

# Arpeggio

Arpeggio is the official quarterly journal of the Philadelphia Musicians' Union, Local 77 AFM • August 2023, Issue No. 16



**FALL MEMBERSHIP**

**MEETING**

**OCTOBER**

**10**

**LOCATION: Office Of Local 77  
1420 Locust Street, Suite  
300 Philadelphia, PA 19102**

**TIME: 5:00pm**

**Refreshments and light  
snacks will be provided**

## Official Notice

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



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## FALL MEMBERSHIP MEETING

**OCTOBER**

**10**

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

**TIME:** 5:00pm

**Zoom Link:**  
<https://us02web.zoom.us/j/83457169990>

**Meeting ID:** 834 5716 9990

**Phone Number:** (309) 205 3325

**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

### **AFM Convention Delegate**

Marjorie Goldberg

### **Alternate AFM Convention Delegate**

Laura Munich

### **Contact Information**

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### **Office Hours**

Monday – Thursday 10am-4pm  
Friday 10am-1pm

### **Arpeggio Editor**

Jarred Antonacci

# President's Message

By Ellen Trainer, President



Union Family, we are about to embark on a new journey with new leadership on the national level! Beginning August 1st, 2023, Tino Gagliardi (President, Local 802, NYC), will begin his term as the new President of the American Federation of Musicians of the United States and Canada.

The 102nd National Convention was held in Las Vegas. In attendance were delegates from 132 locals from across the United States and Canada. Our convention included four days of speakers, presentations, live performances, debate on resolutions and recommendations to our bylaws, and lastly the election of new International Officers, Executive Board Members, and Delegates to the AFL-CIO. Vice President Marjorie Goldberg, Secretary-Treasurer Jarred Antonacci and I were in attendance. The presenters for the convention included the following: Dan Beck (Trustee, MPTF), Duncan Crabtree-Ireland (National Executive Director and Chief Negotiator Sag-AFTRA), Rob Dipaola (Fund Administrator/CEO Sound Recording Special Payments Fund), Jeffrey Freund (Director, Office of Labor-Management Standards), Carolyn Goodman (Mayor, City of Las Vegas, NV), Kim Roberts Hedgpeth (Executive Director, Film Musicians Secondary Markets Fund), Michel Huppe (President/CEO SoundExchange), Benoit Machuel (General Secretary, International Federation of Musicians), Kate Shindle

(President, Actors' Equity Association), John F. Smith (President, International Federation of Musicians), Stefanie Taub (CEO, AFM & SAG-AFTRA Intellectual Property Rights Distribution Fund), Beverly Williams (Executive Secretary-Treasurer, Southern Nevada AFL-CIO). Additionally, there were several workshops available to delegates in attendance, including presentations from AFM Symphonic Services Division Director Rochelle Skolnick (*Fulfilling the Duty of Fair Representation and Building Relationships with Committees and Increasing Union Density and Engagement*), Local 7 President Edmund Velasco and Local 618 President Tracey Whitney (*Race and Labor*), Director of AFM Electronic Media Services Division John Painting (*Local Internet Streaming*), Director of Symphonic Electronic Media Deborah Newmark (*Symphonic Integrated Media Agreement [IMA] Overview*).

Two days prior to the convention, we were in attendance for the Eastern Conference of Locals. The Eastern Conference included locals large and small from Washington D.C. to Maine and as far west as Cleveland. We had presentations from AFM President Ray Hair, Secretary-Treasurer Jay Blumenthal and Legislative and Diversity Director Alfonso Pollard, International Representative and Assistant to the President Ken Shirk, AFM Freelance Services Director Wages Argott, and Music Performance Trust Fund Trustee Dan Beck. We ended the Eastern Conference with spirited round table discussions on how full-time orchestras are expanding their musical offerings to include genres that were previously played by per service orchestras and the challenges that present in maintaining and growing the freelance ecosystem. I'm sure those discussions will continue at the other player conferences later this summer.

