

Arpeggio

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

Phone:

(215) 985-4777

Email:

local77@afm.org

Hours:

Monday-Thursday

10am-4pm

Friday 10am-1pm

Officers

Ellen Trainer

President

Marjorie Goldberg

Vice President

Jarred Antonacci

Secretary-Treasurer

Executive Board

Rebecca Ansel

David Fay

Robert Suttman



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Official Notice

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

Relief Fund Announcement

Now Accepting Applications!



Click the image above to apply for relief. On your application, be sure to include as much supporting documentation as you can, as well as detailed explanations of your current circumstances, to provide us with a complete picture of your situation. Each application will be considered on its own merits. All Local 77 members in good standing are eligible to apply for a one-time award in the amount of \$500.*

***All awards are subject to availability of funds.**

If you have questions or need assistance in filling out this application, please contact us at info@pmrfund.org.

Local 77 Updates



Opera Philadelphia – Soldier Songs
Wilma Theater • Philadelphia, PA

Opera Philadelphia Brass
Dilworth Park • Philadelphia, PA



Timberdale Brass MPTF Concert
Fashion District • Philadelphia, PA

Harvey Price & Craig Thomas MPTF Concert
Reading Terminal • Philadelphia, PA



Pennsylvania Ballet
Virtual Performance

President's Report

By Ellen Trainer



Happy New Year, brothers and sisters! Like most of you, I am happy to leave 2020 in my rear view mirror and move on to a healthier, more promising 2021.

With a new year come new beginnings. On January 1st, many of us make resolutions to improve ourselves. We vow to eat healthier, exercise, drink less alcohol, disconnect from technology or volunteer. The list for betterment goes on and on. As I look to 2021, I would like to continue some of the great things we started in 2020. My challenge to you in the New Year is to UNITE with your brothers and sisters. Find ways to love and support one another by renewing your commitment to your Union. I would like to remind you that the strength in our Union comes from being united and making choices that benefit the membership as a whole. Sometimes this means putting the needs of others ahead of your own and giving of yourself in some way.

Throughout 2020, I had many occasions to witness the commitment of our members to one another. If anything good came from 2020, it was seeing many of you pull together like family to help each other. For example, beginning in March of 2020, shortly after the pandemic closed our venues, a group of concerned musicians formed the Philadelphia Virtual Music

Phestival (PVMP) as a way to raise money for brothers and sisters in need of financial support. The Philadelphia Musicians Relief Fund (Relief Fund) grew from that member-initiated group. The PVMP committee spent countless hours organizing concerts and lining up musicians to play, while members of the Relief Fund committee donated their time and energy on a weekly basis reviewing applications and getting money into the hands of those who needed it most. Numerous musicians donated their

persistence and solidarity during sixteen months of challenging negotiations.

Opera Philadelphia musicians also unanimously ratified a one-year extension of their contract through September 15, 2021. The OC worked hard to change the contentious, distrustful relationship that had developed in previous years between management and the musicians. Brooke Beazley, Meichen Liao-Barnes, Jennie Lorenzo, Geoffrey Deemer and Brian Kuszyk passionately communicated the failings of the past contract and facilitated a turn-around of management's commitment to the orchestra.

"If anything good came from 2020, it was seeing many of you pull together like family to help each other."

talents to perform for these concerts and many members of our union made financial contributions to the Relief Fund. To date, over 625 donations have been made to GoFundMe for the Relief Fund, exceeding our initial goal of \$100,000! Undeniably, it was the commitment of our membership that made the PVMP and Relief Fund successful, and we at Local 77 want to thank the members of PVMP and the Relief Fund, the performers and the donors for your support.

Members of the PA Ballet committee, the Philly Pops committee, the AVA committee, the Philadelphia Orchestra Members Committee, the Local 77 Finance Committee, the Diversity Committee, the By-law Committee and the newly formed Arts Advocacy Committee also donated significant time and energy throughout 2020. Again, these committee members made sacrifices because of their commitment to their brothers and sisters.

The year 2020 certainly handed all of us some enormous challenges, but at every turn, the membership stepped up and worked together to face the adversity. The musicians of the Chamber Orchestra of Philadelphia ratified a new four-year contract through August of 2023. Despite the challenging times, the final contract included wage increases every year. Special thanks to the Orchestra Committee (OC) members Elizabeth Kaderabek, Alexandra Cutler-Fetkewicz, Karen Schubert, Rodney Marsalis and John David Smith, for their

Our Local 77 logo is "UNITED in Solidarity." The Year 2021 will come with additional challenges. Brothers and sisters, we must UNITE like a family to continue the good work that will get us through these difficult times. Commit to each other. Put the interests of your union, as a whole, ahead of your own. We need to see the strength that we have when we love and support one another.

May this be a year when playing live and hugging friends is possible again. Let us strive for greatness and be active in the change we wish to see—in solidarity.

Secretary-Treasurer's Report



The AFL-CIO Organizing Institute & How To File a Union Contract

By Jarred Antonacci – Secretary-Treasurer

It goes without saying that 2020 has been the most difficult year we have faced in a long time. With the loss of all live music and theater, our community has faced an uphill battle since March. Despite how hard our industry was impacted, I continue to be impressed with the level of commitment and effort of our membership in being fully engaged. Whether it's becoming a member of an orchestra committee, being a part of a safety committee or a political action committee, more of our members are involved in our Union now than ever before—**the members run the Union!** I truly believe that we will be stronger when this is over than before it began. Our strength is in our solidarity, and organizing is our best tool.

“Our strength is in our solidarity, and organizing is our best tool.”

Early this fall the national AFL-CIO prepared a series of virtual Organizing Institutes for members to take part in. This Organizing Institute is typically held in person at their headquarters in Maryland, over a three-day period. Since the training this time around is virtual, it's free of charge. We took advantage of the opportunity. In November we sent four members from Local 77 to the training. We have additional members registered to attend in January and February as well. Participants have included members of the various orchestra committees as well as our

newly formed Local 77 Diversity Committee. If you are interested in organizing training please reach out to our office as soon as possible. As we look at getting past this pandemic, we need to focus our energy on internal organizing as well as new member organizing. Managements can be good and bad actors, and this pan-

demic has shown us just who those actors are. It's essential that as we move forward to a new normal that we are vigilant and unified in our actions—our strength is in our solidarity.

As we look ahead to 2021, I'd like to address a topic that many members have inquired about over the past 18 months: “How do I protect my freelance work with a Local contract?” The answer is simple. File one!

On pages 6-10 of this issue you will find sample copies of both the L1 and LS-1 forms pre-filled out for a hypothetical engagement. These forms are available to all members on the [‘contracts and forms’](#) section under the “members area” section of the Local website. If you are contracting an engagement, please refer to page 6 and 7 of our Local [Wage Scale Book](#) for the Wage Scale List and Rules as well as the Contractor Code of Conduct.

The forms on pages 6-10 illustrate a hypothetical engagement for a religious venue hiring a quartet. The L1 form is the contract that will list all of

the details for the engagement (pay, musicians, terms of payments, etc). This form is needed in conjunction with the LS-1 which is the agreement for the pension fund. Since pension payments need to be made on all contracted engagements, this form is the agreement that lists musicians and how much of their wages were pensionable as well as what their total contribution should be for that engagement (12.1%).

I should have these forms filed away in my office prior to the engagement. After the engagement is over, the contractor is responsible for remitting the work dues information, as well as the pension fund contribution and supplemental paperwork to the Local 77 office. The Local will process the work dues and forward the pension contribution to the Fund.

I encourage anyone wanting to file a contract for any freelance work to reach out to our office immediately, it's an easy process. We will walk you through the steps to ensure everything is accurate. I look forward to hearing from you!

There are a few items that you'll need in order to file a contract:

- An employer (person hiring the ensemble)
- A Local Single Engagement Contract (L1)
- AFM-EPF Agreement (LS-1)

4th Quarter Balance Sheet

Local 77 Balance Sheet: 4th Quarter December 31, 2020

Current Assets Checking/Savings

Cash in Bank

TD Bank Money Mkt.	\$15,549.23
Sun Federal Checking Account.	\$53,242.51
Sun Federal Savings Account.	\$5.00
TD Bank – Checking.	\$192,035.17
Total Cash in Bank.	\$260,831.97

Other Current Assets

Investments at Fair Value

NY Life Securities LLC.	\$257,185.66
LPL Financial.	\$278,482.65
Total Investments.	\$535,668.31

Total Current Assets. \$796,500.28

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. \$1,068,613.19

EQUITY

Fund Balance.	\$1,033,994.15
Net Income (Jun-Dec).	\$34,619.04

TOTAL EQUITY. \$1,068,613.19

Member Dues: 2021-2022

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.

Local Single Engagement Agreement: L-1

AMERICAN FEDERATION OF MUSICIANS OF THE UNITED STATES AND CANADA

(HEREIN CALLED "FEDERATION")



CONTRACT

(Form L-1)

FOR LOCAL ENGAGEMENTS ONLY
(NOT FOR USE IN CANADA)

Whenever the term "The Local Union" is used in this contract, it shall mean Local Union No. 77 of the Federation.

THIS CONTRACT for the personal services of musicians on the engagement described below is made this 15 day of January, 20 21, between the undersigned purchaser of music (herein called "Purchaser") and the undersigned musician or musicians.

1. Name and Address of Place of Engagement: Example engagement location; 123 Broad Street, Philadelphia PA 19107

Name of Band or Group: Example Quartet

Number of Musicians: 4 Number of Vocalists: 0

2. Date(s) of Engagement; daily or weekly schedule and daily clock hours: January 30, 2021; Call time 12pm; Prelude begins at 12:30pm; Service is scheduled from 1pm-2:30pm

3. Type of Engagement (specify whether dance, stage show, banquet, etc.): Religious service; wedding ceremony

4. Compensation Agreed Upon: \$ 1,166.23 (\$207/per musician + 100% contractor/leader fee + cartage + 12.1% AFMEPF pension contribution
(Amount and Terms)

5. Purchaser Will Make Payments As Follows: All payments shall be remitted to the contractor on the date of the engagement
(Specify when payments are to be made)

(Continued on reverse side)

IN WITNESS WHEREOF, the parties hereto have hereunto set their names and seals on the day and year first above written.

Employer/Representative name here

Name of contractor for the engagement 77

Print Purchaser's Full and Correct Name
(If Purchaser is Corporation, Full and Correct Corporate Name)

Print Name of Signatory Musician

Home Local Union No.

X

Signature of Purchaser (or Agent thereof)

X

Signature of Signatory Musician

Address/Contact Info
City State Zip Code

Address/Contact Info
City State Zip Code

Telephone

Telephone

Booking Agent

Agreement No.

