

Arpeggio

Arpeggio is the official quarterly journal of the Philadelphia Musicians' Union • April/May 2022, Issue No. 11



The Philadelphia Musicians' Union condemns the violent invasion of Ukraine by the Russian military. We stand in solidarity with the workers and their families who are impacted by the devastation, and offer our condolences for lives that have been lost.

Official Notice

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

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Arpeggio is the official quarterly journal of the Philadelphia Musicians' Union Local 77, AFM

Officers

Ellen Trainer, *President*
Marjorie Goldberg, *Vice President*
Jarred Antonacci, *Secretary-Treasurer*

Executive Board

Rebecca Ansel
David Fay
Robert Suttman

NEW ADDRESS

1420 Locust Street, Suite 300
Philadelphia, PA 19102

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www.local77afm.org

Office Hours

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

GIG ALERT

JOSH GROBAN AT THE MANN CENTER

JULY 12, 2022

Josh Groban is scheduled to perform at the Mann Center on July 12, 2022. At this time, there is no contract on file with Local 77. Any time nonunion work is performed for a major artist in a major venue, it compromises the work standards and compensation that professional musicians deserve. It hurts everyone, including those who performed the work. Those who played on this job will not earn any pension or health contributions, not to mention union perks like doubling, cartage, parking or overtime pay for encores. Even worse, Groban's musicians will earn ZERO union royalties or payments if the concert is released as a recording or on a TV show or movie or if it's streamed. Put simply, Groban's musicians have no enforceable union contract to protect their rights. This is unconscionable, especially when performing for an artist whose net worth is rumored to be \$35 million.

***If you are contacted to participate in this engagement
please contact the Local 77 office.***

Officer & Executive Board Nominations Meeting Results April 4, 2022 at 7pm

**All candidates were nominated without
opposition, and were elected
by acclamation for the term
June 1, 2022-December 31, 2025.**

Officers

President: Ellen Trainer
Vice President: Marjorie Goldberg
Secretary Treasurer: Jarred Antonacci

Executive Board

Rebecca Ansel
David Fay
Robert Suttman

AFM Convention Delegate

Marjorie Goldberg
Laura Munich (Alternate)

President's Message

By Ellen Trainer, President



Brothers and Sisters, I have exciting news to share: The musicians of the Walnut Street Theatre officially have job security! I want to congratulate Fred Weiss, Joe Nero, and Rebecca Ansel for their many hours of participation in negotiating a new three-year contract. This marks only the fourth theater contract in the country that ensures a first-right-of-refusal hiring list for its musicians. Despite being told repeatedly over the years that we would never get job security for our Walnut Street musicians, we did! For the first time in Walnut negotiations history, the musicians actively participated and were seated at the bargaining table. Bravo to all!

On another note, it is time for all of us to move beyond the excuses of the pandemic. It is no longer a time for organizations to “pivot.” This justification for modifying our contracts is behind us. We are now living with and beyond the challenges of COVID-19. Are there still unknowns? Sure. But we have listened to ongoing excuses as to why managements cannot abide by the contracts that are currently in place. No more!

Ticket sales are not your responsibility; you are the performer. You do your job and you do it well. Management executives have very high-paying jobs with benefits because of the talent, artistry, and professionalism you bring to every performance. They must do their part and figure out how to increase ticket sales and donor support rather than continuing to ask for concessions and sacrifices from musicians.

I want to remind all of you that it is a violation of labor law for any management to implement unilateral changes without bargaining. Health and safety, wages, and working conditions are all mandatory subjects of bargaining. We have a responsibility to know our contracts and to work with our orchestra committees, our shop stewards, and our Local to ensure our contracts are adhered to.

“Ticket sales are not your responsibility; you are the performer. You do your job and you do it well”

There are multiple contracts expiring in the next few months. Let's all commit to being good citizens to each other by actively engaging in the forthcoming surveys, questionnaires, and negotiations.

#StrongerTogether77





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WHO WE ARE

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WHY CHOOSE US

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Secretary-Treasurer's Report

By Jarred Antonacci, Secretary-Treasurer



After 17 years in our old location at 121 S. Broad Street, the office of Local 77 has officially moved into our new home at the Academy House. As you may remember from previous editions of our newsletter, we purchased the property at the height of the pandemic in May of 2020. Under the direction of the member-run Finance Committee, we worked diligently to ensure that the investment would benefit the Local. The unit went onto the market for \$425,000 in February 2019; we purchased it outright for \$250,000. The new space has been under renovation since the fall. At the moment, the projected cost of the renovation is \$200,000.

NEW ADDRESS!

**1420 Locust Street, Suite 300
Philadelphia, PA 19102**

Our new office is in the heart of downtown, close to all major performance venues, and includes a lounge that doubles as a training and meeting space. Local union contractors and labor have turned it into a hub for operations and a gathering place that all members can enjoy. High-speed guest WiFi, USB charging hubs, a granite-topped workstation, and a full kitchen are just a few of the amenities that we expect will entice you to stop by. The members run the union, and the members own this space!

To find us, enter the Academy House via the Locust Street entrance. Take the elevators to the third floor. When you exit the elevator, the office is on your right. I hope to see you all soon!

2022 Member Dues Price List

Annual Regular Member Dues: \$200

Student Members: \$100

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 (Local/AFM fee waived).

Youth Members: \$100

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).