While in attendance at both the Eastern Conference and the International Convention, we served on a variety of committees including Elections, International Musician, Measures

& Benefits, Taskforce for the Employment of Musicians Promotional Organization (TEMPO), Diversity, and Location.

Marjorie, Jarred and I were proud to represent the members of Local 77 in Las Vegas. We returned to Philadelphia energized to support a new national leadership with new ideas and challenges ahead. Solidarity among all AFM members is more important now than ever. Union support in America is at an all-time high. We have an opportunity to build collective strength in Philadelphia. The way we grow Local 77 and the AFM as a whole is by protecting our ecosystem and believing there is room and support for ALL musicians.

One of the many memorable quotes from my time at the Convention is from Actors Equity Association President Kate Shindle, who said “The largest arts funding is not from governments, corporations or employers, but from underpaid, underemployed workers.”

I wish you all a safe and happy summer.



Vice President Marjorie Goldberg (left), President Ellen Trainer, Secretary-Treasurer Jarred Antonacci on the floor of the 102nd AFM Convention at The Westgate Hotel in Las Vegas, NV



S-T Jarred Antonacci (left), S-T Marta Bradley (Washington DC Local 161-710), VP Marjorie Goldberg, S-T Tammy Noreyko (Orange County Musicians Local 7) together at the gala honoring Ray Chew.



AFM President Ray Hair (left) swearing in the newly elected International Officers and International Executive Board Members on the last day of the 102nd AFM Convention.



102nd AFM Convention group photo



# UNFAIR

**Karen Corbin, CEO; Encore Series, Inc.  
The Philly POPS**

**Josh Groban, c/o Gelfand, Rennert &  
Feldman**

**It is a violation of Article 8, Section 3 of the  
AFM Bylaws to work for an organization on the International 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 an employer on the International Unfair List.  
Our strength is in our solidarity.**

# ***Disaster to Destiny: A Journey from Dissolution to the Debut of The No Name Pops***

By Marjorie Goldberg, Vice President



On November 16, 2022 the musicians of the Philly POPS were informed that the management and Board of Encore Series Inc (ESI) d/b/a The Philly POPS decided to “cease operations” at the end of the 22-23 season. This came as a shock in light of the fact that we were in the middle of contract negotiations, and had met with management and their lawyer just two days prior to the announcement.

ESI was evicted from the Kimmel Center Cultural Campus following the holiday performances in 2022. As a result of the failure of ESI to make payments of streaming fees earned by the musicians of the Philly POPS, The AFM International filed a lawsuit to recover monies owed to the musicians and their benefit fund. In addition, due to their pattern of cancellations, late payments, grievances and excuses, ESI d/b/a The Philly POPS and CEO Karen Corbin were placed on the AFM’s [International Unfair List](#).

Musicians had been leafletting prior to performances for months to let our loyal patrons know that the contract violations and “postponement” of concerts was not fair to them and was not fair to the musicians of the orchestra. Those work actions helped to generate support from donors and subscribers who enthusiastically supported the efforts of the

orchestra musicians (and other arts workers who work when there is concert activity at the Kimmel Center). The patrons cheered loudly “Save Our Pops” as we entered the stage European Style (at the same time). A lone supporter even yelled it during a grand pause in “*All I Want for Christmas is (You) SAVE OUR POPS*”! The connections that were made with patrons are invaluable. The press covered the stories of patrons and musicians alike, which helped to elevate the importance of maintaining the tradition of pops music in Philadelphia. In those moments of solidarity we moved together as a union!

The solidarity and support from other Local 77 members has been uplifting and we want to thank the many musicians of the Philadelphia Orchestra, Philadelphia Ballet, Opera Philadelphia, and the members of IATSE Local 8 who came out to leaflet, wear our Local 77 shirts and lapel pins, and who have continued to support us in many different ways.

