his friends and colleagues loved and respected. Born in Haddonfield, NJ, to Edward and Ruth (Dempster) Buck, Ralph was surrounded by music. His father was an amateur violinist and his mother was the piano accompanist at Haddonfield United Methodist Church. They both performed in the church orchestra. Beginning in 2005 and continuing for the next 14 years, Ralph would perform and take part in services in that same church, and contract a 40-piece orchestra, “The Members of the Philadelphia Orchestra and Friends,” to accompany a 110-voice chorus, the “New Jersey MasterChorale,” which used the church for their bi-annual performances of sacred works.

Ralph began playing trumpet in elementary school and continued through high school where he played 1st trumpet. He won auditions that enabled him to perform in the All State Orchestra and Band. In his senior year, he played principal trumpet in the All Eastern Orchestra based in Boston. Ralph graduated from Vineland High School in 1955 and was awarded a full scholarship to Valley Forge Military Academy and College where he spent a year before applying and being accepted to the Curtis Institute of Music,

graduating in 1960. An interesting fact is that he was released from the Military Academy only after agreeing to return to make several recordings with their renowned Valley Forge Military Band. He is pictured with his Coronation Heraldic Fanfare Trumpet, which was part of the original set brought over from England by VFMA’s Band Director and previously used for royal weddings and coronations, including Queen Elizabeth’s.

The above quote, “One blast upon his bugle horn / Were worth a thousand men,” found in Sir Walter Scott’s famous poem of heroism and chivalry, “Lady of the Lake,” is not far from the truth when speaking about Ralph Buck. His colleagues came to trust Ralph’s “heraldic” sound, flawless intonation, and consistency of performance to inspire them to play their best.

While at Curtis, Ralph studied with Sam Krauss, principal trumpet of the Philadelphia Orchestra. Ralph never had to think about how he was going to technically realize the notes found on the pages of music, he just “played” them.



Cadet Buck, 1956 - Valley Forge Military Academy

In Memoriam: Ralph Buck

He chose not to teach trumpet because he didn't want to think about what he was doing with his embouchure and fingers. Some people are just blessed!

Roger Blackburn, Philadelphia Orchestra Trumpeter Emeritus, contributes the following: "Ralph Buck and I were students of Samuel Krauss at the Curtis Institute. He was a 1960 grad and I graduated in 1969. When I began studying with Mr. Krauss I asked him who his best former students were in and around Philly. He immediately told me to check out Ralph Buck in the Pennsylvania Ballet. I heard Ralph play beautifully the 'Carmina Burana' shortly thereafter and realized that this is what Mr. Krauss was trying to get me to sound like! Several years later, whenever Ralph and I would play together in church or the orchestra, we would often look at each other and laugh saying, 'Sounds like we had the same teacher!'"

Making music was not the only skill Ralph possessed. While attending Vineland High School, he captained an oyster research vessel, the "Julius Nelson," piloting the vessel for Rutgers University's Haskin Shellfish Research Laboratory at Bivalve, NJ, on the Delaware Bay. His love for being on the water continued throughout his life. He was an avid boatsman, water skier, fisherman, and scuba diver in his early years.

During his latter years at Curtis, Ralph helped run a garment sewing factory with his first wife, Darlene Camp. He handled the accounting and payroll for the business and learned how to run and maintain the industrial machines used in the making of children's dresses under the Nanette label.



Ralph Buck, c. 1970 – Ocean City Pops

Ralph was a founding member of the Pennsylvania Ballet Orchestra and performed as Principal Trumpet 44 out of the 52 years he was a member. From the 1960s through the '80s he was principal trumpet for the Lyric Opera, Grand Opera, and The Pennsylvania Opera Theater. He was also a 1st call substitute and extra with the Philadelphia Orchestra for over 40 years, participating in radio and television broadcasts as well as being involved in over 25 recordings. Additionally, he toured with the Orchestra throughout Europe, Asia, and South America, and performed under maestros Ormandy, Muti, Sawallisch, and Eschenbach.

Ralph performed in the pit orchestras on Broadway for the shows "Mame" and "Les Miserables," as well as performing for those shows and others in Philadelphia, including "Cats" and "Phantom of the Opera." He traveled across the United States with Broadway show touring groups out of NYC presenting "Peter Pan," "Cats," and "Joseph and the Amazing Technicolor Dream Coat." His ability to cross over from classical to commercial playing brought him not only opportunities to play shows on Broadway but to perform at the famous Palumbo's nightclub and Atlantic City's Steel Pier for the entertainment stars of the '70s such as the Mills Brothers, Jimmy Durante, and Paul Anka.