Life Members: \$100

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

Local 77 Balance Sheet

March 31, 2022

Cash in Bank

TD Bank Money Market.....	\$11,531.40
Sun Federal Checking Account.....	\$5,593.45
Sun Federal Savings Account.....	\$10.00
TD Bank – Checking.....	\$325,981.08
Total Cash in Bank.....	\$343,115.93

Other Receivable

Playcheck77.....	\$2,125.00
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Investments at Fair Value

NY Life Securities LLC.....	\$452,504.77
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Total Current Assets..... \$797,745.70

Fixed Assets- Property & Equipment

New Condo (Academy House).....	\$446,382.25
Furniture and Fixtures.....	\$37,082.74
Equipment.....	\$23,126.57
A/D - Furniture & Fixtures.....	(\$37,082.74)
A/D - Equipment.....	(\$19,556.10)

Total Fixed Assets

Property & Equipment.....	\$449,952.72
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Other Assets

Security Deposit.....	\$4,000.00
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Equity

Fund Balance.....	\$1,144,302.81
Net Income (June, '21 - Mar, '22).....	\$107,395.61

Total Liabilities & Equity..... \$1,251,698.42



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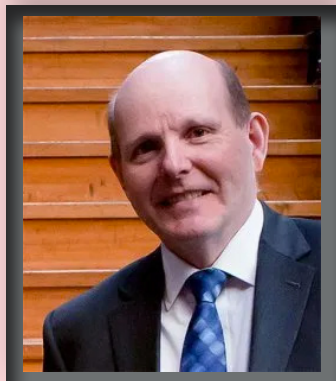
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Committee Reports



Philadelphia Orchestra Update

By: David Fay, Members Committee Chair

The Philadelphia Orchestra is back on tour! We headed out on a three-city tour of the Midwest on March 9th, stopping at Iowa City, IA; Stillwater, OK; and Ann Arbor, MI. Principal Guest Conductor Nathalie Stutzmann conducted three concerts; Yannick Nézet-Séguin conducted one concert in Michigan featuring our own Carol Jantsch playing the Marsalis Tuba Concerto. Upon our return to Philadelphia, we played the world premiere of *The Hours* by Kevin Puts, a co-commission with the Metropolitan Opera.

We seem to be back to a pre-pandemic schedule, with audiences slowly returning to the Kimmel Center. Safety protocols are relaxing a little: masks are optional for all musicians while seated on stage but are still required backstage, and we are testing at least twice a week with a combination of rapid home tests and PCR tests done at the Kimmel. We are grateful to Dr. Brennan from the University of Pennsylvania and Local 77 leadership for their help in keeping us all safe.



Philadelphia Ballet Update

By: Darryl Hartshorne, Orchestra Committee Co-Chair

There has been a lot of positive activity at the Philadelphia Ballet recently.

The Ballet is currently in a three-week run of shows. The first two weeks of March were dedicated to a very successful run of *Swan Lake*, and this week is a run of Balanchine works. During the *Swan Lake* run, the lead role in two of the shows was danced by Ukrainian Principal Dancer Oksana Maslova. Both performances were dedicated to her and her fellow Ukrainians everywhere. For Oksana's second show — the final performance of the run — at the Orchestra's request, we played the state anthem of Ukraine following some moving

words by our music director. It was an extremely powerful moment, and a video of it can be seen on the Inquirer website.

We have come to an agreement with the Ballet administration over their non-permitted use of our archival recording of the Nutcracker for two live shows in December of 2021. As part of the resolution, they have admitted to wrongdoing in breaking the terms of the Integrated Media Agreement. Unslated members who were heard on the recording will receive compensation for unfair use of their work; those who were slated to play have already been paid for the day. Additionally, the Ballet agreed to pay all players who had to miss services for any COVID-related reason during the Nutcracker run.

This month we have three auditions: section cello, second flute/piccolo, and second oboe/English horn. The Ballet OC is actively working to bring audition procedures up to industry standards. At our request, an advertisement was run in the *International Musician* for the first time. Despite being submitted late, this move doubled the number of applicants for both woodwind auditions.

The 2022-2023 season has been announced and we are back to a normal full season, with the orchestra being used for five full runs, as in seasons past. Moving back to a full season is encouraging as we enter into contract negotiations this spring.

Committee Reports



Protection at the Walnut Street Theatre

By: Rebecca Ansel, Committee Chair

Anyone who has ever served on a negotiating committee knows it is not for the weak-hearted. It requires many long hours, and meetings can get tense. Our negotiations with the Walnut Street Theater were no different, but I am happy to report that we have a new, fabulous contract.

The musicians of the Walnut Street Theater formed their first orchestra committee. Fred Weiss, Joe Nero, and I were present at the negotiation meetings. Local 77 President Trainer and Vice President Goldberg; former AFM Director of Theater, Touring, and Booking Tino Gagliardi; and Theater Musicians Association Vice President and Philadelphia Chapter TMA President Robert Suttman also participated.

The most impressive outcome is that the Walnut now has a primary hiring list with job protection for 15 musicians. We are one of only a handful of regional theaters in the country that have this protection in a collective bargaining agreement. We also won the right to take off 20% of performances. Health, safety, and cleanliness in the pit are improved, and the associate musical director of any production is guaranteed better compensation and hours. It was no easy feat, but it is a huge win for all involved.

Opera Philadelphia Update

By: Brooke Beazley, Orchestra Committee Chair



After nearly six months of negotiations, Opera Philadelphia orchestra members ratified a one-year agreement that will expire on August 31, 2022. We received a six-percent salary increase and guaranteed service compensation. Musicians are guaranteed at least 67% of their highest earnings from the 2017-2018, 2018-2019, and 2019-2020 seasons. Newly hired musicians will receive at least 67% of the highest earnings for the chair they occupy.

Due to COVID concerns and audience reluctance to return to indoor performances, management branded the 2021-2022 season a pivot year and scheduled no fall productions. After a two-year hiatus, we played our first indoor performances in January.

The Orchestra ratified the IMA side-letter, giving management permission to record and stream the January production of *Oedipus Rex/Lilacs* on their streaming channel. We return to the Academy of Music pit in April with *Rigoletto*. There are no other scheduled productions for the 2021-2022 season.