Musicians made the decision to take control of their work environment by forming a new LLC called The Liberty Bell Pops (in honor of Peter Nero who ended every performance with the *Liberty Bell March* by John Phillip Sousa). This founding board started meeting regularly to plan for the future of pops programming in Philadelphia. The first goal of the organization was to get back on the Kimmel Center stage as soon as possible.

On May 20, 2023 the former musicians of the Philly POPS gave their first two performances under a new name, The No Name Pops, under the authority of the new LLC. The staff and musicians of The No Name Pops have been volunteering their administrative and musical skills as they fundraise to get the musicians of this orchestra back to work. It was important for the musicians to offer free programming to patrons who were also harmed by the continued “postponements” of concerts. To the best of our knowledge the



patrons have not been refunded for any of the performances that were scheduled from February-June, 2023 and ultimately canceled. By the end of this Summer the musicians of the No Name Pops will have performed over twenty concerts—all of which were donated services.

The offers of pro bono services by our legal team, accountant, many soloists, and music directors has been moving and inspiring. Recently Jeff Woodruff, the retired Executive Director of The Harrisburg Symphony, became an invaluable advisor to us and we can't thank him enough. Musicians from all over the country have been following the state of affairs since November, 2022 and have sent supportive messages and donations.

On Thursday, July 6, 2023 a press conference was held at the Philadelphia Council AFL-CIO to announce our first show on stage at the Kimmel Center—*Let's Groove Tonight: Motown and The Philly Sound* which will be held at 3pm and 8pm on October 28, 2023. The best way to support your union siblings is to buy tickets, share the information about this program to your friends and family, and sign up for The No Name Pops newsletter ([see page 8](#)). It is our hope that the next time these musicians leaflet their patrons, the message will be one of gratitude and appreciation!

Lastly, I want to reiterate the message you have heard from the office of Local 77 many times: *When We Fight We Win* and *When We Organize We Win*.

Have a wonderful Summer.



Ron Kerber (left), Matthew Koveal, Jarred Antonacci, Councilmember James Harrity, Marjorie Goldberg, Jonathan Fink at the AFL-CIO press conference for the No Name Pops in July, 2023.



Guillaume Combet (left), Michelle Bishop, Scott Wagner, Brooke Beazley serenade the guests at the Dwight D. Hotel as members of the No Name Pops. Photo credit: Kenneth Hutchins



The No Name Pops big band performs for guests at the Black Squirrel Club in May, 2023. Photo credit: Kenneth Hutchins



The No Name Pops string quartet performs for guests in Rittenhouse Square Photo credit: Kenneth Hutchins



# P P S

## — THE NO NAME POPS —

composed of the former musicians of the Philly POPS, presents its first show at the Kimmel Center *this fall*.

**OCTOBER 28, 2023**

Verizon Hall | Kimmel Cultural Campus  
3pm & 8pm

**Herb Smith** | *Conductor*

**Chester Gregory** | *Vocalist*

**Brik.Liam** | *Vocalist*

**Ashley Jayy** | *Vocalist*





# **Local 77 Balance Sheet**

**June 30, 2023**

## **Cash in Bank**

TD Bank Money Market. ....	\$11,538.58
Sun Federal Checking Account. ....	\$200,872.80
Sun Federal Savings Account. ....	\$10.00
TD Bank – Checking. ....	\$247,839.23
Total Cash in Bank. ....	\$460,260.61

## **Investments at Fair Value**

NY Life Securities LLC. ....	\$442,308.73
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**Total Current Assets. ....** \$902,569.34

## **Fixed Assets- Property & Equipment**

New Condo (Academy House). ....	\$503,150.32
Furniture and Fixtures. ....	\$12,671.22
Equipment. ....	\$29,921.81
Accumulated Depreciation. ....	(\$50,252.08)

## **Total Fixed Assets**

Property & Equipment. ....	\$495,491.27
----------------------------	--------------

## **Equity**

Fund Balance. ....	\$1,369,762.75
Net Income Fiscal Year To Date. ....	\$28,297.86