Ralph enjoyed his summers performing as principal trumpet with the Ocean City Pops Orchestra in Ocean City, NJ, from 1960 through the mid '70s. He gave up his position in Ocean City in order to perform at the Robin Hood Dell, later the Mann Center, and the Saratoga Performing Arts Center in Saratoga Springs, NY, summer homes of the Philadelphia Orchestra. Lake George, near Saratoga Springs, was a favorite place for Ralph and Emily to host family members and friends, spending much of their time near and on the lake.

In Memoriam: Ralph Buck

John Thyhsen, a friend and colleague of Ralph's, has this to say about him: "In remembering Ralph, I must say that he was one of the most professional and consistent performers around. Within this framework of music performance, Ralph was one of the most helpful and encouraging persons I have known. His personal and human strength was equally matched in his trumpet playing. He would easily display these qualities in being ready to perform three concerts of Handel's 'Messiah' on the same Sunday, and then come back several days later to perform three 'Nutmcracker' ballet performances. To remain a top-of-the-line freelance trumpet performer for 50 years in Philadelphia, and continue to be loved and respected by so many, deserves a Hall of Fame position amongst all who have traveled the road of giving, making, and loving music."

Ralph was active as an orchestra committee member in many of the organizations in which he performed. He was Chairman of the Pennsylvania Ballet's Orchestra Committee from the committee's inception until 1991 and helped to secure the Ballet Orchestra's first-ever collective bargaining agreement. He also served on the Executive Board of the AFM, Local 21, which has territorial jurisdiction in the entire state of Delaware and parts of Maryland, Virginia, and Pennsylvania, from 2008-2016. His great love and passion, though, was expressed in his dedication in serving on the Executive Board of the Philadelphia Musicians' Union, Local 77, American Federation of Musicians, for the last 35+ years. Madeline Cabano, former Executive Board member and Administrative Assistant, echoed the sentiments of all who expressed their remembrances of Ralph: that he was a thoughtful, gentle, kind man. Madeline knew him as a man devoted to securing and maintaining the rights of his fellow musicians in Philadelphia. He was a calming voice that the Board respected for bringing experience and wisdom to those executive meetings. He loved to attend and thought of them as a very important part of the business of the union. If a meeting was postponed or cancelled, Ralph would become upset and try to convince the Board to proceed in the face of some of the most brutal weather conditions. Even after his stroke in 2015, Ralph fought his way back to health in short order to once again add his voice to the business at hand.

For the past 12 years Ralph was a member of the Bonsal Blues Band, meeting at American Legion Post 133 in Woodbury, where he enjoyed performing with his daughter Debbie and granddaughters Elyse and Sine. Not only did his friends at the union witness his comeback, but even after losing much of his strength and dexterity on the entire right side of his body due to his stroke, he made his way back to perform with the band and at his church, teaching himself to perform with his left hand.

Ralph came back time and time again. He fought for his life after a propeller tore into his back in a boating accident, willing himself to swim ashore before help arrived to take him to the hospital; fighting back after breaking his leg in a snow skiing accident and returning the next year to face and conquer the challenge; and fighting back and succeeding to speak clearly and perform again after his stroke, through therapy, discipline, and the love and care of his wife, Emily. There was also the challenge of a father losing his son. Ralph, Jr. was an airframe and power plant mechanic in the U.S. Air Force. He was also a piper, competing and winning national bagpipe competitions with the encouragement of the Air Force. Ralph, Jr. passed away in October of 1986, which left a deep chasm in Ralph's life. Of course any of us would question why such a thing would happen to a talented, promising young man. Ralph's grief was unbearable. Roger Blackburn shares with us the following story: "Some years ago, following Ralph's son's premature passing, I attended a Presbyterian men's retreat with Ralph. The group leader asked each of us to define God's presence in our lives. Ralph immediately responded how he felt God's presence as he prayed for consolation during the grief of his son's passing. He expressed his leap of faith in God to help him through this unbelievable tragedy. His loving Christian spirit was revealed to me many times as our relationship grew closer."

Ralph's last performance was given at his home a week before his death. Summoning up the strength as only a great principal trumpet player can do, to the joy of his wife Emily as his audience, he let out one last bugle call, "Charge!" letting her know that he was still fighting the good fight.

Executive Board Minutes

July 14, 2020

PRESENT: President Trainer, VP Goldberg, S-T Antonacci, Executive Board members Ansel, Suttmann and Fay are present (all are virtual due to COVID-19).