Address

Names of All Musicians	Local Union No.	U.S. Social Security Nos.	Direct Pay
<u>Jane Doe (Leader)</u>	<u>77</u>	<u>xxx-xx-xxxx</u>	<u>\$420.00</u>
<u>John Doe</u>	<u>77</u>	<u>xxx-xx-xxxx</u>	<u>\$207.00</u>
<u>Janette Doe</u>	<u>77</u>	<u>xxx-xx-xxxx</u>	<u>\$207.00</u>
<u>Jacob Doe</u>	<u>77</u>	<u>xxx-xx-xxxx</u>	<u>\$207.00</u>

[CLICK HERE FOR A BLANK COPY](#)

L-1 Page 2

6. No performance or rehearsal shall be recorded, reproduced or transmitted from the place of performance, in any manner or by any means whatsoever, in the absence of a specific written agreement with or approved in writing by the American Federation of Musicians ("Federation") relating to and permitting such recording, reproduction or transmission. This prohibition shall not be subject to any procedure of arbitration and the American Federation of Musicians ("Federation") may enforce this prohibition in any court of competent jurisdiction.

7. This contract, and the terms and conditions contained herein, may be enforced by the Purchaser, and its agents, and by each musician who is a party to this contract or whose name appears on the contract or who has, in fact, performed the engagement contracted for (herein called "participating musician(s)"), and by the agent or agent(s) of each participating musician, including the Local Union. It is expressly understood by the Purchaser and the musician(s) who are parties to this contract that neither the Federation nor the Local Union are parties to this contract in any capacity except as expressly provided in 7 above and, therefore, that neither the Federation nor the Local Union shall be liable for the performance or breach of any provision hereof.

8. Resolution of controversies or claims: Any controversy or claim arising out of or relating to this contract, or breach thereof, shall be submitted to arbitration under one of the following procedures to be selected by the purchaser at the time that this contract is signed, by placing his or her initials in the box adjacent to the procedure selected. In the event that neither box is initialed, it will be presumed that the purchaser has chosen the procedures set forth in "B":

A. **(American Arbitration Association)** Any controversy or claim arising out of or relating to this contract, or breach thereof, shall be settled by arbitration in accordance with the Commercial Arbitration Rules of the American Arbitration Association, and judgment upon the Award rendered may be entered in any court having jurisdiction thereof. The cost of the arbitration proceeding, except those costs personally incurred by the parties hereto for the presentation of their own case, shall be shared equally by the Purchaser and the Signatory Musician(s).

B. **(Local Union)** Any controversy or claim arising out of or relating to this contract, or the breach thereof, shall be settled by arbitration by the Executive Board or other body of the Local Union charged with the responsibility of settling such controversy or claim. All rulings and awards made by the Local Union in arbitration hereunder may be appealed to the International Executive Board of the Federation (herein called "IEB") by any party who was a participant therein. Appeals from such proceedings shall be perfected in the manner provided in the Rules of Practice and Procedure of the IEB in effect at the time of such appeal. All rulings and awards made by the Local Union in arbitration which are not appealed to the IEB shall be final and binding upon the Purchaser and participating musician(s) and all rulings and awards made by the IEB on appeal shall be final and binding upon the Purchaser and participating musician(s). Any party to an arbitration proceeding before the Local Union or to an arbitration appeal to the IEB may bring an action to confirm or enforce a final determination and award of the Local Union or, if appealed, of the IEB in the courts of the jurisdiction in which the office of the Local Union is located; and the Purchaser and participating musician(s) agree to submit to the jurisdiction of such court or courts for that purpose.

9. A representative of the Local Union shall have access to the place of engagement covered by this contract for purposes of communicating with the musician(s) performing the engagement and the Purchaser.

10. The agreement of the musicians to perform is subject to sickness, accidents, riots, strikes, epidemics, acts of God, or any other legitimate conditions beyond their control.

11. ADDITIONAL PROVISIONS: **Include any additional provisions or specifics here.**

Example (employer shall provide music stands and lights)

Names of All Musicians	Local Union No.	U.S. Social Security Nos.	Direct Pay
			\$ _____

Use this section only if there are additional musicians that are not able to fit onto the first page of this Agreement.

[CLICK HERE FOR A BLANK COPY](#)

Local Single Engagement AFM-EPF Agreement: LS-1



American Federation of Musicians of the United States and Canada
CONTRACT
Form LS-1 (Only for local single engagements on and after June 1, 2010)
(Not for use in Canada)

This Agreement for a single engagement is entered into by and between Local 77, AFM ("Union") and **Example Employer Name** ("Employer").

Engagement Date **January 31, 2021** Place of/Description of Engagement **Example Location**

Local Signature Local 77 Officer signature Print Name and Title Local Officer name and title here Date _____

Employer Signature Employer/Representative signature Print Name and Title Name of Employer/Rep & title here Date _____
If employer designates the contractor

*Optional: Employer hereby designates **to make the pension payments on their behalf, the contractor's name needs to be printed here.** to make all pension contributions covered by this Agreement.*

Compensation: Compensation is set forth on the remittance form below (pensionable compensation plus non-pensionable compensation) and shall be due in accordance with the Union bylaws, but no later than thirty (30) days after the engagement.

Pension: The Employer will contribute an additional 12.1 % (insert rate selected from Page 2) of each employee's pensionable compensation to the American Federation of Musicians and Employers' Pension Fund ("Fund"). Contributions will be made by check payable to "The American Federation of Musicians and Employers' Pension Fund" and will be sent to the Union along with a copy of this Agreement within thirty (30) days after the engagement.

Recording: No portion of the performance(s) may be recorded, reproduced or transmitted from the place of performance in any manner whatsoever, in the absence of a written agreement with the American Federation of Musicians relating to and permitting such recording, reproduction or transmission.

Other Terms and Conditions: The parties may set forth any other terms and conditions of the engagement in a separate agreement (e.g., an American Federation of Musicians Form L-1 or L-2), but the terms of this Agreement will govern to the extent that there is any contradiction between this Agreement and such other agreement.

Musician's Name (Last, First, Middle Initial) <small>For additional musicians use page 3 and/or attach additional pages showing all required information</small>	Social Security Number	Pensionable Compensation <small>Scale wages & Doubling</small>	Non-Pensionable Compensation <small>Mileage Cartage Health & Welfare</small>	Pension Contribution (Pensionable Compensation multiplied by pension rate shown above) <small>12.1% of scale wages plus doubling</small>
1) Jane Doe (Leader)	xxx-xx-xxxx	\$414.00	\$6	\$50.09
2) John Doe	xxx-xx-xxxx	\$207.00	\$0	\$25.05
3) Janette Doe	xxx-xx-xxxx	\$207.00	\$0	\$25.05
4) Jacob Doe	xxx-xx-xxxx	\$207.00	\$0	\$25.05
5)				
6)				
7)				
8)				
TOTAL:		\$828.00	\$6.00	\$125.24

This Agreement will be accepted by the Fund only if it is complete, contains all required signatures, uses a valid contribution rate and is paid in full.

Additional Provisions of the Agreement Governing Pension Contributions

- The Employer agrees to be bound by the Agreement and Declaration of Trust Establishing the American Federation of Musicians and Employers' Pension Fund (as it may be amended from time to time) which is incorporated by reference into this Agreement.
- The Employer's designation of a third party designee (e.g., a payroll company) to make contributions on its behalf does not relieve the Employer of its obligation to make contributions under this Agreement.
- Contributions under this Agreement on behalf of any owner or part-owner of the Employer (or designates a third party to make such contributions) will be accepted by the Fund only if a valid certificate of incorporation (in the case of a corporation) or LLC Addendum (in the case of a limited liability company and available from the Fund Office) is attached to this Agreement.
- By making contributions on behalf of an individual, the Employer warrants that it has determined that the individual is an employee covered by the Agreement.
- If the Union is not party to the Fund's "Cash Receipts Procedures for Locals that Receive Pension Contributions Directly from Employers," all contributions to the Fund and the remittance form must be sent directly to the Fund at One Penn Plaza, Suite 3115, New York, NY 10119.
- If the contribution rate on the first page of the Agreement is different from one of the acceptable rates shown below, it will be automatically adjusted to the acceptable contribution rate that is next lower and the balance of the contribution will be treated as a nonrefundable administrative fee.

Valid Pension Contribution rates:

Acceptable contribution rates for engagements through March 31, 2011

Select one	
<input type="checkbox"/>	4.16% (4% plus 4% req addl contribs)
<input type="checkbox"/>	4.68% (4.5% plus 4% req addl contribs)
<input type="checkbox"/>	5.20% (5% plus 4% req addl contribs)
<input type="checkbox"/>	5.72% (5.5% plus 4% req addl contribs)
<input type="checkbox"/>	6.24% (6% plus 4% req addl contribs)
<input type="checkbox"/>	6.76% (6.5% plus 4% req addl contribs)
<input type="checkbox"/>	7.28% (7% plus 4% req addl contribs)
<input type="checkbox"/>	7.80% (7.5% plus 4% req addl contribs)
<input type="checkbox"/>	8.32% (8% plus 4% req addl contribs)
<input type="checkbox"/>	8.84% (8.5% plus 4% req addl contribs)
<input type="checkbox"/>	9.36% (9% plus 4% req addl contribs)
<input type="checkbox"/>	9.88% (9.5% plus 4% req addl contribs)
<input type="checkbox"/>	10.40% (10% plus 4% req addl contribs)
<input type="checkbox"/>	10.92% (10.5% plus 4% req addl contribs)
<input type="checkbox"/>	11.44% (11% plus 4% req addl contribs)
<input type="checkbox"/>	11.96% (11.5% plus 4% req addl contribs)
<input type="checkbox"/>	12.48% (12% plus 4% req addl contribs)
<input type="checkbox"/>	13.00% (12.5% plus 4% req addl contribs)
<input type="checkbox"/>	13.52% (13% plus 4% req addl contribs)
<input type="checkbox"/>	14.04% (13.5% plus 4% req addl contribs)
<input type="checkbox"/>	14.56% (14% plus 4% req addl contribs)
<input type="checkbox"/>	15.08% (14.5% plus 4% req addl contribs)
<input type="checkbox"/>	15.60% (15% plus 4% req addl contribs)

Acceptable contribution rates for engagements occurring April 1, 2011 and later

Our pension rate of 12.1% is not present on this form. Write in "12.1% per Local Wage Scale Book" in this space.