**Total Equity. ....** **\$1,398,060.61**

## ***New Members***

1. Boyle, James • 128 Sumac Street, Apt. 3R, Philadelphia, PA 19128 • (856) 524-6148  
jimboyle0806@gmail.com • Trumpet
2. Few, Evan • 1122 Tree Street, Philadelphia, PA 19148 • (770) 680-7358  
e.fewest@gmail.com • Violin, Viola
3. Jedynecki, Iwo • 2021 Chestnut St. Apt. 308, Philadelphia, PA 19103 • (646) 637-1856  
iwo.jedynecki@gmail.com • Accordion
4. Jenkins, Alex • 32 Huddy Avenue, Highlands, NJ 17732 • (630) 677-8113  
alex.jenkins.bass@gmail.com • Double Bass, Electric Bass
5. Law, Jonathan • 3456 Broadway, Apt. 3A, New York, NY 10031 • (215) 605-9928  
jdl2@juilliard.edu • Double Bass, Cello, Viola da Gamba
6. Mosher, Thomas • 1100 Stratford Ave., Elkins Park, PA 19027 • (267) 241-8397  
thomas@popandpolicy.com • Guitar, Vocals, Electric Bass, Drum Set, Organ
7. Pierok, Alexander • 220 S. 11th Street, Apt 65, Philadelphia, PA 19107 • (215) 574-0790  
alexpierok@hotmail.com • Piano, Trumpet, Vocals
8. Riker, Korey • 413 Watkins Street, Philadelphia, PA 19148 • (215) 284-7984  
koreyriker@gmail.com • Saxophone (Tenor, Alto, Bari, Soprano), Flute, Alto Flute, Piccolo, Clarinet
9. Salomon, Matthew • 114 Osborn Street, Philadelphia, PA 19128 (419) 960-9530  
salomonstrings@gmail.com • Viola, Violin
10. Schilling, Bill • 739 Pemberton St., Philadelphia, PA 19147 • (215) 928-1145  
b.schilling@verizon.net • Piano, Guitar, Organ, Electric Bass

## ***Reinstated***

- |                             |                          |                            |
|-----------------------------|--------------------------|----------------------------|
| 1. Aaserud, Shane           | 10. Brey, Tim            | 19. Douglas, Alberta       |
| 2. Abramovic, Jr., Charles  | 11. Cahn, William S.     | 20. Edwards, Renard        |
| 3. Appleby-Wineberg, Bryan  | 12. Christmas, Amy       | 21. Ertelt, Christopher P. |
| 4. Atanasiu, George         | 13. Coleman, Emma C.     | 22. Feingold, Zachary      |
| 5. Atanasiu, Lenuta Liliana | 14. Combet, Guillaume    | 23. Finegan, James         |
| 6. Ball, Jonathan F.        | 15. Constantine, Lore    | 24. Fisher, Kimberly       |
| 7. Bart, Rose               | 16. Crawford, Gared M.   | 25. Gamble, Lance          |
| 8. Bolkus, Frank M.         | 17. Deeley, Raymond F.   | 26. Geist, Judy L.         |
| 9. Bracey, Floyd W.         | 18. DiGiacobbe, David A. | 27. Giles, David G.        |



# hip Activity

28. Glanzmann, Steve
29. Golaszewski, Edward P.
30. Grillo, John
31. Haffley, Robin L. (Rob)
32. Hagopian, Edward H.
33. Herz, Allison
34. Hood, Colleen M.
35. Huebner, Robert
36. Hussey, Sarah J.
37. Im, Maria
38. Jaffe, Barbara J.
39. Johnson, Christopher
40. Kalendarova Picht, Elina
41. Kapralick, Randy
42. Karppala, Danielle
43. Kauffman, Joseph W.
44. Kerber, Ronald P.
45. Kiang, Ruth
46. King, Sybil
47. Klein, Richard B.
48. Kotcher, Russell
49. Kozak, Michael
50. Krush, Jay
51. Leeds, Jonathan
52. Levin, Dmitri
53. Liuzzi, Don S.
54. Matthews, Ronald A.
55. Morrison, Lee D.
56. Ocheret, Evan
57. Pajaro-van De Stadt, Flava
58. Park, Chi
59. Reichlin, Peter M.
60. Roane, Emily
61. Rudoi, Natalie
62. Samuel, Nebyu
63. Shaw, Jonathan E.
64. Sheets, David
65. Sperell, Chic
66. Szepessy, David A.
67. Taylor, Louis
68. Trenk, Moriah
69. Wagman, Elissa M.
70. Warnick, Renee Steffy
71. Williams, Daniel C.
72. Wright, Daniel
73. Ziv, Rebecca J.