PROCEEDINGS: Meeting called to order by President Trainer at 1:37pm. Executive Board reviewed the minutes from the previous meeting. President Trainer motions to approve the minutes as amended. EB Ansel seconds. **VOTE: 5 approve. 0 opposed.** S-T Antonacci reads the balance sheet and profit and loss statement from June. S-T Antonacci explained the CARES Wage payroll tax credit and illustrated how the payroll fees for June were cut by over six thousand dollars. S-T Antonacci read through the adjusted (projected) budget for the FY20-21 year and explained what aspects of the budget were being adjusted for the loss of revenue. S-T Antonacci reported that the Finance Committee favorably recommended Christy Barilotti from Barilotti Wealth Strategies Inc. to be the new financial advisor for Local 77. S-T motioned to approve the recommendation. EB Ansel seconds. **VOTE: 5 approve. 0 opposed.** S-T Antonacci reads the membership activity and motions to accept four new members. EB Suttmann seconds. **VOTE: 5 approve. 0 opposed.** Discussion held on the EIDL loan. The Executive Board decided that S-T Antonacci should further inquire with both the new financial advisor as well as the Local CPA and will report with more information at the next meeting. EB Fay reported on the Philadelphia Orchestra meeting with management. There are plans for events at the Mann Center in August as well as events in

Verizon hall in September (chamber orchestra, rather than the full orchestra). The orchestra committee will be presenting back-to-work guidelines to the other members at the next general meeting scheduled for Thursday July 16. The POA management will be making their season announcement and budget announcement on August 17. EB Suttmann updated on the Relief Fund Committee. As of last Sunday 7/12/20, the Committee reviewed a total of 61 applications. The Fund has generated \$65,173 in community donations and the Committee has paid out approximately 20.9% of the Fund (\$13,600) to members in good standing who are in need. Discussion held on the upcoming suspend/expel report. EB Suttmann reported on the 501(c)(3) update. The Committee has recommended three Union trustees and is interviewing Independent Trustees. EB Suttmann motioned for the Executive Board to appoint Local 77 members John Koen, Laura Munich and Miles Salerni as the Union trustees for the Philadelphia Musicians' Relief Fund, Local 77 AFM. VP Goldberg seconds. **VOTE: 5 approve. 0 opposed.** VP Goldberg and President Trainer update the Executive Board on the Philly POPS and the grievance filed for the July 4th performance. President Trainer updated the Board on the Chamber Orchestra of Philadelphia (COP) Equity, Diversity & Inclusion Committee (EDI). President Trainer reported that the EDI committee was planning to meet with the COP members on Monday July 27, 2020 and to possibly open future conversations up to the membership as a whole. EB Ansel reported on the PA Ballet. The

PA Ballet is slated to begin their next series in March of 2021. President Trainer reported on Opera Philadelphia. The first negotiation with the Orchestra Committee, President Trainer and AFM Negotiator Todd Jelen took place. Discussion held on the first round of negotiations. EB Ansel updated the Board on her ongoing communications with members filing for unemployment. S-T Antonacci discussed a meeting that took place with Local 77 accountant Lee Anne Dougherty, President Trainer and a new partner in Lee Anne's accounting firm—Joseph Whitaker. In the coming weeks, S-T Antonacci will be working closely with Mr. Whitaker and Ms. Dougherty as they prepare the year-end tax filings and labor reports (990's & LM2's). Mr. Whitaker sent a letter of engagement to Local 77 to begin the process. President Trainer updated the Board on the ongoing battle with the National Labor Relations Board regarding a charge filed with a member of the Opera Philadelphia orchestra. President Trainer updated the Board on the upcoming ICSOM virtual conference that both she and VP Goldberg will be attending in the coming week as well as the ROPA conference that follows later during the summer. VP Goldberg updated the Executive Board on the establishment of the Local 77 Diversity Committee. The Committee is still being formed and the current members involved include: Rodney Marsalis, Laura Munich, Joseph Conyers and Douglas Mapp. In the coming weeks we anticipate having this Committee in place and intend to begin meeting. S-T Antonacci motions to adjourn the meeting. EB Fay seconds. **VOTE: 5 approve. 0 opposed.** Meeting adjourned at 3:37pm.