Opera Philadelphia is planning to kick off the 2022-2023 season in the fall. We welcome violinists Natasha Colkett, and Maya Shiraishi, and cellist Jasmine Pai to the Orchestra after last September's auditions. We thank our AFM negotiator Todd Jelen, Local 77 President Ellen Trainer, and Vice President Marjorie Goldberg for their leadership and support during the challenging negotiations.



Philly POPS Update

By: David Nelson, Orchestra Committee Co-Chair

In February, the musicians of the Philly POPS were thrilled to once again play under the baton of Byron Stripling for the “Music of Motown”. Unfortunately, management hired 33 musicians to play this series, instead of the usual 65. In response, POPS musicians sent a petition to management, who agreed to hire six additional musicians. In March, Music Director David Charles Abell directed the full orchestra for “POPS Rocks: Let It Be” with Classical Mystery Tour. Both series were well attended and it was great to see enthusiastic crowds.

We filed two more grievances due to the hiring of substitutes and additional musicians ahead of regular-roster POPS musicians. Management settled by paying POPS musicians who should have been hired. In addition to the grievances, Local 77 filed an Unfair Labor Charge against the chief operating officer of the POPS in response to the continued refusal to recognize the Orchestra Committee as designated representatives of Local 77 and retaliatory actions against some of our musicians.

We are gratified that musicians and stagehands demonstrate their support at every rehearsal by wearing Local 77 shirts in solidarity. Our Local continues to guide the Orchestra Committee and all musicians through these difficult circumstances and we look forward to our upcoming negotiations.

New Member Spotlight



Maria Im, Violin

A native New Yorker, violinist **Maria Im** began her studies at the age of nine. She is a graduate of the Juilliard School, where she obtained her Master of Music ('13) and Bachelor of Music ('11) as a student of Masao Kawasaki. Her participation in festivals including Castleton Music Festival, Great Mountains Music Festival, and ENCORE School for Strings, has given her the opportunity to work with Lorin Maazel, Kurt Sasmanshaus, and David Cerone. She has also performed under conducting greats Bernard Haitink, James Levine, and Alan Gilbert, among others. Maria has performed with various ensembles and orchestras, performing U.S., World, and New York premieres with new music ensembles at MoMa SoundGarden, June In Buffalo, Mise-En Festival, and other prominent new music series.

Her passion for cross-genre and non-classical music has her frequently performing in diverse venues around the country, including the renowned annual Met Gala at the Metropolitan Museum of Art, Radio City Music Hall, National Sawdust, the Hollywood Bowl, Madison Square Garden, and the Blue Note jazz club with renowned artists including Louis Tomlinson, Ben Williams, Feist, Banks, Tariq Trotter, Kaki King, and Snarky Puppy. Her performances have included playing on the Late Show with Stephen Colbert, the Today Show, and the Tonight Show with Jimmy Fallon.

Maria is an active session violinist, recording in studios including the Power Station, Sonic Ranch, Electric Lady Studios, and more. Her recording work spans multiple genres including film scores, chamber music, pop, jazz, folk, and hip-hop. Maria was the solo violinist for the 2019 Amidst The Chaos Tour with Sara Bareilles, performing in arenas throughout the U.S.. She is currently the solo violinist for the first national tour of the Tony Award-winning musical Hadestown.

Maria Im plays a violin made in 2020 by Philadelphia luthier Justin Hess.

New Member Spotlight



Maria Dell'Orefice, Piano & Violin

Maria Dell'Orefice is a classical pianist and avid violinist. She has shared the stage with a multitude of performers such as Alexander Markov, Francesca DePasquale, and Chris Botti. Maria frequently presents solo and collaborative performances in the Philadelphia area. After winning a variety of solo competitions, Maria was featured at Carnegie Hall's Weill Recital Hall. As a violinist, she has played principal second with the Philadelphia Youth Orchestra, and has performed as a member of the Baylor Symphony Orchestra and the Waco Symphony Orchestra. She also enjoys playing other genres of music on violin, especially collaborating with her jazz-pianist father Jim Dell'Orefice. In 2019, Maria received the Association of Church Musicians of Philadelphia Organ Grant to fund private organ lessons and is currently the organist at Our Lady of the Assumption Roman Catholic Church in Strafford, PA. Maria has studied under Sheila Paige, Jane Abbott-Kirk, Charles Abramovic, and Lambert Orkis, and is a student of the Taubman technique. She earned a Bachelor of Music in Piano Performance from Baylor University, and will graduate with a double Master of Music degree in Piano Performance and Collaborative Piano from Temple University in May of 2022.

Bassist **Chuck Hillwig** is a multi-instrumentalist and educator with extensive experience as a live performer and session musician. After two years as a Jazz Performance major at the University of The Arts, he went to Berklee College of Music, where he earned a Bachelor of Music Degree with a concentration in Music Synthesis. Since graduating from Berklee in 2004, Chuck has worked with some of the biggest names in the music business. He has taught at Touro College in New York City; Essex County College in Newark, N.J.; and the Art Institute in Philadelphia. He has performed in off-Broadway theatrical productions and toured nationally and internationally with artists such as Canadian singer-songwriter Clara Lofaro and PushMethod, to name a few. For almost a decade, Chuck worked alongside Billy Joel's keyboardist and Music Director David Rosenthal as an audio engineer at David's Sonic Adventures studio on projects for Billy Joel, Ethan Bortnick, Steve Vai, Ellie Wiese, and others. As a keyboard technician, he built large-scale synthesizer and playback systems for David Rosenthal, Billy Joel, Bruce Springsteen, and Alicia Keys. Chuck has an extensive resume as a live sound engineer, working at all major venues in the Philadelphia/Atlantic City/New York region, and is a member of I.A.T.S.E. Local 8, Local 917, A.E.S., and A.S.C.A.P.