## ***Resigned***

1. Akerley, George
2. Bougher, Julie
3. Davies, John F
4. Kirschen, Jeffry M.
5. McCommon, William Barry
6. McDonough, Joseph



# New Member Spotlight



**Jimmy Boyle, Trumpet**

**Jimmy Boyle** (trumpet) has been working in the Philadelphia area for nearly a decade. A student of Matthew Gallagher, Jimmy has performed in a variety of commercial, theatrical, and classical settings since graduating with a Bachelor of Music degree from University of the Arts in 2016. In 2018 he graduated with a Master of Music degree from Temple University where he was a student of long-time Philadelphia Orchestra Principal Trumpet David Bilger. Jimmy is privileged to teach a variety of private students and group lessons throughout the city of Philadelphia and beyond.



**Jonathan Rose, Conductor**

Meet **Jonathan Rose**, a conductor, music director and pianist with over a dozen Broadway shows to his credit as well as countless Off-Broadway and regional productions.

Jonathan studied music and theater at Ithaca College and honed his skills as a pianist and music director with Read Gainsford and Patrick Hansen

Additionally, for the past 10 years, Jonathan has run a private studio specializing in piano and voice. With a recent move from New York to the Philadelphia metro area, he has leveraged his collaborative skills and classical training to work consistently in both theater and chamber music concerts.

Jonathan's passion for musical theater led him to New York City, where he worked on numerous Tony winning Broadway productions including, *The Color Purple*, *South Pacific*, *Next to Normal*, *West Side Story*, *End of the Rainbow*, *Pippin*, *Les Miserables*, and *The King and I* among others. Jonathan is the Music Director for Friends and Theater Company mounting non-for-profit productions with Broadway stars (i.e. the late Rebecca Luker reprising her role as Lily in *Secret Garden*) for Make-A-Wish Foundation. Jonathan also comes with all the adjectives you'd attribute to being the parent of 6-year-old twins.

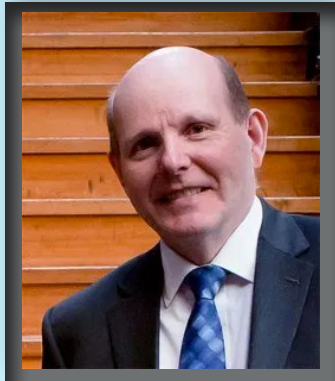


**Korey Riker, Saxophone**

Philadelphia based saxophonist **Korey Riker** has recently released his fifth album titled *RIR v DNB*—a mixtape coupling electronic tracks from the Jungle/DNB genre with jazz composition and improvisation titled. Korey has spent recent years touring the world performing with John Legend, Alicia Keys, Queen Latifah & Seal. Looking ahead to 2023, Riker will be actively touring as saxophonist, flutist and featured soloist with John Legend, performing around the Philadelphia area and preparing several recordings for release.



# Committee Reports



## Philadelphia Orchestra Update

**By: David Fay, Members Committee Chair**

The current Trade Agreement between Local 77 and The Philadelphia Orchestra Association expires on September 10, 2023. The office of Local 77 along with the musicians have begun negotiating with management on a new Agreement. The members committee will be working closely with the Local 77 office and our attorneys, Stuart Davidson and Jordan Konell of the law firm Willig, Williams, and Davidson to discuss issues including salary, pension, complement of musicians, substitute pay and general workload among others.