Select one	
<input type="checkbox"/>	4.36% (4% plus 9% req addl contribs)
<input type="checkbox"/>	4.91% (4.5% plus 9% req addl contribs)
<input type="checkbox"/>	5.45% (5% plus 9% req addl contribs)
<input type="checkbox"/>	6.00% (5.5% plus 9% req addl contribs)
<input type="checkbox"/>	6.54% (6% plus 9% req addl contribs)
<input type="checkbox"/>	7.09% (6.5% plus 9% req addl contribs)
<input type="checkbox"/>	7.63% (7% plus 9% req addl contribs)
<input type="checkbox"/>	8.18% (7.5% plus 9% req addl contribs)
<input type="checkbox"/>	8.72% (8% plus 9% req addl contribs)
<input type="checkbox"/>	9.27% (8.5% plus 9% req addl contribs)
<input type="checkbox"/>	9.81% (9% plus 9% req addl contribs)
<input type="checkbox"/>	10.36% (9.5% plus 9% req addl contribs)
<input type="checkbox"/>	10.90% (10% plus 9% req addl contribs)
<input type="checkbox"/>	11.45% (10.5% plus 9% req addl contribs)
<input type="checkbox"/>	11.99% (11% plus 9% req addl contribs)
<input type="checkbox"/>	12.54% (11.5% plus 9% req addl contribs)
<input type="checkbox"/>	13.08% (12% plus 9% req addl contribs)
<input type="checkbox"/>	13.63% (12.5% plus 9% req addl contribs)
<input type="checkbox"/>	14.17% (13% plus 9% req addl contribs)
<input type="checkbox"/>	14.72% (13.5% plus 9% req addl contribs)
<input type="checkbox"/>	15.26% (14.3% plus 9% req addl contribs)
<input type="checkbox"/>	15.81% (14.5% plus 9% req addl contribs)
<input type="checkbox"/>	16.35% (15% plus 9% req addl contribs)

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AFM REMITTANCE FORM LS-1-R Continuation Sheet

Employer Name _____

Employer Identification Number or Social Security Number _____

Engagement Date _____

Musician's Name (Last, First, Middle Initial)	Social Security #	Pensionable Compensation	Non- Pensionable Compensation	Pension Contribution
9)				
10)				
11)	Use this page only if there are additional musicians that are not able to fit onto the first page of this Agreement.			
12)				
13)				
14)				
15)				
16)				
17)				
18)				
19)				
20)				
	TOTAL:			

Emergency Pandemic Policies: Jan. 1 - Mar. 31

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:

January 1, 2021 - March 31, 2021

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. 3

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.

Waiver No. 4

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

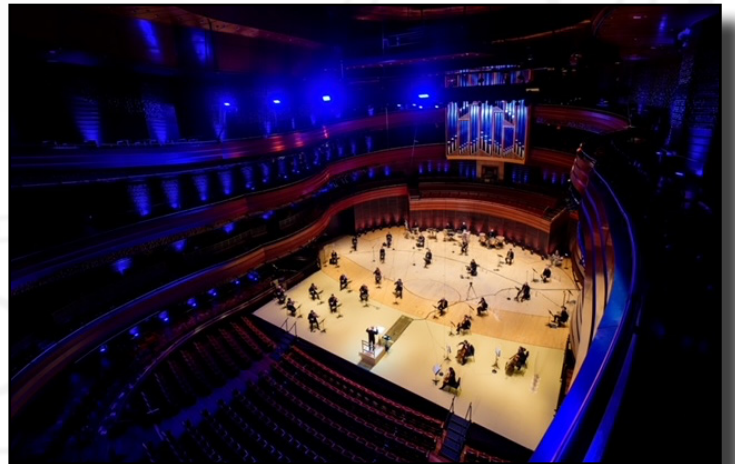
Orchestra News

Philadelphia Orchestra Update

By David Fay – Members Committee Chair



The music continues at the Philadelphia Orchestra via the [Digital Stage](#). In December we completed another successful week of concerts at the Kimmel Center. It coincided with the announcement of our new Principal Guest Conductor, Natalie Stutzmann. She led two programs that week which are scheduled for broadcast later in January. Two more weeks of concerts are taking place during the first two weeks of January. This will complete our Digital Stage Series, providing content throughout the spring. Chamber music performed by members of the orchestra will also continue during the next months in “Our City, Your Orchestra” concerts held in venues around the area. This summer with the roll-out of the vaccines, we are hopeful that our residencies at Vail, Saratoga and the Mann will take place. Stay tuned!



Philadelphia Musicians' Relief Fund



Moving Forward with the PMRF: Philadelphia Musicians' Relief Fund Establishing a Permanent Fund for Members in Need

By John Koen – Relief Fund Committee Chairperson

As we begin the new, and hopefully much better year, it is time for the Philadelphia Musicians' Relief Fund committee to inform the Local 77 membership of changes and improvements to our continuing work on behalf of members in need. Articles in the previous issues of Arpeggio ([July](#) and [October](#) 2020), will give background on this fund, created to provide financial assistance to Local 77 members during the COVID crisis, and on the Philadelphia Virtual Music Festival.

We are very excited to have achieved our initial goal of raising \$100,000 for COVID relief to members. To ensure that funds are available for all

who need them, grants will be limited to a one-time \$500 award per approved application. We will accept applications on a rolling basis

for this COVID relief; we do not anticipate a deadline at this time. If you know of another Local 77 member who needs assistance, please tell them about the availability of funds.

[The application is located on the Local 77 website.](#) As a reminder, our Union also provides information about other types of assistance on the website.

As of December 15, 2020 we have been able to take advantage of CultureTrust's non-profit status to accept tax deductible donations.

Should you be in a position to donate to the fund, we will be moving from GoFundMe to the WeDid.It platform, and will

inform the membership when that process is completed. Both platforms will function during the transition.

We have two other structural changes happening.

First, we are in the process of setting up a general emergency fund for which we implement a separate application process and different guidelines.

Second, a recent tragedy has led to the creation of another fund. My student Nathan Mann passed away suddenly and unexpectedly in September. His parents wished to honor his memory by designating the PMRF as one recipient of gifts to celebrate his life. In discussions between the PMRF and the Mann family, we have created an educational fund for young people, in support of Local 77's diversity and recruitment initiatives. This

Philadelphia Musicians' Relief Fund

(PMRF – Cont. from p. 14)

fund raised nearly \$20,000 to date. We are in the process of selecting an outside advisory board to help us strategize future fundraising activities as well as other planning and implementation of projects to best serve the needs of the membership.

Many of you saw our December update regarding our affiliation as a project of CultureTrust Greater Philadelphia on our GoFundMe page and Facebook. Here is the text for those who haven't seen it:

We are thrilled to announce that the Philadelphia Musicians' Relief Fund is now a project of CultureTrust Greater Philadelphia, a charitable trust declared in the Commonwealth of Pennsylvania. CultureTrust is the charitable arm of CultureWorks, a management commons for arts, heritage, and creative communities dedicated to helping artists not only survive, but flourish.

Just as PMRF was founded by members of Philadelphia Musicians' Union Local 77 in an effort

to support our sisters and brothers during the Coronavirus pandemic, the CultureWorks commons is inspired by a means of community based economic and social support practiced across cultures, regions, and time periods: The sharing of resources. Our membership in CultureWorks will afford us equitable access to management resources so we can focus on serving musicians in need.

*What this means for you, our generous funders, is that you can now make fully tax-deductible contributions on the GoFundMe platform or by check payable to "The Philadelphia Musicians' Relief Fund of CultureTrust Greater Philadelphia."**

Your donations are making a material difference in the Philadelphia music community in this most trying of times.

I am proud to chair the PMRF Committee, consisting of Pat Daniels, Laura Munich, Domenic Salerni, Miles Salerni, Talia Schiff, and Bob Suttman. If you have ideas to share with us, please contact one of us directly or at info@pmrfund.org.

***A copy of the official tax-exempt 501(c)(3) registration and financial information for CultureTrust Greater Philadelphia may be obtained from the Pennsylvania Department of State by calling toll free, within Pennsylvania, 1-800-732-0999. Registration does not imply endorsement.**



Philadelphia Virtual Music Phestival



Rebecca Ansel & Mary Martello
October 2, 2020



V. Shayne Frederick
October 7, 2020



Musical Tribute to cellist Nathan Mann
October 14, 2020



Michal Schmidt
October 21, 2020



Swing Two
October 28, 2020



Arlen Hlusko
November 4, 2020



Chen Family String Quartet
November 11, 2020



Barbora Kolárová
November 25, 2020



Elysium Quartet
December 9, 2020



Luke Carlos O'Reilly Trio ft. Cibon
December 18, 2020



Avi Wisina
December 23, 2020

MPTF 2020 Music Family Scholarship Awardees



Beatrice Chen

Majoring in Viola Performance at Curtis Institute of Music, Philadelphia, PA. Parents are members of the Philadelphia Musicians' Union, Local 77 AFM, Philadelphia PA



Noah Chen

Majoring in Cello at Juilliard Precollege. Parents are members of the Philadelphia Musicians' Union, Local 77 AFM, Philadelphia PA



Hannah Fink

Majoring in Musical theatre at Montclair State University. Parents are members of the Philadelphia Musicians' Union, Local 77 AFM Philadelphia PA



New Member Spotlight: 4th Quarter



Joe McDonough is a freelance jazz trombonist and tubist. Since graduating from Temple University in 2009, he has performed and recorded with The Christian McBride Big Band, including on their 2018 Grammy winning album, *Bringin' It*. As a sideman with other groups, Joe has been featured with the Boston Symphony Pops Orchestra, *Good Morning America*, and performed in concert halls and jazz clubs all over the world. Since 2014, Joe has been performing regularly with The Philly Pops Jazz Orchestra of Philadelphia, under the direction of Terell Stafford. As a member of the city's preeminent jazz orchestra, he has had the privilege of performing with such jazz luminaries as Jimmy Heath, Clark Terry, Benny Golson, Randy Brecker, Jon Faddis, Wynton Marsalis, and Kenny Barron. Joe is on the faculty at Temple University's Boyer College of Music and Dance and has conducted educational workshops with Jazz at Lincoln Center and The Julliard School, his second alma mater.



Samuel Nobles is a performer and composer based in Philadelphia. His primary instruments are the upright and the electric bass, and he also composes and performs on the piano and guitar. Samuel studied English Literature at the University of Delaware, with a minor in jazz studies. Since then, he has mostly worked as a full-time musician, performing with various jazz and rock groups throughout the Philadelphia and Delaware areas. In addition to this, he composes music for film and television, and has worked on projects such as truTV's "Adam Ruins Everything" and the recent feature film, "Greener Grass." To hear examples of his work, visit samuelnobles.com.