July 31, 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 by President

Trainer at 10:02am. President Trainer began the meeting with a discussion, updating the Board on the grievance filed against the Philly POPS related to

Executive Board Minutes

performances in July 2020. President Trainer and VP Goldberg updated the Executive Board on a possible second grievance against the same employer. EB Fay updated the Board on the information surrounding the upcoming Philadelphia Orchestra (POA) performance at the Mann Music Center on August 6, 2020. The POA is holding elections for committees in the coming days, and look forward to beginning negotiations promptly following the outcome of the election. Discussion held on the possible second grievance. Discussion held on POA fall schedule. S-T Antonacci presented a favorable recommendation to the Executive Board from the Finance Committee. The recommendation is as follows: Local 77 transfers \$250K to Barilotti Wealth Strategies (BWS). \$50K shall be initially deposited into the proposed conservative portfolio, while the rest of the funds rest in a money market account with BWS. Over the course of six months, BWS will dollar cost average \$33K per month from the money market account into the conservative investment portfolio until the entirety is invested. The remaining balance with LPL shall be transferred

into the Local 77 Sun Federal account until the Executive Board deems it necessary to relocate the funds. EB Fay motioned to approve. EB Ansel seconds **VOTE: 5 approve. 0 opposed.** EB Fay excused at 10:41am. Laura Munich joined the meeting at 10:41am. Ms. Munich updated the Executive Board on the newly formed Equity, Diversity & Inclusion Committee. EB Suttman and Ms. Munich updated the Executive Board on the Emergency Relief Fund (ERF) non-profit status process. The ERF Committee will hope to have a clearer outline of the structure that will be set up in the coming weeks. The update included shifting the structure from a Trusteeship to a fiscally sponsored fund. Ms. Munich excused at 11:46am. The Executive Board reviewed the minutes from the 7/14/20 meeting. EB Ansel motions to approve the minutes as amended. EB Suttman seconds. **VOTE: 4 approve. 0 opposed.** S-T Antonacci shared the discounted invoice for membership dues to the Philadelphia Cultural Alliance, and asked the Executive Board for approval to renew the Local 77 membership in the amount of \$528. Discussion held.

No motion for approval was made. S-T Antonacci will revisit the invoice with the Cultural Alliance and inquire about a further discount. EB Ansel updated the Board that the PA Ballet cut the orchestra from its budget for next season. Discussion held on the Ballet Orchestra. President Trainer updated the Board on the Opera Company. There is another negotiation scheduled with AFM negotiator Todd Jelen in the coming weeks. VP Goldberg updated the Executive Board on the Chamber Orchestra of Philadelphia Safety Committee and Diversity Committee. EB Ansel updated the Board on the unemployment inquiries within the Local. EB Ansel is continuing to assist members, as best as she can, with the process of filing for unemployment. S-T Antonacci updated the Board on ongoing organizing efforts. President Trainer updated the Board on the Regional Orchestra Players Association (ROPA) conference that she and VP Goldberg attended during the week of August 27th. VP Goldberg and President talked about the importance and urgency of a Political Action Committee. S-T Antonacci motions to adjourn the meeting. VP Goldberg seconds. **VOTE: 4 approve. 0 opposed.** Meeting adjourned at 12:50pm.

August 14, 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 10:02am. The Executive Board reviewed the minutes from the previous meeting. EB Suttman motioned to approve the minutes as amended. EB Ansel seconds. **VOTE: 5 approve. 0 opposed.** S-T Antonacci presented the Profit & Loss statement from July, as well as the Balance Sheet. EB Fay motioned to accept the S-T

report. EB Ansel seconds. **VOTE: 5 approve. 0 opposed.** S-T Antonacci and President Trainer signed the documentation to begin the relationship between Local 77 and Christy Barilotti with Barilotti Wealth Strategies (BWS). S-T updated the Board on the Cultural Alliance invoice. Following the last EB meeting the Cultural Alliance was contacted and inquiry was made to further reduce the Local 77 membership fee due to COVID-19. The Alliance granted the request and the new fee for the annual membership is now \$350.00. EB Ansel motioned to approve remaining active

members of the Philadelphia Cultural Alliance at a rate of \$350/yr. VP Goldberg seconds. **VOTE: 5 approve. 0 opposed.** S-T Antonacci read the membership activity since the prior meeting. EB Fay motioned to approve the informal poll sent out on August 10, 2020. The motion is as follows: To re-appropriate and increase the remaining funding by \$103.06 from the Labor Day Parade category in the Local 77 budget. These funds shall be used to hire Local 77 musicians for musical support in the upcoming union rally on August 13, 2020. EB Ansel seconds. **VOTE: 5 approve. 0 opposed.** A discussion was

Executive Board Minutes

held on the IATSE union rally on discussions amongst the various unions about an ongoing weekly rally every Thursday. Christy Barilotti entered the meeting at 10:33am. Following introductions, Ms. Barilotti discussed the intended approved plan with Barilotti Wealth Strategies. The plan is to transfer \$250K from LPL to BWS. An initial deposit of \$50K is required to the balanced conservative portfolio. Each month for six months, we will transfer 33K/monthly from the money market account to the portfolio (dollar cost averaging). Ms. Barilotti left the meeting at 10:41am. EB Fay reported on the Philadelphia Orchestra record for stream performance at the Mann Center on August 6, 2020. Discussion held on the plan for the upcoming season, as well as upcoming contract negotiations. EB Fay excused at 10:49am. EB Suttman reported on the Emergency Relief Fund. As of last