Chuck Hillwig, Bass

Membership Activity

New Members

1. Brown, David • 2732 Haverford Road, Ardmore, PA 19003 • davidbrown.violin@gmail.com • Violin, Composer, Conductor, Viola, Tuba, Mandolin, Banjo
2. Dell'Orefice, Maria • 416 Homestead Road, Strafford, PA 19087 • (610) 995-0813 mariateresedello@gmail.com • Piano, Organ, Violin
3. Dwyer, Laura • 1030 Emerald Ave., Haddon Township, NJ 08108 • (904) 710-4225 laudwyer@yahoo.com • Flute, Piccolo, Flute (Alto)
4. Hillwig, Charles • 801 Endicott Ave., Cinnaminson, NJ 08077 • (201) 362-2814 chuck.hillwig@gmail.com • Bass (Electric), Bass (Double), Synthesizer, Percussion (General), Guitar
5. Hoegg, Jonathan • 467 Nicole CT., Smyrna, DE 19977 • (570) 574-0893 jon.hoegg@rcn.com • Drum Set, Percussion (General)
6. Kay-Clark, Diane • 6379 Drexel Road, Philadelphia, PA 19151 • (215) 879-2079 kayclarkflute@gmail.com • Flute, Piccolo, Flute (Alto)
7. Luciano, Vincent • 303 S. 11th Street, Apt. 5, Philadelphia, PA 19107 • (215) 983-5633 vincentluciano3@gmail.com • Bass (Double)
8. Perella, Kyle • 202 Allendale Drive, Morrisville, PA 19067 • (609) 432-0129 kdrew416@gmail.com • Guitar, Guitar (Elec Stl.), Guitar (Bass)
9. Polinsky, Gabriel • 1227 Fitzwater Street #2, Philadelphia, PA 19147 • (516) 510-4600 gabrielpolinsky@gmail.com • Bass (Double)
10. Roane, Emily • 10 W. Harvey Street #2E, Philadelphia, PA 19119 • (402) 618-3765 emilyroane4@gmail.com • Percussion (General), Drum Set
11. Shiraishi, Maya • 401 West 45th Street, #3B, New York, NY 10036 • (347) 400-7344 vnmaya@hotmail.com • Violin

Reinstated

- | | |
|-------------------------|----------------------------|
| 1. Davol, Sarah R. | 5. Panunto, Dominic |
| 2. King, Sybil | 6. Ranney, Harriett Frazey |
| 3. Levine, Andrea | 7. Villegas, Socrates |
| 4. Luise, Evelyn Jacobs | 8. Zook, Ian |

Resigned

1. Basehore, Jr., Richard
2. Bjerke, Tyler
3. Goodrich, Alfred
4. Han, Hyorim
5. Purdy, Michael W.
6. Roberts, Elizabeth A.

New Member Spotlight



David Brown, Composer & Violin

Aspiring to art that is equal parts beautiful and intellectual, Philadelphia composer **David Matthew Brown** synthesizes modality, quartal, and quintal harmony, dense polyphony, distinct melody, and a keen sense of direction to create “that which he most wants to hear.” His compositions have been performed, commissioned, and/or recorded by the New Russia State Symphony Orchestra, Csík Chamber Orchestra (Romania), Vidin Sinfonietta (Bulgaria), International Opera Theater, Network for New Music, LINK Ensemble, 6ixwire Project, and Alter Ego Chamber Opera, of which he was a founding member.

Active as a violinist, David is the founder of illumine, a violin-voice-piano trio that champions unconventional instrumentation, works by living composers, obscure works of history, and performance practice reform. He has performed as a soloist with orchestras including the Csík Chamber Orchestra (with which he was also guest concertmaster), the Vidin Sinfonietta, and the Newark Symphony.

Moreover, David is a conductor, tuba player, Celtic strings player, and composer of more than fifty Celtic jigs, reels, hornpipes, and other dance forms. He holds music degrees from West Chester University (BM, '11) and the University of Delaware (MM, '13). By day, he is a Democratic candidate for state representative in Pennsylvania’s 166th District, a member of the PA Democratic State Committee, and vice-chair of the PA Secular Democrats.

Born and raised in Philadelphia, flautist **Diane Kay-Clark** began her musical training in the Philadelphia Public School System. Diane attended the Overbook High School Music Magnet Program under the tutelage of George Allen, Barry Lozenski, and Danielle Rousseau. She also studied under Adeline Tomasone at the Settlement Music School. A recipient of the William Kincaid Scholarship, Diane advanced her studies with Philadelphia Orchestra piccoloist John Krell. She earned a Bachelor of Music Performance degree from the Eastman School of Music and a Masters in Music Education from Temple University. Diane recently retired after serving as Director of Bands for the School District of Philadelphia for more than 35 years. She is currently a faculty member of the Philadelphia International Music Festival, teaching ear training, jazz, and chamber music. Diane works as a freelance artist, and has performed in many notable ensembles throughout the Philadelphia area, including the Ocean City Pops, the Savoy Opera Company, the Philadelphia Boys’ Choir and Chorale, and has backed such prominent artists as Rita Moreno, Peter Nero, Dexter Gordon, Ron Carter and many more.



Diane Kay Clark, Flute

New Member Spotlight



Keoni Bolding, Viola

Described as “mesmerizing” by the Burlington Hawkeye Times, 24-year-old violist **Keoni Bolding** has established himself across the United States, appearing as an orchestral player with the New York Philharmonic, a chamber musician with the Rome Chamber Music Festival, and as a soloist in Carnegie’s Weill Hall. Bolding won the Transcription Prize at the 2021 Primrose International Viola Competition with his transcription of Tosca Act II. He is grateful for the guidance of his teachers at the Robert McDuffie Center for Strings, the Juilliard School, and the Curtis Institute of Music where he is currently an Artist Diploma candidate.