Congratulations to Joseph Conyers on his appointment to Principal Bass. We have also filled one Violin position and have trial weeks for candidates for Principal Trumpet and 2nd Trombone.

The Orchestra has begun playing our summer concerts at The Mann Center for the Performing Arts and we will be heading to Vail, Colorado and Saratoga Springs, New York in the next few weeks for our summer residencies.



## Opera Philadelphia Update

**By: Brooke Beazley, Co-Chair**

After nearly 10 months of negotiations, orchestra members ratified a three-year contract that will expire August 31, 2025. Musicians will receive salary increases each year. Year one is set at 6%, year two at 4% and year three at 3%. For the first time in the history of the company, musicians will receive annual service guarantees. These guarantees will increase each year. Audition panelists will see an increase in compensation and will provide input during the tenure process. Improved work conditions including a limit on how long continuous play can occur before overtime is paid, and premium payments for playing on stage are now established in the contract. Stronger language concerning musician replacement technology is now agreed to.

Strong leadership from Local 77 President Ellen Trainer, Vice President Marjorie Goldberg, and AFM negotiator Todd Jelen kept the negotiations moving forward and accomplished a positive outcome. Work actions by the musicians made the public aware of our issues. A strike vote during the Fall Festival showed management that we were united and willing to fight for job security.

We welcome new players, Jay Julio, Assistant Principal viola, Alex Bickard, Principal Bass, Brendan Dooley, Principal Flute, Oliver Talukder, 2nd Oboe and Max Tan, Concertmaster to the orchestra. Best wishes to Eddie Cascarella on his retirement.

COMPASS RE



Jonathan Fink is a real estate licensee affiliated with Compass RE. Compass RE is a licensed real estate broker and abides by equal housing opportunity laws. | 1624 Locust Street, FL 5, Philadelphia, PA 19103

# Helping Musicians Buy and Sell Homes for Over a Decade.

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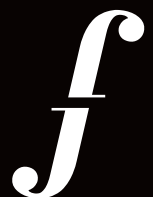
Jonathan Fink

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JONATHAN FINK  
GROUP





**ALLENTOWN  
SYMPHONY  
ORCHESTRA**

Diane Wittry, Music Director/Conductor

**ANNOUNCES THE FOLLOWING AUDITIONS:**

**ASSISTANT PRINCIPAL VIOLIN 2  
& SECTION VIOLIN 2 (2 positions)**

September 5, 2023

**PRINCIPAL FLUTE**

September 11, 2023

**PRINCIPAL CLARINET**

September 12, 2023

**SECTION BASS**

September 13, 2023

**2<sup>nd</sup> TRUMPET**

September 26, 2023

All auditions to be held at

Miller Symphony Hall

23 N 6<sup>th</sup> Street

Allentown, PA 18101

Audition requirements and application procedure available at  
[www.millersymphonyhall.org/symphony/about/auditions](http://www.millersymphonyhall.org/symphony/about/auditions)

2022-23 Pay Scale – Section  
(2023-24 Pay Scale to be negotiated)

\$120.38 for 2.5 hr. Rehearsalhap

\$134.24 for 3 hr. Rehearsal

\$126.71 for Concert

Principal (25%) and assistant principal (10%) musicians receive overscale premiums. Additional premiums included for doubling, cartage, etc. Travel reimbursement of \$0.45/mile up to 136 miles round trip for all musicians residing more than 20 miles from Miller Symphony Hall. The Allentown Symphony does not provide lodging or per diem.

**The Philadelphia Orchestra**  
Yannick Nézet-Séguin Music Director

Announces auditions for the following:

**ASSOCIATE PRINCIPAL  
PERCUSSION**

**PRELIMINARY / SEMIFINAL AUDITIONS**

October 5 - 10, 2023

**FINAL AUDITIONS**

October 11 - 12, 2023

Employment will begin based on the winner's availability and The Philadelphia Orchestra schedule.