Sunday August 9, 2020 the Fund had raised \$70,800.00. The Fund has paid out \$18,800 thus far or approximately 26.5%. The Committee has reviewed a total of 73 applications. EB Suttman updated the Board on the process that the Relief Fund Committee is undertaking to transition into an official non-profit entity. They are seeking out a fiscally sponsored entity associated with Culture Works, rather than forming their own non-profit immediately. The process for applying with a fiscal sponsor will help in speeding along the process, as non-profit applications can take over one year to process at the moment. Discussion held on the relationship between the Relief Fund and Local 77. Entered Executive Session from 11:23am-11:39am. Discussion held on the PA Ballet. Entered Executive Session from 11:41am-11:55am. Discussion held on the Chamber

Orchestra of Philadelphia. The Orchestra Committee and AFM negotiator Todd Jelen is in ongoing negotiations with the management. EB Ansel updated the Executive Board on unemployment issues within the Local as well as her communications with the Philadelphia Unemployment project. VP Goldberg updated the Board on her communications with members regarding upcoming MPTF virtual performances. VP Goldberg discussed the first meeting of the Local 77 Diversity Committee—the members of this Committee include Gregory Riley, Joe Conyers, Ernie Tovar, Carlos Rubio, Laura Munich, Kei Fukuda, Colleen Hood, Douglas Mapp, Rodney Marsalis as well as President Trainer, VP Goldberg and EB Suttman. President Trainer motioned to adjourn the meeting. VP Goldberg seconds. **VOTE: 4 approve. 0 opposed.** Meeting adjourned at 12:48pm.

August 28, 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 10:20am. The Executive Board reviewed the minutes from the previous meeting. EB Suttman motioned to approve the minutes as amended. EB Ansel seconds. **VOTE: 5 approve. 0 opposed.** S-T presented the Financial Documents for Fiscal year 19-20, which included the Form 990, LM2 Reports and the Financial Statement prepared by Joseph Whitaker, CPA. Discussion held on the Financial Statement. EB Ansel motioned to approve the Financial Statement. VP Goldberg seconds. **VOTE: 5 approve. 0 opposed.** Discussion held on the Form 990. EB Suttman motioned to approve the Form 990 as amended. EB Fay seconds. **VOTE: 5 approve. 0 opposed.** Discussion held on the LM2

Reports. VP Goldberg motioned to accept the LM2 Reports. EB Ansel seconds. **VOTE: 5 approve. 0 opposed.** S-T Antonacci reviewed the member activity since the last Board meeting. EB Ansel motioned to approve the informal poll taken on August 17, 2020: **Approve spending \$206.32 from the advertising budget on a solo musician for the unemployment rally on August 20, 2020.** EB Fay seconds. **VOTE: 5 approve. 0 opposed.** EB Fay updated the Board that the Philadelphia Orchestra musicians are in the middle of negotiating with management for the contract for this coming season. The musicians are presenting their counter-proposal in the coming weeks. The POA will be presenting concerts at the Mann Center at the end of September to be recorded and live streamed. On August 27th the POA celebrated the annual Kuhn award recipient, Juliette Kang as well as 7 retirees: Stagehand James P. Barnes (who originally started as an Academy of Music employee in 1983);

violinist Booker Rowe (1971); trombonist Eric Carlson (1986); trumpeter Robert W. Earley (1992); Principal librarian Robert M. Grossman (1979); and double bass players John Hood (1982) and Robert Kesselman (1987). EB Suttman reported on the status of the Relief Fund's transition to a non-profit sub-trust under the Culture Works non-profit entity. At the moment, all applications and awards are frozen until the process for non-profit transition is completed. EB Suttman updated the Board on the new platform for donation as well as the Committee's discussion surrounding amending the monetary cap per applicant for the Relief Fund when the non-profit process is complete. Discussion held on Relief Fund. VP Goldberg updated the Board on the grievance filed by Local 77 against the Philly POPS. The case is expected to go to arbitration on November 24, 2020. VP Goldberg additionally updated the Board on the AFM national office

pursuing the POPS organization for the reuse of archival material and their dispute of the broadcast forms surrounding July engagements. The national office will also be pursuing Wawa Welcome America and NBC10 for similar issues surrounding July engagements. Entered executive session from 11:35am-11:40am. EB Ansel updated the Board on the PA Ballet. There was a communication between the Orchestra Committee and management regarding streaming projects for the fall season. President Trainer updated the Board that office of Local 77 is in touch with AGMA attorneys surrounding streaming as well. President Trainer updated the Board on Opera Philadelphia negotiations. The musicians have submitted their counter proposal to management and are awaiting a response. President Trainer updated the Board on the Chamber Orchestra of Philadelphia (COP) negotiations. The Orchestra Committee had a meeting scheduled with management and the management never