Award-winning saxophonist **Mike Cemproma** is an in-demand member of the Philadelphia music scene. Since moving to Philly in 2002, he has performed or recorded with The Mike Cemproma Quartet, Norman David and the Eleven-tet, the Jazz Orchestra of Philadelphia, the Fresh-Cut Orchestra, the co-led quartet Gunshow, and a host of other creative ensembles in the area. Most recently, Mike became the jazz alto saxophonist for the United States Air Force's Airmen of Note. He has also performed with the Pennsylvania Ballet, the Vanguard Jazz Orchestra, Christian McBride, Branford Marsalis, Kenny Barron, Larry McKenna, and many other jazz icons. Mike attended the University of the Arts from 2002-2007, earning a BM and MM in music, and was on the faculty from 2007-2016, teaching lessons, classes, and coaching performing ensembles.



Life Member Spotlight

Joe Nero Percussionist



Chances are, if you've peered down into the orchestra pit in any Philadelphia theater during the last 40 years, you've seen Joe Nero. From an early age, he combined his consummate versatility as a jazz/commercial drum set player with his skills as an orchestral and show percussionist, working in every major theater and showroom in the Tri-State area including the Forrest Theater, Merriam Theater, Academy of Music and Walnut Street Theater. Joe is a graduate of the Curtis Institute of Music and now serves on its percussion faculty. With both his classical and jazz backgrounds, he's been actively continuing professional work as a first call musician on both fronts. At the present, he is a member of the Philly Pops under the direction of

Principal Conductor David Charles Abell, and has also performed with Chamber Orchestra of Philadelphia, Delaware Symphony Orchestra and Opera Philadelphia. Commercially, he's toured worldwide with such diverse artists as Bette Midler, Burt Bacharach, Bernadette Peters, Sarah McLachlan, Andy Williams, Anthony Newley, Bobby Rydell and Frankie Avalon. He has also shared the stage with Andrea Bocelli, and notable jazz artists such as Eddie Gomez, Bill Watrous, Ernie Watts, and Kurt Elling. As a session musician, Joe has appeared on albums from various labels including Sony, Philly International, and Atlantic Records. In the past, as a member of New York Local 802, Joe was the house drummer for the famed Waldorf Astoria Hotel Showroom Orchestra while freelancing in the New York area. He was also a member of Atlantic City Local 661-708 serving as house drummer/percussionist at Trump Plaza Hotel as well as Harrah's

Hotel Casino performing with such artists as Tony Bennett, Sammy Davis Jr, Steve Lawrence, Frank Sinatra Jr. Most recently, Joe is excited to be a part of the Philly Pops Big Band playing their wide-ranging repertoire, from swing, ragtime and big band jazz to all kinds of popular music from Latin to blues and rock, and in a fun range of venues, from inner-city schools to the Wawa Welcome America at Independence Hall and on the Parkway. As a teacher, he enjoys working with students at all levels and has served as an adjunct professor of drum set/percussion studies at University of the Arts, and with younger students at LaSalle College High School. Joe and his wife Pat have been married for over 40 years, and have been blessed with three talented sons, Joe, Vincent, and Dominick, and recently became grandparents to Ada Nero. He joined Local 77 in 1971 and continues his membership proudly, while optimistically hoping to safely return back to work with his fellow musicians soon.

Life Member Spotlight



Barbara Sonies

Violinist

Longtime Local 77 member and violinist Barbara Sonies has been part of the Philadelphia music scene since the early 1970's, having moved here as a freelancer from New York to join the orchestras of Pennsylvania Ballet and what eventually became Opera Philadelphia. Growing up in Chicago, she appeared as soloist with the Chicago Symphony at age 12 as a winner of their Young People's Concert series, and later with Grant Park Symphony, Eastman-Rochester Symphony, and others.

After completing degrees at the Eastman School and Julliard, Barbara worked in New York with various orchestras and chamber groups and was a member of the American Symphony when Stokowski was music director. For much of her time in Philadelphia she was assistant concertmaster of the Pennsylvania Ballet and concertmaster of the Opera Philadelphia Orchestra. She was part of the orchestra committees of both companies when the first collective bargaining agreements were negotiated through Local 77.

Barbara also worked as a substitute in the Philadelphia Orchestra. She also did some theater work, and taught privately at Swarthmore College. Barbara was also an adjunct faculty member at Temple University.

Barbara is well known for her work in chamber music, particularly as a member of The Philadelphia Trio with pianist Elizabeth Keller and cellist Debby Reeder. This has been an important and rewarding part of her musical life with recordings and concerts throughout the eastern United States and Europe.

Theater Musicians' Association Update

New Philadelphia TMA Chapter Hits The Ground Running

By Robert Suttman – Local 77 Executive Board & President, TMA Philadelphia

Newly elected officers of the Philadelphia Chapter of Theater Musicians Association met for the first time Friday December 18th. It had, in fact, only been seven weeks since bylaws were adopted and ratified by the local TMA membership at large. An election held on December 8th yielded the following officers, all elected by acclamation: Robert Suttman, President; Matt Gallagher, Vice President; Justin Yoder, Secretary/Treasurer; Rebecca Ansel, Sue Lerner, and Lisa Vaupel, Directors. Sue Lerner also became Alternate Delegate to the national TMA.

The agenda of the December 18th meeting included discussion of Board members' visions and purpose for the Chapter. The very first comment made was the need to reach out to underserved members of the freelance theater community employed at area theaters with no union affiliation. To prepare for this rather large first undertaking, some Board members agreed to undergo training at the Philadelphia AFL-CIO Organizing Institute in early February 2021.

The second comment was the need for clarification of the "Rule 24" clause within the national Pamphlet B Touring Contract. This, another large, ongoing controversial topic, involves the AFM Touring Department. Negotiations for the new Pamphlet B contract are currently stalled due to the Covid pandemic.

"The very first comment made was the need to reach out to underserved members of the freelance theater community."

Third and perhaps most important is the need for community within the ranks of theater musicians. The nature of theater work is that it only lives until the end of a run. After that, the show simply ceases to exist. In New York, that may mean ten or more years of employment. Phantom of the Opera, still running, had its opening night over 25 years ago. Most theatrical productions, however, run less than a year. Some only a few months. On the road, a show may sit in a town for a few weeks. The mega hit Hamilton sat for an amazing 12 weeks at the Forrest Theater in 2019. By comparison, imagine if an

orchestra lived or died based on the success of a single series. TMA provides a sense of continuity in the patchwork of employment theater musicians face.

Finally, theater musicians often work unseen in a pit or another room entirely. The "orchestra" size is usually cut to bare bones. Entire instrumental families are written (and their timbres programmed) into a keyboard, save

one live player to add human sweetness to the "ensemble". More disturbing still is the introduction of pre recorded tracks programmed into those same keyboards. All for the sake of the producers' bottom line.

As the audience pays attention to the stage, no one notices the craftsmanship coming from the pit. Yet, it's the sonic wallpaper that is the magic of musical theater. Theater musicians have always needed an advocate. They now have one in Philadelphia; The TMA.

The Philadelphia Chapter is open to all regional theater union musicians. Members interested in joining may go to the [TMA website and join by clicking here.](#)

Opera Philadelphia Update

Opera Philadelphia Musicians Ratify Agreements for 2020-2021 Season

By Brooke Beazley – Opera Philadelphia Orchestra Committee Chairperson

Opera Philadelphia musicians unanimously ratified a Pandemic Side Letter, the IMA Side Letter, and an MOA extending our five-year contract (which expired Sept. 15, 2020), to Sept. 15, 2021. The pay scale remains unchanged for this season, however, the committee, our Local 77 President, and Vice President did negotiate the removal of the three tiered pay scale based on venue size. All compensation will be paid at the highest scale: Large Venue Rate. In addition, the contract now includes premiums for Playing on Stage In-Costume and Over-Scale Payment when a work utilizes one on a part.

A newly formed Joint Labor-Management Committee will meet at least monthly to promote routine problem solving, open communications, respect, transparency, and trust. The Orchestra Committee will represent the musicians and may invite rostered musicians to the meetings if their input is needed.

Opera Philadelphia is the first per-service organization to sign onto a tier of the IMA COVID Side Letter. Management agreed to Tier 3 and the musicians will receive 60% of their highest annual wage from the past three seasons. Opera Philadelphia is the only ROPA orchestra in town. We hope that other

organizations in Philadelphia will realize the benefits of ROPA and signing on to the IMA Side Letter and will follow suit.

The Pandemic Side Letter will expire September 14, 2021, or the date on which all governmental authorities declare the public health emergency ended and permit resumption of public performances without restriction on audience capacity. Provisions address Health and Safety, High-Risk

“Opera Philadelphia is the first per-service organization to sign onto a tier of the IMA COVID Side Letter.”

Employees, Scheduling Performances, Cancellations, Leave of Absence, Release Caps, Travel Restrictions, COVID-19 Testing, and Guaranteed Service Compensation.

Opera Philadelphia plans to schedule services January through July and apply any payment for those services to the 60% guaranteed compensation. If the Guaranteed Service Compensation has been met, any remaining work will be equitably distributed and musicians will be paid in addition to the 60% guaranteed compensation.

Musicians who are considered High-

Risk Employees according to the CDC or who aren't comfortable coming to work in a group setting will be given the right of first refusal for all off-site work. When a musician provides OP with documentation supporting underlying medical condition and opts not to perform services in a group setting, those services won't reduce their Guaranteed Service Compensation.

Musicians not considered High-Risk Employees may decline work but those services will reduce their Guaranteed Service Compensation (60%).

However, if the musician declined the work for competing work opportunities, the declined work will not reduce their Guaranteed Service Compensation.

Musicians who take a Leave of Absence will not receive Guaranteed Service Compensation.

Negotiations began in late June and ratification occurred October 30, 2020. The musicians are satisfied with the outcome and the Orchestra Committee along with Local 77 officers will continue to work with management to help the company survive the pandemic.

Many thanks to AFM Negotiator Todd Jelen, Local 77 President Ellen Trainer and Vice President Marjorie Goldberg for their tireless support and hard work.

Chamber Orchestra Update

New CBA for the Chamber Orchestra of Philadelphia

By Elizabeth Kaderabek - Committee Chairperson

CBA Highlights

- New language on Non-Discrimination and a commitment to provide a workplace free of implicit bias
- New language which includes the stipulation that screens stay up through all rounds of the audition process, (one of the first contracts in the US to do so), thereby making significant progress towards reducing implicit bias
- Small but consistent raises for both rehearsal and performance rates in each year of the contract

The Chamber Orchestra of Philadelphia, originally named 16 Concerto Soloists, was founded in 1964 by Marc Mostovoy as a small, high-level ensemble that provided performance opportunities to young professional musicians emerging from the Curtis Institute of Music and other regional training programs. COP has always held a unique and lofty place in the musical scene of Philadelphia. Former players have gone on to become members, principals and concertmasters of world-renowned orchestras, including the Philadelphia Orchestra, New York Philharmonic, Chicago Symphony Orchestra, London Symphony Orchestra, Royal Concertgebouw, L.A. Philharmonic, and Metropolitan Opera Orchestra. Many also hold coveted chamber music and teaching positions and have even embarked on successful solo careers. For one of my very first services with Concerto Soloists, I sat in the back of the second violin section with an equally new Pam Frank. As a long-standing violinist in the group and the current chair of the Orchestra Committee, I've been asked to share some history and insight into the most recent negotiations for our Collective Bargaining Agreement.