Candidates advancing to the last round of our auditions may be considered for our substitute list.

Please apply at [philorch.org/auditions](http://philorch.org/auditions)  
**no later than August 20, 2023**

Repertoire will be available on our website by  
August 1, 2023

Complete audition information will be e-mailed  
after August 25, 2023

*The Philadelphia Orchestra is an Equal Opportunity Employer.*

*Inclusion, Diversity, Equity, and Access Strategies (IDEAS) is core to our vision and values, guiding who we are, what we do, and how we do it.*

**IDEAS - PhilOrch**

**[auditions@philorch.org](mailto:auditions@philorch.org)**

300 South Broad Street | Philadelphia, PA 19102 | [philorch.org](http://philorch.org)

**The Philadelphia Musicians' Union, Local 77 AFM  
is a proud member of the Philadelphia Council AFL-CIO.**



# Executive Board Minutes

## March 28, 2023

PRESENT: VP Goldberg, S-T Antonacci, Executive board members Ansel, Fay and Suttman are present. PROCEEDINGS: Meeting called to order at 12:34pm. The Executive Board reviewed the minutes from the previous meeting. A motion was made and seconded to approve the minutes as amended. S-T Antonacci reported on the membership activity. To date, Local 77 has 801 members. A motion was made and seconded to approve five new member applications. S-T Antonacci reported that anyone who is interested in submitting an article for the upcoming Arpeggio should do so by Friday, March 31, 2023. EB Fay reported on the Philadelphia Orchestra (POA). The POA musicians have their first meeting with legal counsel Steward Davidson in the coming days to present a financial comparison of the POA to other major orchestras in the United States. Local 77 Officers met with the POA Equity, Diversity, and Inclusion Committee regarding a new fellowship program within the orchestra. A discussion ensued regarding the POA media content. POA management has not been filing the appropriate Broadcast forms with Local 77 and with the Electronic Media Services Division of the AFM. President Trainer reported that there had been another meeting held with the management of the POPS, and the new contract is nearly complete. EB Suttman reported on the latest Philadelphia Chapter of the Theatre Musicians' Association (TMA) board meeting. The Annual TMA Conference is scheduled to be held in Milwaukee, WI in August, 2023. Disney's Lion King was scheduled to go into the Kennedy Center with musician replacement technology (KeyComp) but was met with resistance from Local 161-710. TMA was happy to report that

Disney agreed to use the seventeen-piece orchestration in lieu of musician replacement technology. A discussion was held regarding the upcoming Philadelphia TMA mixer event, to be held at the office of Local 77. A motion was made and seconded to approve an amount up to \$250 for the TMA mixer on April 10, 2023. Discussion held on the lack of information regarding the safety protocols regarding the upcoming performance of Into The Woods at the Miller Theatre. EB Ansel reported on the Philadelphia Ballet. The Ballet management recently announced their next season. Discussion held on a recent code of conduct issue with a non-tenured member of the Ballet orchestra. President Trainer reported on Opera Philadelphia. She reported that the Memorandum of Understanding was recently signed as well as a recent full orchestra meeting that was held to review the contract before a ratification vote. VP Goldberg discussed the need for Local 77 Officers to have professional clothing for events (dress shirts, polo shirts, etc) as well as for the upcoming AFM Convention. VP Goldberg reported that the Music Performance Trust Fund (MPTF) has cut Local 77 off for funding Jazz Appreciation Month concerts. This fiscal year, Local 77 musicians have received \$193,000 in grant funding from MPTF. VP Golberg reported on a discussion held with Local 77 members regarding hiring union musicians for the upcoming Philadelphia Orchestra Academy Ball. A motion was made and seconded to adjourn the meeting. Meeting adjourned at 1:53pm.