showed up. Since the last scheduled meeting, the management of COP has agreed to reschedule for Tuesday September 1st. VP Goldberg updated the Board on the Diversity Committee meeting. They have requested assistance from the AFM national Diversity Committee and are awaiting a response from AFM President Ray Hair. EB Ansel updated the Board on the various issues surrounding unemployment and her assistance to members throughout the process. EB Ansel updated the Board on the Walnut Street Theatre's decision to cancel their entire season. EB Suttman reported on the TMA convention. He presented the AFM Streaming Coverage for Archived Live Stage Performances for theaters document to the Executive Board. This Agreement breaks down streaming rate into four categories: streaming/on demand; subscription video on demand; paid permanent download; private stream. President Trainer emphasized the importance of member involvement in the upcoming

election and stressed the urgency to replace the sitting President with one who will appoint a more labor friendly National Labor Relations Board (NLRB). She emphasized that if we have to endure four more years of the same NLRB, our rights will continue to be undermined. S-T Antonacci updated the Board on a news blast informing membership of a new mortgage assistance program available through the Pennsylvania Housing Finance Agency. This message also includes a request from Philadelphia Orchestra principal timpanist Don Liuzzi asking members to sign up for a Philly musician text chain urging citizens to vote. President Trainer discussed beginning preparations to renovate the new office at the Academy House. President Trainer motioned for the Board to approve up to \$1500.00 to remove the existing contents of the new office. EB Ansel seconds. **VOTE: 5 approve. 0 opposed.** S-T Antonacci motioned to adjourn. EB Fay seconds. Meeting adjourned at 12:17pm.

September 10, 2020

PRESENT: President Trainer, 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 2:06pm. The Executive Board reviewed the minutes from the previous meeting. VP Goldberg present at 2:14pm. EB Suttman motioned to approve the minutes as amended. EB Fay seconds. **VOTE: 5 approve. 0 opposed.** S-T Antonacci presented the Profit & Loss statement from August, as well as the Balance Sheet. The Local operated at a net loss for August due to the legal bills from our in-house counsel related to professional services during May and June for the NLRB Opera Company charge, in the amount of \$4250.00. Additional legal bills included legal expenses from the Schwarzwald law firm in the amount of \$450.00 for professional services through June 30th for Philadelphia Orchestra negotiations.

In addition, accounting fees for January 7th-June 27th in the amount of \$2534.05. S-T Antonacci motioned to accept the S-T report. EB Ansel seconds. **VOTE: 5 approve. 0 opposed.** S-T Antonacci reported the member activity. EB Ansel motioned to accept two new members. EB Fay seconds. **VOTE: 5 approve. 0 opposed.** Discussion held on articles for the upcoming October edition of *Arpeggio*. Discussion held on the possibility of scheduling a virtual general membership meeting in November. VP Goldberg presented potential ideas surrounding a virtual meeting: organizing around safety, bylaw amendments and general Local 77 updates were among the suggestions. EB Fay updated the Executive Board on Philadelphia Orchestra updates. The orchestra will begin concerts on September 22nd at the Mann Center. There will be a safety walk-thru on September 15th with representatives from the wind and brass sections. EB Suttman updated the Board on the non-profit status of the Relief Fund. At

the moment the Fund is waiting to hear from the CultureWorks counsel to approve the sub-trust successor letter. The Relief Fund Committee is discussing the restructuring of the award model. EB Suttman will provide additional updates as the process enters the final stages in the coming weeks. VP Goldberg updated the Board on the POPS grievance. The arbitration date is set for November 24th. EB Ansel updated the Board on the PA Ballet. The Committee is in the process of writing a communication to management to discuss the various tiers of the Integrated Media Agreement. VP Goldberg updated the Board on Opera Philadelphia. President Trainer updated the Board on the Chamber Orchestra. During the last meeting, half of the management didn't show up to the negotiation. The musicians of the Chamber Orchestra have formed a Diversity Committee, comprised of orchestra members. The Chamber Orchestra management has refused to meet with this Committee thus far. EB

Executive Board Minutes

Ansel updated the Board on unemployment issues within the Local. Discussion held on modifying the *Arpeggio* advertisement price list to accommodate fully electronic publications. The Executive Board approved a reduction of 50% for advertising prices in the October newsletter. President Trainer updated the Board on her communication with Councilmember David Oh's office. Councilmember Oh's office would like President Trainer to run a presentation for Republican state senator Martina