Throughout the 1970s and '80s, Concerto Soloists was able to expand its

season by outsourcing extensively to churches, choirs, schools, etc. At its peak, it offered a full-time, (non-Union) contract with benefits, but by the time I joined in the mid-1990s there were only a few full-time players left. The remainder of the group, myself included, were hired per-service with no guarantees and no benefits, this created a situation where musicians doing the exact same work were receiving very different compensation. I once flew to Florida

“We were finally able to craft an agreement which is by far the best we’ve ever had.”

for 24 hours and played a concert for \$85. While the quality of the musicianship remained at a high level, the disparities in pay, opportunities and benefits helped to create a group that was slow to see the value in collective action and a unified approach, especially one aligned with the Musicians' Union. It took another decade for a critical mass of players to take the brave and dangerous steps to organize and approach the leaders of Local 77 for help obtaining a Collective Bargaining Agreement.

As musicians, our Union has always been important for our collective strength and well-being, and especially so during negotiations. The new

Chamber Orchestra Update

and energized slate of leaders at Local 77 have made it their mission to increase education, training and communication amongst themselves, the membership, and a broad web of other organizations. President Ellen Trainer, a member of the COP viola section, and Vice-President Marjorie Goldberg were not only actively involved in each of our bargaining sessions, but were also able to secure the participation of one of the AFM's lead negotiators, Todd Jelen, whose guidance was invaluable. His extensive training and cool-handed competence are just a part of the wealth of resources available to us now through our International office.

While the pandemic created immense hurdles and delays, we were finally able to craft an agreement which is by far the best we have ever had.

As of now, our season is still on hold and we are waiting to see what the spring and summer will bring. We are anxious to get back to working and performing together. We have started our own [Musicians of the Chamber Orchestra Facebook page](#) to give voice to our members and connect more directly with the greater Philadelphia community and the world at large. We are working to expand the Chamber Orchestra's understanding of and commitment to diversity and inclusion. There is still a long road ahead, but with this newest CBA we are very hopeful that the legacy of high-level playing will finally be met with a higher level of compensation and working conditions.



 **Beethoven**
The Chamber Orchestra of Philadelphia

To support the Chamber Orchestra during this very difficult time, you can make a tax deductible donation to the orchestra's Beethoven Fund by clicking this image.

Membership Activity: 4th Quarter

Address/Phone Number/Email Changes

Name	Address/Email	Telephone
Browne, Nicholas M.	375 Saint Paul Street, #5, Burlington, VT 05401 nmbrowne@gmail.com	(412) 559-8564
Cullen, David T.	1005 Pepper Ridge Drive, Reading, PA 19606 dcullen@ptd.net	(610) 370-1679
Davis, Miles B.	406 S. Iseminger St., Philadelphia, PA 19147 milesb.davis@verizon.net	(267) 294-9635
Gallagher, Matthew M.	75 Huntsville Drive, Gilbertsville, PA 19525 mgallag001@gmail.com	(610) 745-6618
Kim, Hanna	6342 Monitor Street, Pittsburgh, PA 15217 hannapercussion@gmail.com	(412) 805-6606
Mazzeo, Frank A.	322 Boardwalk, Unit 1410, Ocean City, NJ 08226 Mazzeomusic@gmail.com	(609) 706-0584
Panunto, Dominic	325 S. Fawn Street, Philadelphia, PA 19107 Dompanunto@gmail.com	(484) 951-8582
Queiroz, Jean	6623 Greene Street, West Mount Airy, PA 19119 jeanmaq@gmail.com	(267) 265-6529
Riley, Gregory E.	434 Tenaflly Road, Englewood, NJ 07631 gregriley617@gmail.com	(610) 724-8397
Rudoi, Natalie	600 Fountain Ave., Cinnaminson, NJ 08077 n.rudoi@yahoo.com	(609) 304-5194
Schiff, Talia	1109 Wallace Drive, Ft Washington, PA 19034 tscellogirl@outlook.com	(215) 643-9446
Smith, Elena	1925 Christian Street, Apt B, Philadelphia, PA 19146 elena.kile.smith@gmail.com	(267) 403-1006
Stein, Jason R.	215 Crest Ave., Hadon Heights, NJ 08035 stejason@gmail.com	(610) 312-1904
Trenk, Moriah	73 Fox Meadow Road, Scarsdale, NY 10583 moriahtrenk@gmail.com	(914) 255-4632

Membership Activity: 4th Quarter

New Members

Name	Address/Email/Instrument	Telephone
Banks, Harris	1721 Montgomery Avenue, Philadelphia, PA 19121 harris.banks@gmail.com • Cello	(803) 399-0175
McDonough, Joseph	1304 Jackson Street, Apt 3, Philadelphia, PA 19148 joemcdonoughmusic@gmail.com • Tenor Trombone • Tuba	(215) 586-1117
Nobles, Samuel	1635 Wolf Street, Philadelphia, PA 19145 samuelnobles@gmail.com • Double Bass • Electric Bass • Guitar • Piano	(302) 545-1484
O'Reilly, Luke	2135 E. Susquehanna Ave., Philadelphia, PA 19125 lukecarlosoreilly@gmail.com • Piano	(267) 254-6675
Pence, Nathaniel	1615 Brown Street, Philadelphia, PA 19130 npence23@gmail.com • Double Bass • Electric Bass	(314) 541-0991

Resigned Members

Parks, Leanne B.	2121 Market St., Apt.513, Philadelphia, PA 19103 casaparks@gmail.com	(617) 817-2404
Steltenpohl, Lisa S.	3206 Cedarhurst Road, Baltimore, MD 21214 lisasteltenpohl@gmail.com	(847) 738-9264
Tolomeo, Christopher M.	336 Lynn Rd., Springfield, PA 19064 callmecrazychristopher@gmail.com	(484) 802-5303
Wilson, Stephanie A.	236 Dutchess Dr., Cary, NC 27513 steph.oboenerd@gmail.com	(302) 652-4310

Membership Activity: 4th Quarter

Reinstated Members

Name	Address/Email	Telephone
Deemer, Geoffrey	824 South Ave., Apt. P-8, Secane, PA 19018 geoffdeemer@yahoo.com	(610) 306-0482
Disarlo, Martha	21 Woodland Ave., Malvern, PA 19355 Maarfha@aol.com	(610) 644-2067
Han, Hyorim	140 Riverside Blvd, Apt 1222, New York, NY 10069 hyorimviolin@gmail.com	(215) 888-3513
Hansen, Christine	114 Chanticleer, Cherry Hill, NJ 08003 kajchris@aol.com	(856) 751-1098
Hansen, Kaj	114 Chanticleer, Cherry Hill, NJ 08003 kajchris@aol.com	(856) 751-1098
Herron, Greg	4801 Royahn Ave., Nottingham, MD 21236 gherron@hotmail.com	(443) 621-8694
Lyon, Steven C.	650 10th Ave., Apt.4F, New York, NY 10036 slyon19@gmail.com	(215) 813-0283
Ocheret, Evan	1039 Spring Garden St., Apt. 2R, Philadelphia, PA 19123 evan.ocheret@gmail.com	(914) 715-4390
Rosen, Joshua	441 South St., #2, Philadelphia, PA 19147 jrosen476@gmail.com	(610) 996-2766
Rowe, Jr., Booker	40 W. Walnut Lane, Philadelphia, PA 19144	(215) 848-2022
Suk, Kate Youngah	25 E. Benedict Ave., Havertown, PA 19083 skkate@gmail.com	(267) 336-7100
Sutton, Sarah	236 Kenmore Rd., Havertown, PA 19083 cartwoz867@aol.com	(610) 525-3632
Wozniak, William C.	236 Kenmore Rd., Havertown, PA 19083 cartwoz867@aol.com	(610) 525-3632

Executive Board Minutes: 4th Quarter

October 8, 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 12:09pm. The Executive Board reviewed the minutes from the previous meeting. EB Ansel motions to approve the minutes as amended. EB Fay seconds. **VOTE:** 5 approve. 0 opposed. S-T Antonacci reported on the Balance sheet and Profit & Loss report for September. The Balance sheet now reflects both the LPL account as well as the transfer of \$250K to Barilotti Wealth Strategies. The Profit & Loss report now includes a line item listing the Employee Retention Tax Credit, for which Local 77 will receive for not laying off any employees during the pandemic. The health insurance cost for September was offset by \$396.00 due to a COVID-19 credit from Independence Blue Cross. VP Goldberg motioned to accept the Secretary-Treasurer's report. EB Suttmann seconds. **VOTE:** 5 approve. 0 opposed. S-T Antonacci read the membership activity for the month of September. Local 77 currently has 706 members. EB Fay motions to accept two new members. EB Ansel seconds. **VOTE:** 5 approve. 0 opposed. S-T Antonacci read the list of impending suspensions and expulsions and reported that an additional communication will be sent to members who owe on October 15, 2020. An additional report was provided on Local 77 members attending the upcoming AFL-CIO Organizing