Arpeggio Advertising Information

Our newsletter will be sent quarterly. If you would like to advertise in the newsletter please contact the Local 77 office

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

Newsletter submission requests should be sent to:

local77@afm.org

All advertisement requests are subject to the approval of the Local 77 Executive Board.

2022 MEMBER PRICING

Advertisement Size	Print Price
Business Card (2 x 3) . . .	\$50.00
Qtr. Page (4 x 4 ½)	\$87.50
Half Page (7 ½ x 4 ½)	\$150.00
Full Page (10 x 7 ½)	\$250.00

2022 NON-MEMBER PRICING

Advertisement Size	Print Price
Business Card (2 x 3) . . .	\$100.00
Qtr. Page (4 x 4 ½)	\$175.00
Half Page (7 ½ x 4 ½)	\$300.00
Full Page (10 x 7 ½)	\$500.00

Auditions



Announcing Auditions for:

Concertmaster Monday, May 23, 2022

Auditions will be held at the
**Kimmel Center
Perelman Theatre
300 S Broad Street
Philadelphia, PA**

Visit the Chamber Orchestra of Philadelphia website at
<http://www.chamberorchestra.org>
to apply.

For questions or more information, please contact Jiselle Rouet at
jrouet@chamberorchestra.org

Please Note:

**Applications must be received by Monday, April 18, 2022 for consideration.
All applicants MUST be fully vaccinated.**

Résumés and other required documents can be uploaded via the website.

Per-service rates- for the 2022-2023 subscription series

\$160 per rehearsal

\$205 per performance

Concertmaster scale is 60% above per-service rates.

***The Chamber Orchestra of Philadelphia is an Equal Opportunity Employer
striving to increase the number of underrepresented musicians in our orchestra.***

UNFAIR

- **Kingston Chamber Music Festival**
- **Gina Corso, Jersey Gina Entertainment**

The Kingston Chamber Music Festival and Gina Corso are on the AFM International Unfair List.

As a reminder, it is a violation of Article 8, Section 3 of the AFM Bylaws to work for an organization on the Unfair List.

Article 8, Section 3: Members shall not render musical services for organizations, establishments, or people who are listed on the International UnfairList or for any other organization, establishment, or person who the member knew or reasonably should have known is owned or effectively controlled by an organization, establishment, or person listed on the International Unfair List. Any member who violates this Section shall be subject to penalties in accordance with Article 11, Section 13 [See Article 13, Section 4]

**Please contact the Local 77 office if you are asked to play any engagement by these employers.
Our strength is in our solidarity.**

Oklahoma! At the Forrest Theatre ***March 8-20, 2022***



Violinist Lisa Vaupel (left) and cellist Susan Lerner (right) represent Local 77 in the orchestra of *Oklahoma!*



The cast of *Oklahoma!* takes a bow during their run at the Forrest Theatre from March 8-20, 2022



From left, Rick Snell (Local 802), Liz Faure (Local 802), Justin Hiltner (Local 257), Lisa Vaupel (Local 77), Andy Collopy (Local 802), Susan Lerner (Local 77), Dominic LaMorte (Local 802) in the *Oklahoma!* orchestra.

Executive Board Minutes

January 13, 2022

PRESENT: President Trainer, VP Goldberg, S-T Antonacci, Executive Board members Ansel, Fay, and Suttman are present (virtual). PROCEEDINGS: Meeting called to order by President Trainer at 10:03am. 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 profit/loss and balance sheet for the month of December. President Trainer reported on the construction in the new Academy House office suite. There had been a discussion held at the recent Academy House HOA meeting regarding sharing the expense of moving an electrical panel box into the unit, from a different location. Additionally, the contractor is waiting on an electrical inspection. Another request was made to the management of the current office space on Broad St., to extend the lease by another month. S-T Antonacci returned to the profit/loss report. President Trainer excused at 10:27am. VP Goldberg motioned to accept the S-T report. EB Ansel seconds. VOTE: 4 approve. 0 opposed. S-T Antonacci reported on the membership activity since the previous meeting. The total amount of members stands at 729. Discussion held on the upcoming suspend/expel list. There are two new member applicants. VP Goldberg motions to accept the new members. EB Fay seconds. VOTE: 4 approve. 0 opposed. Discussion held on the upcoming AFL-CIO conference in January 2022. The Local 77 Officers and Board members have declined the invitation to attend in person this year out of an abundance of caution surrounding the COVID pandemic. Discussion held on the AFM joint

organizing resolution. The resolution committee is anticipating having the resolution language drafted by February 1, 2022. Discussion held on the organizer job applicants, and the need to form a member-run committee to review and interview the applicants. VP Goldberg excused at 10:43am. EB Fay reported on the Philadelphia Orchestra (POA). The POA are testing musicians twice per week. Management has discussed hiring off the sub list, and offering to pay musicians for one rehearsal in addition to free COVID testing in the event that a last minute replacement is needed. COVID protocols at Carnegie Hall are requiring all members of the POA to have received a booster shot prior to arrival for February performances. Discussion held on a current POA personnel issue. Discussion held on non Local 77 members playing with the POA for the month of December. President Trainer present at 10:57am. Discussion held on the POA sub-contract and the union security clause in the POA contract. President Trainer reported on the Chamber Orchestra of Philadelphia (COP). The COP will be performing next week at The Kimmel Center on January 23 and January 25. President Trainer updated on the Philly POPS. Local 77 office filed a grievance regarding a violation of the hiring practice in the Collective Bargaining Agreement (CBA). President Trainer has a meeting scheduled for January 14 with Philly POPS management. VP Goldberg present at 11:08am. EB Ansel reported on the Philadelphia Ballet. The ballet orchestra committee met with S-T Antonacci and discussed an approach to organizing around health and safety for their next production. The committee is currently surveying the members of the orchestra. Discussion held on a communication regarding seating patrons in the front row. S-T