White on the following three topics: how much money would it take to get our industry (as a whole) through the pandemic?; what innovative ideas do you have for bringing potential tax breaks for employers so it creates more jobs for musicians in the City of Philadelphia? Provide a breakdown comparison of dollars donated to the entertainment industry versus revenue generated from those dollars. VP Goldberg updated the Board on the second meeting of the Local 77 Diversity Committee. The International

office of the American Federation of Musicians has approved access to the AFM Diversity Committee in an advisory capacity to the Local 77 Diversity Committee. EB Suttman presented the idea of having a Theater Musicians Association virtual town hall meeting in October. President Trainer motioned to adjourn the meeting. S-T Antonacci seconds. **VOTE: 5 approve. 0 opposed.** Meeting adjourned at 3:32pm.

September 25, 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 10:18am. The Executive Board reviewed the minutes from the previous meeting. Suttman motioned to approve the minutes as amended. VP Goldberg seconds. **VOTE: 5 approve. 0 opposed.** S-T Antonacci reported on the recent transfer of \$250K to our new financial advisor at Barilotti Wealth Strategies from LPL Financial. S-T Antonacci reported on a recent meeting with representatives from Councilmember Isaiah Thomas's office and others from the labor community. The intention of this meeting was to begin a search for candidates to make up a newly formed Arts & Culture Taskforce. This Taskforce will research and compile a report to City Council in time for the FY 2021 budget proposals, in an effort to garner additional funding for the arts and culture community at large. S-T Antonacci reported on the upcoming AFL-CIO Organizing Institute opportunity. Due to the electronic format of the Institute for this year, registration is free—but still limited. Discussion held on potential attendees to send to the Organizing Institute 3-day training. Upon further clarification from the AFM Director of Organizing Michael Manley regarding

the number of registrations allotted, Local 77 will make recommendations. S-T Antonacci presented a new set of waivers approved by the AFM International Executive Board (IEB) that are intended to replace the preexisting waivers set to expire on September 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 XI, Section 2 & Article XI 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. 5: The Local will be conducting its membership meetings via electronic means. Consultation with the International President's Office required. 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.** Ansel motioned to approve the waivers. VP Goldberg seconds. **VOTE: 5 approve. 0 opposed.** S-T Antonacci reported on the member activity since the previous Board meeting. EB

Suttman motioned to accept two new members. VP Goldberg seconds. **VOTE: 5 approve. 0 opposed.** Discussion held on upcoming October edition of the *Arpeggio* as well as a potential virtual general membership meeting in November. S-T Antonacci and EB Suttman reported on a meeting with a representative from American Income Life Insurance on a potential relationship. This relationship would entitle our members to a \$2000.00 accidental death benefit completely free of charge, and access to a health services discount card, as a benefit of being a member of Local 77. Other services that members could opt into purchasing include life insurance, term insurance, hospital coverage and cancer protection. President Trainer suggested that the membership should be involved in this decision and suggested that the representative from American Income Life Insurance attend our virtual meeting in November to present this topic to the membership. Laura Munich joined the meeting at 11:09am to update the Local 77 Executive Board on the Local 77 Diversity Committee. The Diversity Committee met with representatives from the AFM Diversity Committee on September 24, 2020. Ms. Munich updated the Board on the various ideas presented and discussed during the meeting. Ms. Munich reported to the Board on the upcoming Jazz Philadelphia Summit, and the desire to build a connection with Local 77. The

summit takes place from 10/9-10/10 and includes panel discussions, performances and built-in networking opportunities for each day of the summit. Ms. Munich requested that the Executive Board consider budgeting for advertising space (\$500) as well as to consider a budget for tickets for committee members of Local 77 to attend at \$20/person. Discussion held on the League of American Orchestras webinar previously held on September 22, 2020. Ms. Munich requested that the Board discuss the approval to pay a non-member registration fee of \$35 for access to the materials and recordings of the discussions held, particularly as it relates to education and community building. Ms. Munich left the meeting at 11:41am. Discussion held on the advertising budget. EB Fay motioned to approve \$500.00 to advertise in the Jazz Philadelphia Summit. VP Goldberg seconds. **VOTE: 5 approve. 0 opposed.** Discussion held on sending members to the Jazz Philadelphia Summit as well as the League of American Orchestras non-member webinar fee. Discussion held on the re-appropriation of funds from the organizing budget to the conferences budget. EB Suttman motioned to move \$500.00 from organizing to conferences. EB Fay seconds. **VOTE: 5 approve. 0 opposed.** EB Ansel motioned for Local 77 to cover Laura Munich's \$35 registration fee for access to the League of American Orchestras webinar and supplemental information as it relates to education and community building. VP Goldberg seconds. **VOTE: 5 approve. 0 opposed.** EB Fay