Institute virtually from November 17-19. The four members attending the training are: Rebecca Ansel, Darryl Hartshorne, Jennie Lorenzo and Marjorie Goldberg. S-T Antonacci reported on the Jazz Philadelphia Summit taking place on October 9th- October 10th. Local 77 made a \$500 advertisement purchase and 5 additional ticket purchases at \$20/each. The advertisement purchase entitles Local 77 to two tickets for attendance; Laura Munich and S-T Antonacci will use these. Additional members that are attending the Jazz Summit include Lee Smith, Greg Riley, Dan Wright, Luke O'Reilly and VP Goldberg. S-T Antonacci reported on the upcoming newsletter, which is going to be sent electronically as soon as possible. EB Suttmann reported on the upcoming Theater Musicians Association virtual town hall on Monday October 12th. President Trainer reported on the Philly POPS. The POPS organization has an upcoming engagement utilizing the Jazz Orchestra of Philadelphia for a production at the Comcast Center for NBC Universal. President Trainer has been working with the Electronic Media Services Division of the AFM in an attempt to finalize the appropriate agreement that will assure the musicians are paid appropriately as well as to protect their intellectual property in the event that the film is ever reused. President Trainer and S-T Antonacci will be performing a walk-thru prior the event. S-T Antonacci asked permission to perform as a member of the JOP in the upcoming engagement at the Comcast Tech-

nology Center on October 11th as well as to play the Philly POPS ball on November 14th. Discussion held on JOP engagement. EB Suttmann motioned to allow S-T Antonacci to perform in the upcoming Philly POPS JOP engagement on Sunday October 11th. EB Ansel seconds. **VOTE:** 4 approve. 0 opposed (Antonacci recused). Discussion held. EB Suttmann motioned to allow S-T Antonacci to perform in the upcoming Philly POPS ball on Saturday, November 14th. VP Goldberg seconds. **VOTE:** 4 approve. 0 opposed (Antonacci recused). EB Fay reported on the Philadelphia Orchestra negotiations and anticipates that both sides will reach an agreement shortly, pending another review from the Board. EB Fay reported on the Philadelphia Orchestra recently winning Gramophone's Orchestra of the Year for 2020. EB Suttmann reported on the Emergency Relief Fund updates. The Fund has received an updated Successor Agreement from CultureTrust, and is nearly complete with the non-profit process. EB Ansel reported on the PA Ballet. There has been a lot of discussion surrounding the COVID-19 side-letter. The orchestra committee is still in negotiations with management. President Trainer reported that there would be negotiations on October 9th with the Opera Company. Additionally, the Opera Company just finished a week and a half recording session at the Wilma Theater for a production called Soldier Songs. The Opera Company signed a national Agreement and Local 77 gained two new members as a result. EB Ansel

Executive Board Minutes: 4th Quarter

reported on Unemployment Updates. The Philadelphia Unemployment Project is having a meeting on Monday October 19, 2020 and EB Ansel will be a guest speaker. VP Goldberg reported on the Chamber Orchestra of Philadelphia (COP). The COP management have communicated to the musicians that their newly created Musicians of the Chamber Orchestra of Philadelphia Facebook page needs a disclaimer. Additionally, VP Goldberg reported that the Philly POPS management communicated to orchestra members that their newly created Musicians of the Philly POPS Facebook page might be violating trademark agreements. VP Goldberg reported that the Music Performance Trust Fund (MPTF) awarded the children of three Local 77 members' scholarships. The MPTF Scholarship Award criteria included writing an essay about your experience being the child of a Union musician. S-T Antonacci communicated a message from Daniel Little, Executive Board member for IATSE Local 8 regarding upcoming voting rallies and thanked Local 77 for past contributions to the labor movement. President Trainer discussed the need to order more t-shirts for upcoming political action events. EB Suttman motioned to approve up to \$700 for new t-shirts. EB Ansel seconds. VOTE: 5 approve. 0 opposed. VP Goldberg reported that she is going to be creating a video presentation for the upcoming Project 400 (P440) virtual College Fair being held from November 10th through November 12th. Last year Local 77 participated in this event at the sponsorship level of \$150. EB

Ansel motioned to approve a \$150 sponsorship in the 2020 P440 College Fair. EB Fay seconds. VOTE: 5 approve. 0 opposed. President Trainer reported that her arts funding presentation for Representative Martina White would take place on Tuesday, October 13th. President Trainer motioned to adjourn. VP Goldberg seconds. VOTE: 5 approve. 0 opposed. Meeting adjourned 2:40pm.

October 29, 2020

PRESENT: S-T Antonacci, Executive Board members Suttman, Ansel and Fay are present (all virtual) PROCEEDINGS: Meeting called to order by S-T Antonacci at 3:11pm. The Executive Board reviewed the minutes from the previous meeting. EB Ansel motions to approve the minutes as amended. EB Fay seconds. VOTE: 4 approve. 0 opposed. S-T Antonacci read the member activity since the previous meeting. EB Suttman motions to approve two new members. EB Fay seconds. VOTE: 4 approve. 0 opposed. S-T Antonacci discussed the invitation to attend the virtual New Jersey Conference of Musicians. Discussion held by Executive Board. The Board did not recommend committing to the Conference, due to Local 77 participating in the Eastern Conference of Locals. S-T Antonacci reported on attending International Strike School. Run by organizers from all around the world and spearheaded by Jane McAlevey, Strike School addressed organizing from the ground up as well as effective tools that can be used to win a 100% strike. EB Fay reported on the Philadelphia Orchestra. The

orchestra ratified their COVID-19 side letter. Next week there is going to be a safety walkthrough with the Members' Committee and representatives from Local 77 in Verizon Hall, in preparation for the orchestra returning to the Kimmel Center. Discussion held on the possibility of creating a new section on the Local 77 website geared toward marketing the digital stages of local ensembles. VP Goldberg entered at 3:32pm. Discussion held on the Philly POPS. Executive session entered at 3:36pm. President Trainer entered at 3:38pm. Executive session closed at 4:10pm. Laura Munich entered at 4:11pm. Ms. Munich reported on the Philadelphia Musicians' Relief Fund (PMRF). The Fund has created a new arm of support in the Nathan Mann Memorial Fund. The Philadelphia Virtual Music Festival (PVMP) held a program and allocated all donations to the Nathan Mann Fund. Since the PVMP program the Nathan Mann Memorial Fund has raised \$13,450. This amount will be matched by the employer of Nathan's mother Denise Mann, and allocated to future performances benefiting young performers. The general PMRF has a total of \$78,000. The onboarding process with CultureWorks is complete and the PMRF is now a non-profit organization. The PMRF Committee anticipates having the revised application back online by the beginning of next week. Ms. Munich reported on her meeting with the Chamber Orchestra of Philadelphia (COP) Executive Director regarding the COP's application for the Catalyst Grant. Discussion held on the meeting. Ms.

Executive Board Minutes: 4th Quarter

Munich reported on the Jazz Philadelphia Summit, which took place virtually over the course of October 9th and 10th. Among the members of Local 77 in attendance were VP Goldberg, S-T Antonacci, Laura Munich and Lee Smith. Discussion held on the various topics covered during the summit. Discussion held on the possibility of partnering with local restaurants as they work to build revenue for outdoor dining going into the colder months. EB Suttman excused at 4:27pm. Ms. Munich excused at 4:35pm. EB Ansel updated the Board on the PA Ballet. The Ballet is still in negotiations. The management has not agreed to sign onto the COVID-19 side letter at this time, and has cut the budget for the orchestra (projected at 5% of their total operating budget) to 0%. The Orchestra Committee (OC) presented a series of questions to management. The questions presented were as follows: Can we have some kind of assurance that when live music is able to return, you will have a live orchestra? If there is another round of Paycheck Protection Program (PPP) assistance, will you commit to including the orchestra members in the disbursement of those funds? If another round off PPP assistance comes through, will you commit to signing the COVID-19 side letter? The OC is awaiting a response from management. The Ballet management wants to stream the Nutcracker, but needs the permission of the OC in order to do so. The Ballet received an additional \$479K in grant funding, and the management has not committed to using any of the

funds for the orchestra. EB Ansel reported on the status of unemployment. The Pandemic Unemployment Assistance program (PUA) is set to expire after December 31, 2020. Some members are having major issues receiving funding due to the respective states filing paperwork incorrectly in the early days of the pandemic. EB Ansel will update the Board as more information becomes available. President Trainer reported on the Chamber Orchestra of Philadelphia. The management wants to stream pre-recorded content without committing to signing onto any agreement that would result in musicians getting paid for the reuse of that content. The Opera Philadelphia management is hoping to get the approval of the Opera Orchestra Committee to begin streaming content, but they need to sign onto the Integrated Media Agreement in order to do so. They are close to coming to an agreement and are hopeful to have a signed contract by the end of the day on 10/29/20. President Trainer motioned to adjourn the meeting. EB Ansel seconds. VOTE: 4 approve. 0 opposed. Meeting adjourned at 4:59pm.

November 13, 2020

PRESENT: 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 VP Goldberg at 10:41am. President Trainer present at 10:44am. The Executive Board reviewed the minutes from the previous meeting. EB Suttman motioned to approve

the minutes as amended. VP Goldberg seconds. VOTE: 5 approve. 0 opposed. S-T Antonacci presented the balance sheet and profit loss statement for October. EB Ansel motions to accept the S-T report. EB Fay seconds. VOTE: 5 approve. 0 opposed. Discussion held on outstanding work dues owed to Local 77. At this moment the only organization with outstanding work dues is Opera Philadelphia; S-T Antonacci will follow up with a message to the controller. Discussion held on membership activity for the month of October. Zero new membership applications were sent to Local 77. Discussion held on a t-shirt purchase. The Executive Board previously approved an amount not exceeding \$700 for new t-shirts. VP Goldberg reported a slightly larger order would be more cost effective therefore EB Ansel motions to increase the budget for t-shirts from \$700 to an amount not exceeding \$900. EB Fay seconds. VOTE: 5 approve. 0 opposed. Discussion held on the accountant bill, totaling \$9,580 for services from July 1st-October 6th. This bill encompassed the preparation of the yearly tax filings, the yearly workman's compensation audit, setting up the payroll tax credit and assistance with the proper classification of our new investments with Barilotti Wealth Strategies. Compared to accountant bill for the tax preparation from last year, Local 77 came in just over a \$1,000 less for 2020. S-T Antonacci will make two equal payments in November and December to assure the balance is cleared to \$0.00 by years end. Discussion held

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on the upcoming virtual AFL-CIO Organizing Institute, being held from November 17th- 19th. Local 77 is taking advantage of the free registration due to COVID, and will send the following members: Darryl Hartshorne, Jennie Lorenzo, Rebecca Ansel and Marjorie Goldberg. The AFL-CIO is holding another virtual Organizing Institute training from January 26th- 28th. Discussion held on which musicians to consider sending to the training. Discussion held on Election Buddy policy. Local 77 will create an account and will work with committee chairs on accessing that account for voting that needs to be done virtually. Discussion held on January Arpeggio articles. EB Fay will follow up with any committee chairs in the Philadelphia Orchestra who may want to contribute to the January newsletter. President Trainer discussed the importance of Local 77 members being more politically involved. Pressuring our elected officials for regional arts funding and other relief for workers in the entertainment industry is paramount at this time. Discussion held on creating a Local 77 Arts Advocacy Committee (AAC). President Trainer tasked all Officers and Executive Board members to contact three members who want to commit to participating in the AAC by the next Board meeting. The Board entered executive session from 11:39am-11:45am. VP Goldberg reported on the Philly POPS. Discussion held on the grievance related to July 4th. The string players of the Philly POPS recorded a video for their musician page on Facebook.