Antonacci updated on an organizing meeting that was held with the opera orchestra committee. Goldberg excused at 11:19am. EB Ansel reported on the Walnut Street Theatre. The previous show closed with ten shows remaining due to a COVID outbreak. The musicians were paid for the remaining cancelled shows. VP Goldberg present at 11:27am. VP Goldberg reported that the Opera 1-year contract extension is nearly complete. The musicians of the orchestra committee fought hard for a 6% increase in wages. Additionally, they negotiated an increase of guaranteed wages from 60% to 67% through the Integrated Media Agreement (IMA) COVID Sideletter. Discussion held on organizer hiring committee. Discussion held on a Philadelphia Musicians' Relief Fund announcement regarding Omicron relief. Discussion held on upgrading the local Survey Monkey account. S-T Antonacci motions to adjourn. EB Fay seconds. VOTE: 5 approve. 0 opposed. Meeting adjourned at 11:54am.

January 28, 2022

PRESENT: President Trainer, VP Goldberg, S-T Antonacci, Executive Board members Ansel and Fay are present (virtual). PROCEEDINGS: Meeting called to order by President Trainer at 10:03am. 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 reported on the membership status. To date, the membership count totals 728. S-T Antonacci reported to the Executive Board that the 2022 AFM International Convention scheduled to be held in Las Vegas in June, has been rescheduled to the summer of 2023. Per Article 17, Section 1(a) of the AFM bylaws, the Convention cannot be held unless

attendance can be made by all delegates, and in light of international travel restrictions and COVID-19, this would not be possible in 2022. Discussion held on the joint organizing resolution that was co-written by Local 77 and several other participating locals from coast to coast. S-T Antonacci updated the board on the organizer hiring committee meeting held to discuss the process and rubric by which each applicant will be assessed. All identifying information has been redacted, to assure a fair and un-biased review and recommendation. Discussion held to affirm the informal poll regarding the approval of additional funds for the electrical panel box to be relocated inside of the new office suite at Academy House. EB Fay motions to approve an additional \$8750.00 for the panel box relocation. EB Ansel seconds. VOTE: 4 approve. 0 opposed. President Trainer updated the board on the additional construction updates. The spackling will be finished in the coming weeks, as well as the HVAC, sprinkler system and drop ceiling. President Trainer is hoping that the office will be able to open by April 1, 2022. Ken Shirk, Acting International Representative for the Eastern Territory present at 10:33am. Discussion held with Mr. Shirk regarding various topics of concern. EB Suttman present at 10:52am. Mr. Shirk excused at 10:59am. EB Fay updated the board on the Philadelphia Orchestra (POA). The members committee is meeting with management regarding issues related to the hiring of three new members. Additionally, the committee plans to discuss the frequency of COVID testing, and schedule conflicts with management. There have been minimal positive COVID cases. President Trainer reported on the Chamber Orchestra of Philadelphia (COP). The COP recently completed a concert series, without any positive cases. VP Goldberg reported on the Philly POPS. 98.2% of the orchestra musicians signed and delivered a petition regarding the lack of hiring a full orchestra for their upcoming February Motown series. EB Ansel updated the

board on the Philadelphia Ballet. The Ballet orchestra committee has been meeting regarding upcoming auditions, as well as safety surrounding the March series of Swan Lake. Discussion held on the Ballet. President Trainer reported on Opera Philadelphia. The members of the orchestra had completed their most recent run at the Kimmel Center without any COVID issues. The orchestra had recently ratified their most recent contract, and will begin negotiating the next one in the coming months. EB Ansel reported on the Walnut Street Theatre. Management has recently canceled upcoming musicals and replaced them with plays, as they continue to stall on contract negotiations. S-T Antonacci reported on the upcoming member orientation being held on Tuesday, February 1, 2022 at 7pm. This is a training that will be ongoing, and will focus on contracts as well as organizing. EB Ansel reported on a discussion held with ushers at the Kimmel Center regarding their COVID safety protocols. VP Goldberg reported on the most recent Local 77 IDEAS Council Meeting. The IDEAS Council discussed the recent streaming issue at Chris' Jazz Café, with particular concern to copyright infringement. President Trainer reported on a non-union engagement that happened at the Kimmel Center for Jerry Blavat. Musicians rehearsed for five hours, and played a three-hour concert for \$300.00, and additionally all musicians were required to sign a waiver surrounding health and safety. Discussion held on the non-union shows that take place on the Kimmel Center Cultural Campus. President Trainer reported on a communication from Councilmember Thomas' office regarding budgetary considerations and plans to schedule a meeting in the near future. VP Goldberg motions to adjourn. EB Ansel seconds. VOTE: 5 approve. 0 opposed. Meeting adjourned at 11:56am.

February 8, 2022

PRESENT: President Trainer, VP Goldberg, S-T Antonacci, Executive Board members Ansel, Fay and Suttman are present (virtual). PROCEEDINGS: Meeting called to order by President Trainer at 1:12pm.

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. VP Goldberg motioned to approve the minutes. EB Fay seconds. S-T Antonacci reported on the profit and loss statement from February as well as the balance sheet. In March, the Finance Committee will be meeting with the Local 77 financial advisor from Eagle Strategies for a quarterly meeting regarding the investment accounts. S-T Antonacci reported on the membership activity since the previous board meeting. There are three new member applicants. VP Goldberg motioned to accept the new members. EB Ansel seconds. VOTE: 5 approve. 0 opposed. S-T Antonacci reported on the member orientation on February 1, 2022. There will be an additional orientation session held on March 1, 2022 at 10am and 7pm. Discussion held on the 2022 Local 77 Officer nomination announcement. This announcement must be mailed to members at least 15 days in advance of the nomination meeting, which is to be held on the first Monday in April. S-T Antonacci updated the board on the organizer hiring committee meeting. The committee is finalizing the rubric by which they will assess the resumes and is expecting to have recommendations by the next board meeting. Discussion held on creating a new Google Workspace account for the Local 77 IDEAS Council chairperson. A motion was made to approve a one-year subscription to Google Workspace for the Local 77 IDEAS Council, in the amount of \$72. EB Ansel seconds. VOTE: 5 approve. 0 opposed. S-T Antonacci and President Trainer reported on the status of the new office space. The office space is near completion, and if the schedule remains unaffected we anticipate being in the new space by April 1, 2022. VP Goldberg reported on the flooring options for the new office. EB Fay reported on the Philadelphia Orchestra (POA). The members committee will be re-evaluating the