reported on the Philadelphia Orchestra. The Orchestra had a performance at the Mann Center recently. The management and musicians are still in negotiations. EB Fay will update the Board, as more information is available. EB Suttman updated the Board on the status of the Relief Fund's approval to be considered a non-profit sub-trust under the CultureWorks umbrella. At the moment, the in-house counsel for CultureWorks is reviewing the application and supplemental successor Agreement. EB Suttman additionally reported that on Sunday September 27, 2020 the Relief Fund Committee would meet with the third and final candidate for the independent advisory board. EB Suttman will update the Board when more information becomes available. VP Goldberg updated the Board on the Philly POPS. The POPS organization is planning to move ahead with their annual Ball at the Bellevue in November. The Orchestra Committee is attempting to begin conversations surrounding safety protocols. EB Ansel reported on the PA Ballet. There are two new Orchestra Committee members as well as ongoing discussions surrounding a new COVID side letter. The management of the Ballet recently received nearly \$482K in arts funding and hasn't committed to utilizing any of the funding for musicians lost wages. Additionally they have appointed four new board members. President Trainer updated the Board on Opera Philadelphia. President Trainer, VP Goldberg and a member of the Orchestra Committee are going to be

performing a safety walk-thru at the Wilma Theater. President Trainer updated the Board on the ongoing negotiations with Opera management. Additionally, Local 77 will be filing a grievance against the Opera Company for hiring outside of the roster for an upcoming performance of *Cycles of My Being*. President Trainer updated the Board on the Chamber Orchestra of Philadelphia (COP). Management of the COP has stalled in the continuation of contract negotiations. EB Ansel updated the Board on the status of unemployment. A new stimulus package is on the floor in Washington, D.C. and there have been payments issued of \$300 for each week from August 1st until September 6th. VP Goldberg updated the Board on the Regional Arts Funding discussion with Councilman David Oh's office. Councilman Oh would like information regarding the amount of money required to get members of Local 77 through the pandemic. VP Goldberg asked members of the Board to contact anyone they might know internationally, to gain a better understanding as to what other governments are doing to help the arts community. EB Suttman requested to confirm an upcoming date for the Theater Musicians Associations Zoom town hall. Discussion held on Local officers attending for an introduction and greeting. The town hall was scheduled for October 12th at 7pm. S-T Antonacci motioned to adjourn the meeting. VP Goldberg seconds. **VOTE: 5 approve. 0 opposed.** Meeting adjourned at 12:44pm.



ACADEMY CHIROPRACTIC CENTER

WHO WE ARE

We are a chiropractic and massage therapy office located along the Avenue of the Arts that specializes in working with performers of all types. We not only help our patients recover from injuries, but also improve performance and posture.



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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.

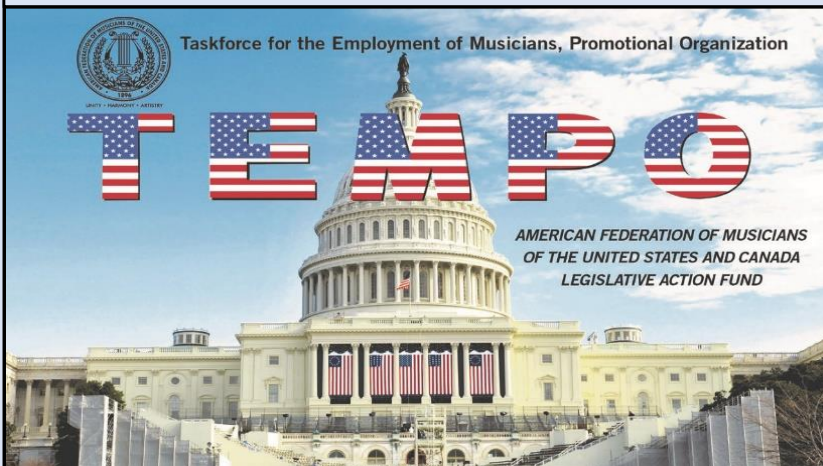
Newsletter submission inquiries should be sent to: local77@afm.org

- 1st Quarter: Jan 1-Mar 31 (DUE 4/1)
- 2nd Quarter: Apr 1-Jun 30 (DUE 7/1)
- 3rd Quarter: Jul 1-Sept 30 (DUE 10/1)
- 4th Quarter: Oct 1-Dec 31 (DUE 1/1)

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