The Mann Center allowed their space free of charge and IATSE Local 8 supported the recording as well. Local 77 is in ongoing discussions with POPS management regarding broadcast forms and a holiday show on December 4th. VP Goldberg reported that the POPS organization is consistently late with payments. POPS management has welcomed Local 77 musician representation on the POPS EDI Taskforce. Representatives from the orchestra are Gregory Riley and Carlos Rubio and the representative from the Local 77 diversity committee is Laura Munich and Ernie Tovar. Jennie Lorenzo entered at 12:08pm. Discussion held on the PA Ballet. The musicians of the Ballet had a virtual meeting with the conductor where updates were provided. The musicians of the Ballet agreed to allow management to stream the December 6th, 2019 performance of the Nutcracker Ballet as provided for in the Integrated Media Agreement. Ms. Lorenzo excused at 12:21pm. EB Fay reported on updated from the Philadelphia Orchestra. The Orchestra returned to Verizon Hall. A discussion was held internally within the orchestra regarding management's desire to change the safety protocols. The musicians are meeting with management and Dr. Patrick Brennan, Chief Medical Officer and Senior Vice President of the University of Pennsylvania to discuss the proper safety protocols and any amendments that may be allowed to those protocols for future performances. VP Goldberg discussed an idea to have a Music Performance Trust Fund (MPTF)

virtual town hall meeting, on Tuesday November 24th at 7:30pm. VP Goldberg wants to explain the process behind applying for MPTF funding for performances. EB Suttman reported on the Theater Musicians Association (TMA). Local 77 hosted two TMA town halls where information was shared with members. The formation of the Philadelphia Chapter of TMA is nearly complete. The final stages of bylaw approval are underway and there is a plan to elect officers at a meeting on Tuesday, December 8th. EB Suttman reported on the Relief Fund. The Fund is now an official non-profit organization, affiliated with CultureWorks of Greater Philadelphia. All future donations to the Fund are eligible for a tax deduction. The Relief Fund Committee is working on finalizing the new website and other technological related items. S-T Antonacci reported that there is a new policy in place for tracking the forwarding of mailed donations sent to the Fund from the office of Local 77. VP Goldberg reported on the monthly Local 77 Diversity Committee. The Committee discussed contract and diversity issues related to the Chamber Orchestra of Philadelphia and the Philly POPS. President Trainer reported on Opera Philadelphia being the first per-service orchestra to sign onto the COVID-19 Integrated Media Agreement side-letter. This Agreement guarantees the musicians 65% of their wages for new works and the release of archival content used by the organization. The Opera management wants to create a Joint Labor Com-

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mittee that meets once a month to discuss promotional material, diversity and other related items. President Trainer reported on the Chamber Orchestra of Philadelphia. The committee is going to be sending a final proposal to management in the coming weeks. President Trainer reported on the new office updates. Recently President Trainer and S-T Antonacci went into the new office and began marking items that are going to be thrown away. S-T Antonacci communicated with the Academy House property manager Ron Ruffner regarding proper practices and procedures for clearing out old furniture. Additionally there is a planned phone call to inquire about the previously approved blueprints for the units on the first and second floors in an effort to gain perspective on how other owners have utilized their space. S-T Antonacci reported on discussions held with members following the TMA town hall meetings. Two members who work at the Media Theater are interested in organizing the workplace. S-T Antonacci communicated this information with the Local 77 International Representative (IR) Tino Gagliardi. Mr. Gagliardi concluded that the Media Theater is in the jurisdiction of Local 21 in Wilmington. Upon further communication with both Mr. Gagliardi as well as Local 21 Secretary-Treasurer Glenn Finnan, it had been determined that Mr. Finnan would head any organizing effort initiated by the musicians of the Media Theater and encouraged the musicians involved to contact him immediately. EB Ansel reported on her

conversations with members who are still having issues filing for unemployment. EB Ansel motioned to adjourn the meeting. EB Fay seconds. VOTE: 5 approve. 0 opposed. Meeting adjourned at 1:08pm.

November 25, 2020

PRESENT: President Trainer, S-T Antonacci, Executive Board members Suttman, Ansel and Fay are present (virtual). PROCEEDINGS: Meeting called to order by President Trainer at 10:04am. VP Goldberg entered at 10:05am. The Executive Board reviewed the minutes from the previous meeting. VP Goldberg motioned to approve the minutes as amended. EB Ansel seconds. VOTE: 5 approve. 0 opposed. S-T Antonacci read the member activity since the previous meeting. VP Goldberg motions to accept two new members. EB Fay seconds. VOTE: 5 approve. 0 opposed. As of November 24th, the Local 77 membership was reported at 701 members. S-T Antonacci provided a brief update of the investments with Barilotti Wealth Strategies (NYLife). As of today, the investment portfolio with NYLife is valued at \$253,928.31. The total gains for the month as of 11/25 are \$4,378.47. S-T Antonacci reported on the AFL-CIO Organizing Institute in January. There are two confirmed members of Local 77 who will be attending. S-T Antonacci reviewed the confirmed article contributions for the January edition of the Arpeggio. EB Fay reported on the safety meeting held with Philadelphia Orchestra musicians and Dr. Patrick Brennan from UPenn. Spac-

ing of the musicians for the upcoming series will be set at 10ft, and some of the plexiglass has been removed. President Trainer reported on a recent meeting held with the members committee of the Philadelphia Orchestra and Local 77 legal counsel, Regina Hertzog. President Trainer reported on a meeting held with S-T Antonacci and representatives from Councilmember David Oh's office regarding regional arts funding legislation that is being drafted by Senator Martina White's legislative staff. President Trainer discussed the importance of Local 77 creating an Arts Activism Committee. This committee would be purposed with engaging members of Local 77 to encourage elected officials to follow through with supporting the regional arts funding legislation. President Trainer asked for reports on new recruits for the Arts Activism Committee. VP Goldberg secured John Koen, Slavioko Savov, Linda Henderson and Harvey Price. S-T Antonacci confirmed Todd Williams, Lindsie Wilson and Rachel Segal. President Trainer discussed the importance of building a relationship with the Independent Venues. VP Goldberg reported on the upcoming Philly POPS recording on Friday December 4th. The organization has decided to move their engagement from Philadelphia to the Grand Opera House in Wilmington, DE. Discussion held on the Philly POPS. There are many issues surrounding the safety protocols. The Orchestra Committee will be communicating with management in the coming days regarding their concerns. Dis-

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cussion held on MPTF town hall. The Local 77 web developer will be uploading the video to the website for members who weren't present for the town hall. EB Suttmann reported on the Relief Fund. The new donation site is ready to go live. Last week there was a donation made in the amount of \$10K. Presently, the Relief Fund has accumulated the following amounts: PMRF GoFundMe- \$79,324.00 and checks that have been mailed into the office in the amount of \$13,550.00. The sub-total of these funds is \$92,874.00. Additionally, the Nathan Mann Memorial Fund has raised \$18,316.00 for a grand total of \$111,190.00 raised since March 17th, 2020. The Philadelphia Virtual Music Phestival (PVMP) has discussed a concert to mark the move to the non-profit status, which would include a "best in show" of the past PVMP performances. S-T Antonacci reported on a communication with Tony Lewis from Sun Federal Credit Union regarding their inquiry to donate money to the Relief Fund. Mr. Lewis will follow up with the Project Director of the Relief Fund, Laura Munich, regarding the contribution. EB Ansel reported on the PA Ballet. The Ballet organization is shutting down their offices on Broad Street, in an effort to save money. The Orchestra Committee signed off on allowing the Nutcracker to be streamed and plans to meet with management in the coming weeks regarding the additional asks of the Committee. The Committee plans on pushing management to consider the COVID Integrated Media Agreement (IMA)

Sideletter. President Trainer reported on the Opera Philadelphia first Joint Labor Committee meeting. There is a very positive relationship between management and the musicians. The Opera musicians are scheduled to receive their first round of payments from the IMA sideletter. Opera Philadelphia facilitated a communication with the Cultural Alliance in an effort to garner more support for the regional arts funding campaign. The Chamber Orchestra Executive Director spoke with President Trainer regarding the Joint Labor Committee that has been established with Opera Philadelphia. The Orchestra Committee recently submitted their final proposal to management, with the hope that it will be approved and ratified in the coming days. President Trainer and S-T Antonacci performed a walkthrough of the unit below our new office at Academy House in attempt to gather information on potential design options. EB Ansel reported on the status of unemployment issues with members of our Local. Some members of the Local are experiencing issues collecting pandemic funding because of the work that they performed in other states. Some members are only receiving \$20 weekly. EB Fay excused at 11:32am. Open discussion held. VP Goldberg reported that the attendees of the AFLCIO Organizing Institute will be having a debrief meeting this afternoon with AFM International Lead Organizer Alex Wiesendanger. EB Ansel motioned to adjourn the meeting. EB Suttmann seconds. VOTE: 5 approve. 0 opposed. Meeting adjourned at 10:41am.

December 11, 2020

PRESENT: President Trainer, VP-Goldberg, S-T Antonacci, Executive Board members Suttmann, Ansel and Fay are present (virtual). **PROCEEDINGS:** Meeting called to order by President Trainer at 12:03pm. The Executive Board reviewed the minutes from the previous meeting. VP Goldberg excused at 12:05pm. VP Ansel motioned to approve the minutes as amended. EB Fay seconds. VOTE: 5 approve. 0 opposed. S-T Antonacci reviewed the Balance Sheet and Profit/Loss Statement for November. EB Ansel motioned to approve the S-T report as amended. EB Fay seconds. VOTE: 5 approve. 0 opposed. S-T Antonacci reviews the member activity for November. EB Suttmann motions to approve new members. EB Ansel seconds. VOTE: 5 approve. 0 opposed. Antonacci reported on the upcoming January AFL-CIO Organizing Institute. Brian Kuszyk, Laura Munich and Nathan West are registered to attend. At the February training we have Robert Suttmann, Lisa Vaupel and Susan Lerner registered to attend. EB Fay reported on the Philadelphia Orchestra services last week. Discussion held. The orchestra management recently named Nathalie Stutzmann as Principal Guest Conductor for three years, beginning of the start of the 2021-2022 season. President Trainer reported on charges that are being filed with the International Executive Board against 15 members of Local 77 by Local 198-457, Providence Federation of Musicians. These charges are for the violation of AFM by-