testing protocols, now that cases have gone down. POA management will be reporting on the financial status of the organization as they look to hire three new members. Discussion held on the AFM Strike Fund yearly payment. VP Goldberg updated the board on a recent meeting with Local 77 Officers and International Representative, Ken Shirk as well as the IDEAS Council chairperson Laura Munich. The principal topic of the meeting was the Philadelphia Black Musicians Protective Union, Local 274. President Trainer reported on the Chamber Orchestra of Philadelphia (COP). Executive session entered from 2:47pm-3:00pm. President Trainer reported that she is very proud of the hard work that all of the orchestra committees have been doing. VP Goldberg reported on the Philly POPS. Discussion held on a meeting between President Trainer and a representative from the POPS management. VP Goldberg reported that the management of the POPS is continuing to not recognize the orchestra committee. Local 77 continues to be advised by local legal counsel on the chronic issues with the Philly POPS. EB Ansel reported on the Philadelphia Ballet. The orchestra committee is making progress with safety negotiations as well as revising the audition process. Discussion held on the recent hiring practice of the Walnut Street Theatre. EB Suttman invited the Executive Board to a Theatre Musicians' Association (TMA) roundtable discussion on February 15, 2022. S-T Antonacci reported on a recent communication with a Local 77 member who was concerned about the hiring advertisement for a local unorganized theater in the jurisdiction of Local 77. VP Goldberg reported on a presentation that she and President Trainer gave at the virtual membership meeting for the Baltimore Musicians' Union. S-T Antonacci reported on a discussion held with Councilmember Isaiah Thomas' Labor Liaison, Carmella Green. The meeting topic surrounded potential ways in which City Hall

can assist in organizing unorganized workers in the arts and entertainment sector. Discussion held on the AFM touring shows. EB Ansel motioned to adjourn the meeting. VP Goldberg seconds. VOTE: 5 approve. 0 opposed. Meeting adjourned at 3:52pm. .

February 22, 2022

PRESENT: President Trainer, VP Goldberg, S-T Antonacci, Executive Board members Ansel, Fay and Suttman are present (virtual). PROCEEDINGS: Meeting called to order by President Trainer at 2:22pm. The Executive Board reviewed the minutes from the previous meeting. VP Goldberg motions to approve the minutes as amended. EB Fay seconds. VOTE: 5 approve. 0 opposed. President Trainer updated the Board on the construction of the new office space inside of Academy House. The contractor met with President Trainer and S-T Antonacci regarding the HVAC system. The flooring has been ordered and the kitchen cabinets have been shipped. The office is going to be painted soon. Discussion held on the new office furniture to be acquired. President Trainer reported on the Mann Center. The Mann Center is no longer interested in negotiating a Collective Bargaining Agreement with Local 77. President Trainer is worried that ensembles from outside the jurisdiction of Local 77 will begin to be used at the venue. Discussion held on the Mann Center. President Trainer updated the Board on the Walnut Street Theatre negotiations. The bargaining unit is nearly ready to ratify the new contract. VP Goldberg updated the Board on a recent meeting held with Opera Philadelphia. There are going to be additional safety meetings for the upcoming production of Rigoletto. VP Goldberg updated the Board on the Chamber Orchestra of Philadelphia (COP). The COP management has been stalling on granting tenure to members who joined at the beginning of the pandemic. President Trainer excused at 2:49pm. S-T Antonacci reported

on the membership activity since the previous meeting. At the moment, Local 77 has 726 members. There are two new member applications. EB Fay motions to approve the new members. EB Ansel seconds. VOTE: 4 approve. 0 opposed. S-T Antonacci reported that the 2022 nomination notices have been mailed out to all Local 77 members. The nominations meeting will be held virtually on Monday, April 4, 2022 at 7pm on Zoom. S-T Antonacci reported on the upcoming edition of the Arpeggio, and discussed the possibility of switching back to printed editions. President Trainer present at 2:53pm. EB Suttman excused at 2:54pm. Discussion held on the cost/benefit options of print versus electronic newsletters. President Trainer excused at 2:56pm. EB Suttman present at 2:59pm. EB Fay updated the Board on the Philadelphia Orchestra (POA). The POA recently performed at Carnegie Hall. The POA will be performing Fiddler on The Roof with students from the University of Michigan in the coming weeks. S-T Antonacci reported on a meeting held with a newly formed committee of Local 77 members to discuss a possible Venue Agreement with The Kimmel Center Cultural Campus. VP Goldberg reported on the Philly POPS. Management has begun refusing to acknowledge the Orchestra Committee, citing labor law as their justification. The POPS performed their Motown series this past weekend, and due to the success of the petition from orchestra members, six or seven additional musicians were hired for the performance. EB Ansel reported on the Philadelphia Ballet. The Ballet Orchestra Committee has been communicating with the conductor regarding the policy for upcoming auditions. Discussion held on the audition process. Discussion held on purchasing additional Local 77 t-shirts. S-T Antonacci motions for an amount not exceeding \$1200.00 for t-shirts. EB Ansel seconds. VOTE: 4 approve. 0 opposed. S-T Antonacci updated the Board on the Local 77 payroll service, Playcheck77. Playcheck77 will

be processing payroll for the upcoming concert of The Who at the Wells Fargo Center in May of 2022. This will be the first engagement run through the payroll service. It is our hope that members will begin to utilize the Playcheck77 payroll service for their single engagements. S-T Antonacci requested permission to perform an engagement on May 20, 2022. EB Fay approves. VOTE: 4 approve. 0 opposed. S-T Antonacci reported that the organizer hiring committee would be meeting this week to discuss the status of the reviewing process. There will be another orientation for members on March 1, 2022 at 10am and 7pm for all who wish to attend. EB Suttman motions to adjourn. EB Ansel seconds. VOTE: 4 approve. 0 opposed. Meeting adjourned at 3:58pm.

March 8, 2022

PRESENT: VP Goldberg, S-T Antonacci, Executive Board members Ansel, Fay Suttman are present. International Representative Ken Shirk is present. PROCEEDINGS: Meeting called to order by S-T Antonacci at 12:12pm. The Executive Board reviewed the minutes from the previous meeting. President Trainer present at 12:16pm. EB Fay motions to approve the minutes as amended. EB Ansel seconds. VOTE: 5 approve. 0 opposed. President Trainer invited Mr. Shirk to speak on the matter of non-Local 77 members performing with local employers that have Agreements with union security clauses. Discussion held. Mr. Shirk excused at 1:05pm. S-T Antonacci reviewed the profit and loss from February as well as the balance sheet. S-T Antonacci updated the Board on the Finance Committee meeting. The Committee is looking into changing the direction of the investments and will update the Board on their recommendation following a future meeting. S-T Antonacci reported on the member activity since the previous meeting. At the moment, Local 77 has 728 members. There are four new member applicants. VP Goldberg motions to approve. EB Ansel seconds. VOTE: 5

approve. 0 opposed. Discussion held on the nominations meeting, scheduled for April 4, 2022 at 7pm. President Trainer updated the Board on the construction process. The paint color has been selected, and the flooring process has begun. The move should be completed by the end of March. Discussion held on the printing of the April Arpeggio. EB Fay motions to print the April Arpeggio. S-T Antonacci seconds. VOTE: 5 approve. 0 opposed. EB Fay updated the Board on the Philadelphia Orchestra (POA). The POA is preparing for their upcoming mid-west tour. Discussion held on personnel issues. VP Goldberg reported on the personnel issues with the Chamber Orchestra of Philadelphia. VP Goldberg reported on the Philly POPS. The co-chairs of the orchestra committee have been blocked from emailing the contractor. Local 77 filed an Unfair Labor Practice for violating the National Labor Relations Agreement. Additionally, two grievances were filed for violating the Collective Bargaining Agreement. Management has agreed to pay the musicians that should have been engaged. EB Ansel reported on the Philadelphia Ballet. The Ballet held auditions for section cello. Swan Lake has been very well attended, and there are two additional upcoming auditions for Oboe/English Horn as well as Flute/Piccolo. EB Fay excused at 3:59pm. President Trainer and VP Goldberg reported on the Opera. Discussion held on upcoming services and auditions. EB Ansel reported on the Walnut Street Theatre. The musicians recently ratified their contract, which for the first time includes job protection and the ability to sub out of 20% of the services. Discussion held on purchasing new shirts for work actions. S-T motioned to adjourn the meeting. EB Ansel seconds. VOTE: 5 approve. 0 opposed. Meeting adjourned at 4:26pm.

March 23, 2022

PRESENT: President Trainer, VP Goldberg, S-T Antonacci, Executive Board members Ansel, Fay, Suttman

are present. PROCEEDINGS: Meeting called to order by S-T Antonacci at 10:07am. 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. As of today, the Local 77 membership count is 730. There are three new members applicants. S-T Antonacci motions to accept the new members. VP Goldberg seconds. VOTE: 5 approve. 0 opposed. Discussion held on the nomination meeting scheduled for April 4, 2022 at 7pm. Discussion held on the Organizer Hiring Committee results. The Committee has narrowed the applicants from thirty to five. President Trainer reported on the construction update. The granite, glass and ceiling installation is scheduled for completion on Friday, March 24, 2022. Discussion held on advertising in the Phillies 2022 Yearbook. S-T Antonacci reported that the spring Arpeggio would go to print in April. EB Fay reported on the Philadelphia Orchestra (POA). Local 77 filed a grievance against the POA Management for violating the Collective Bargaining Agreement. Discussion held on the POA. Executive session entered from 11:09am-11:26am. VP Goldberg reported on the Chamber Orchestra (COP). Discussion held on upcoming auditions for bass and bassoon as well as personnel issues. VP Goldberg reported on the Philly POPS. Discussion held on the National Labor Relations Board charge filed against the POPS by Local 77. EB Ansel reported on the Philadelphia Ballet. The Ballet recently completed their run of Swan Lake. The orchestra performed the Ukrainian national anthem on the closing night of the run. The Ballet held auditions for flute/piccolo, and oboe/english horn. VP Goldberg reported on Opera Philadelphia. Discussion held on the upcoming Opera gala. Discussion held on the flute auditions scheduled for May. EB Ansel reported on the Walnut Street Theatre. The orchestra musicians are going to be starting rehearsals for their next production "Always...Patsy

Cline” Discussion held on new t-shirt purchases for work actions.VP Goldberg reported on a follow-up meeting with the Philadelphia Theatre Company regarding a successor Collective Bargaining Agreement. S-T Antonacci reported on a conversation with International Secretary-Treasurer Jay Blumenthal regarding the upcoming national AFL-CIO Convention in June of 2022. Discussion held on the ICSOM 2022 Conference. S-T Antonacci motioned to adjourn. VP Goldberg seconds. VOTE: 5 approve. 0 opposed. Meeting adjourned at 12:21pm.



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Local 77, AFM is a proud member of
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