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laws regarding their participation in a summer music festival without an AFM Agreement in place. Discussion held. Laura Munich entered at 12:47pm. Ms. Munich reported on the Emergency Relief Fund. The Fund is in the process of remitting payments for the December round of applicants, through Culture Trust. The fund processed 25 applications in December. The Committee has granted 23 applicants the maximum \$500 award. The December Relief Fund payout totaled \$11,000. Ms. Munich reported on discussions held with CultureTrust management regarding the transfer of initial funds from GoFundMe. CultureTrust has agreed not to assess their 12% management fee on the funds raised in GoFundMe due to those funds being raised prior to the sub-trust relationship. Upon receiving written confirmation of this agreement, the Committee will initiate the transfer to CultureTrust and close the existing GoFundMe account. The Committee plans to close out the GoFundMe by the end of the calendar year. Marjorie entered at 12:52pm. As of today, the Fund has \$40,556 in the CultureTrust account; this includes roughly \$18,000 from the Nathan Mann Memorial Fund. In the existing Bryn Mawr Trust account there is roughly \$55,000. To date, the Fund has paid out over \$30,000 to Local 77 members in need. Ms. Munich reported on the Local 77 Diversity Committee meeting. Discussion held. Ms. Munich additionally reported on the Chamber Orchestra of Philadelphia Diversity Committee meeting with management. The meeting

was positive, and the Committee looks forward to the next meeting, which will include two members of the Board of the Chamber Orchestra (COP). Ms. Munich excused at 1:06pm. President Trainer reported on the COP. The members and management have come to an agreement, and the orchestra has voted to ratify the Agreement. At the moment, the document is being proofread, upon completion it will be ratified. The new Agreement is through September of 2023. The COP has recently acquired two new Board members who are participating in the diversity discussions with the COP Diversity Committee. S-T Antonacci reported on the status of the new Arts Activism Committee. The confirmed members include: Rachel Segal Todd Williams, Lindsie Wilson, Linda Henderson, Harvey Price, Talia Schiff, Phil Kates, John Koen, Matt Gould, Samantha Crawford, Michelle Bishop, Slavieko Savov and Holly Blake. President Trainer reported on a discussion held with S-T Antonacci and AFM International Lead Organizer Alex Wiesendanger regarding an initial direction and structuring a first meeting. VP Goldberg reported on the Philly POPS recent recording of their Christmas show at the Grand Opera House in Wilmington, DE. Discussion held on the ongoing pay issues. The Local 77 International Representative, Tino Gagliardi has indicated that he wanted to begin discussions surrounding the Integrated Media Agreement (IMA), and the Philly POPS in the coming weeks. President Trainer reported on the recent safety walk-th-

ru at the Grand Opera House. The Grand is not as suitable for performing as Verizon Hall at the Kimmel Center due to its lack of space backstage and downstairs. Additionally, the HVAC system is sub-par. The existing system has a MERV 11 filter instead of the recommended MERV 13. EB Ansel reported on the PA Ballet. The Ballet is streaming the Nutcracker. At a recent Committee meeting, management was asked if they were going to reconsider signing the IMA COVID Sideletter due to their recent \$400,000 grant. Management indicated that they weren't ready for the commitment. Discussion held on the Ballet. EB Ansel reported on unemployment issues, and upcoming legislative discussions surrounding additional relief. VP Goldberg reported on Opera Philadelphia (OP). OP has planned to rent a new space that would accommodate the streaming of new content. The musicians received their first payment as a result of signing onto the IMA COVID Sideletter. Discussion held on OP. EB Fay motions to affirm the informal poll taken on 12/2/2020 to allow Jarred Antonacci to perform with the Philadelphia Orchestra on December 3, 2020. VP Goldberg seconds. VOTE: 4 approve. 0 opposed (Antonacci recused). VP Goldberg motioned to approve subscribing to the Adobe Creative Cloud for the office at the rate of \$20/month. Adobe Creative Cloud provides access to a multitude of products that will allow for professional quality newsletters and other promotional material to be done in house. EB Ansel seconds. VOTE: 5 approve. 0 opposed.

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Discussion held on the formation of the Philadelphia Chapter of the Theater Musicians Association (TMA) of which EB Suttman was recently elected President. Discussion held on reimbursing Officers who attended the safety walk-thru at the Grand Opera House in Wilmington, DE for mileage. EB Ansel motions to approve the reimbursement. S-T Antonacci seconds. VOTE: 5 approve. 0 opposed. S-T Antonacci motions to adjourn the meeting. EB Ansel seconds. VOTE: 5 approve. 0 opposed. Meeting adjourned at 2:04pm.

December 21, 2020

PRESENT: President Trainer, VP-Goldberg, S-T Antonacci, Executive Board members Suttman, Ansel and Fay are present (virtual). PROCEEDINGS: Meeting called to order by VP Goldberg at 10:03am. The Executive Board reviewed the minutes from the previous meeting. VP Goldberg motioned to approve the minutes as amended. EB Ansel seconds. VOTE: 5 approve. 0 opposed. S-T Antonacci reported on the member activity since the previous meeting. VP Goldberg reported on upcoming diversity training through the Cultural Alliance. The Alliance is providing 4 days of training at the member rate of \$75-\$90 per person. Discussion held. The Executive Board decided to register VP Goldberg and Diversity Committee Chairperson Laura Munich. EB Suttman has motioned for an amount up to \$180 for two members to attend the Cultural Alliance diversity training. EB Fay seconds. VOTE: 5 approve. 0 opposed. S-T Antonacci presented a draft of the email that will be sent to the newly formed Arts Ac-

tivism Committee. Discussion held. S-T Antonacci reported on a meeting held with VP Goldberg, EB Ansel and Andrew Lee, an organizer from the Philadelphia Unemployment Project (PUP). This meeting was held to discuss the possibility of Local 77 endorsing a new unemployment rescue package. EB Suttman suggested that we follow up with PUP with a communication inquiring to the relevancy of the legislation now that Congress has reached a stimulus deal. S-T Antonacci discussed the need to affirm the informal poll regarding the extension of the International Executive Board pandemic waivers through March 31, 2021. EB Suttman motions to extended Waiver No. 1 (waiving late and reinstatement fees), Waiver No. 3 (allowing electronic board meetings) and Waiver No. 4 (allowing electronic membership meetings). EB Ansel seconds. VOTE: 5 approve. 0 opposed. President Trainer brought up the concern of supporting the unemployment rescue package, addressing that there are aspects of the legislation that could potentially be problematic. Discussion held. An additional follow up communication was suggested to PUP regarding whether or not the legislation can be more concise. EB Fay reported on the Philadelphia Orchestra. Discussion held on the Kingston Music Festival charges against Local 77 members. VP Goldberg reported on the Relief Fund. The Fund is pairing with the Virtual Music Festival to present a concert on December 30th to unveil the new non-profit status. VP Goldberg reported on the Chamber Orchestra of Philadelphia (COP). The COP musicians ratified their new contract with a 100% ratification rate however, there

may need to be an amendment to include updated pension language. VP Goldberg reported on the POPS. The management has paid the arranger from the performances in July. The amount and payroll deductions are incorrect and the POPS lawyer is going to report back, and wants to remedy the situation. VP Goldberg reported on the ongoing grievance surrounding the closing credits on the July 3rd stream. Discussion held on the Pennsylvania Ballet. EB Ansel reported that the musicians received their payment for the streaming of the Nutcracker. EB Ansel reported on unemployment updates. Discussion held. President Trainer reported on Opera Philadelphia. VP Goldberg and President Trainer will be performing a safety walk thru of a new space that the Opera management would like to utilize for streaming. They are proposing smaller chamber ensemble performances throughout the city. Discussions held on Opera Philadelphia issuing a cease and desist regarding their hiring of non-Local 77 musicians and adhering to the contract. Opera Philadelphia management communicated that they are committed to working with other organizations to create pathways for a more diverse organization while still adhering to the various contractual obligations that are in place with local labor Unions. EB Suttman motioned to allow S-T Antonacci to play an engagement on 12/24/20 at the Presbyterian Church of Chestnut Hill. EB Fay seconds. VOTE: 5 approve. 0 opposed. Discussion held on the January newsletter. President Trainer reported on an upcoming panel discussion that she and other music industry leaders would be taking part in regarding the arts industry and relief.

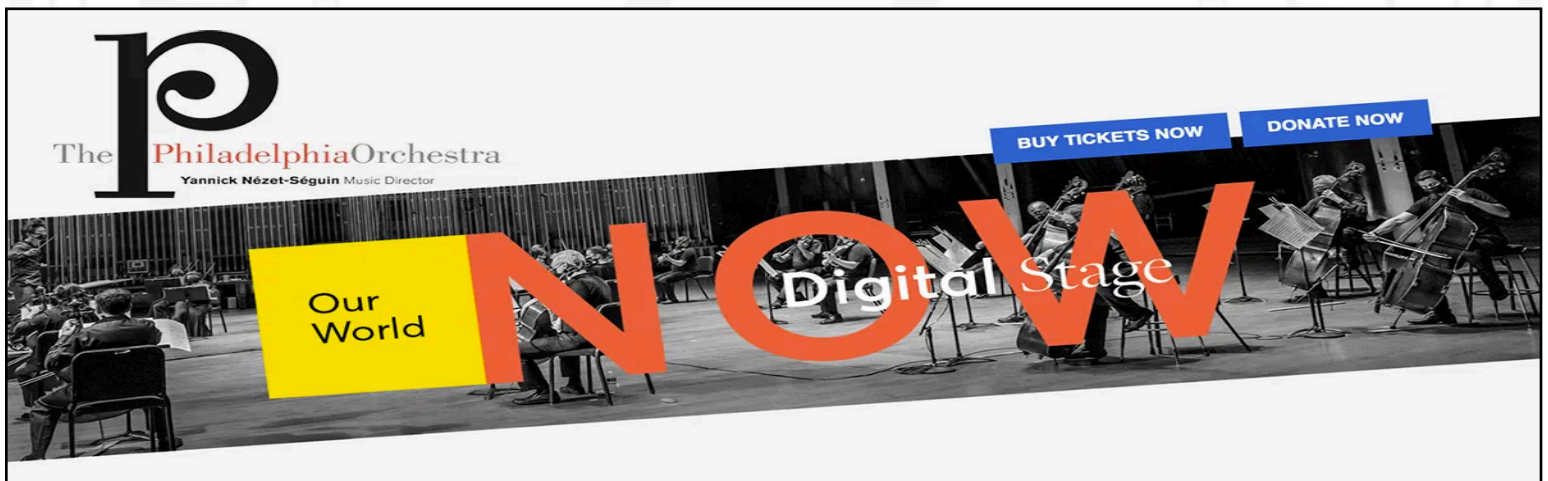
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VP Goldberg reported on the variety of Music Performance Trust Fund (MPTF) performances that have been taking place through Local 77. VP Goldberg encouraged all members to apply for MPTF concerts. President Trainer reported on a recent meeting with other AFM local Presidents. President Trainer excused at 11:35am. S-T Antonacci motioned to adjourn the meeting. EB Ansel seconds. VOTE: 5 approve. 0 opposed. Meeting adjourned at 11:36am.

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Our newsletter is only being published electronically during COVID and will be emailed to members in January, April, July, and October.

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 inquires 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)
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