## April 17, 2023

PRESENT: President Trainer, VP Goldberg, S-T Antonacci, Executive Board members, Fay and Suttman are present. PROCEEDINGS: Meeting called to order at 10:17am. The Executive

Board reviewed the minutes from the previous meeting. A motion was made and seconded to approve the minutes as amended. S-T Antonacci reported on the profit and loss statement as well as the balance sheet for March, 2023. The total net income for March was \$36,155.31. S-T Antonacci reported that the condo fee for the office space inside Academy House has increased by 6% for this calendar year due to a building re-assessment. A motion was made and seconded to approve the financial report for March. S-T Antonacci reported on the first quarter revenue and expenses for the Local 77 payroll service Playcheck77, Inc. For quarter 1 of 2023, Playcheck77, Inc. has generated \$100,040.0 in gross revenue. Of the \$100,040.00, \$64,638.00 was paid out to musicians. The expenses for quarter 1, including pension payments, taxes, and cartage reimbursements totaled \$91,068.00. The total net income for quarter 1 is \$8,972.00. A motion was made and seconded to approve the Playcheck77, Inc. financial report. S-T Antonacci reported on the membership activity. To date, Local 77 has 792 members. Of the 792 active members, 64 are currently suspended. A motion was made and seconded to approve the six new member applicants. S-T Antonacci reported on the current suspend/expel list. A discussion ensued on the suspend/expel list. A discussion was held on scheduling a general membership meeting in the coming months. EB Fay reported on the Philadelphia Orchestra (POA). The POA musicians had a meeting to approve their North Carolina tour as well as approving the adding of an additional service at The Mann Center in exchange for an additional week of vacation. Discussion held on the recent Philly POPS lawsuit against the Philadelphia Orchestra Kimmel Center Inc. Discussion

held on the Philly POPS. President Trainer reported that the deadline for the POPS' response to the AFM lawsuit regarding streaming payments is today (April, 17). EB Suttmann reported on the details for the upcoming Theatre Musicians Association (TMA) membership meeting at the Local 77 office. S-T Antonacci reported that the Philadelphia Ballet contract is not yet signed. Following the ratification of the new Collective Bargaining Agreement (CBA) between Local 77 and the Philadelphia Ballet, Ballet negotiating representatives took a step backward by requesting a separate and signed work dues authorization form for each member of the bargaining unit before they would agree to sign the new CBA. Discussion held on the possibility of a labor law violation for negotiating in bad faith. VP Goldberg reported on Opera Philadelphia. A motion was made and seconded to approve President Trainer playing the next Opera Philadelphia production. A discussion was held on acquiring professional work attire for the officers in advance of the upcoming AFM International Convention. VP Goldberg reported that there were 50 Music Performance Trust Fund (MPTF) concerts approved for the month of April. VP Goldberg reported on an upcoming meeting that she and President Trainer have with Councilmember Jim Harrity and Sharif Street. S-T Antonacci reviewed the upcoming edition of Arpeggio, and reported that it will be hitting mailboxes during the first week of May. A discussion was held on potential articles for the Summer edition of Arpeggio. VP Goldberg reported on a recent Actors' Equity work action that was held at the Miller Theatre in which she and EB Ansel were in attendance. President Trainer reported on the recent AFL-CIO Executive Board endorsement meeting. The Council was not able to select a mayoral candidate for the 2023 Philadelphia mayoral election. EB Suttmann suggested that Local 77 send invitations and questions to the mayoral candidates in the hopes of getting a meeting with each candidate. A motion

was made and seconded to adjourn the meeting. Meeting adjourned at 11:51am.

#### **April 25, 2023**

PRESENT: President Trainer, VP Goldberg, S-T Antonacci, Executive Board members, Ansel, Fay and Suttmann are present. PROCEEDINGS: Meeting called to order at 10:03am. The Executive Board reviewed the minutes from the previous meeting. A motion was made and seconded to approve the minutes as amended. S-T Antonacci reported on the membership activity. To date Local 77 has 792 members, 58 of whom are suspended. A discussion was held regarding members on the suspend/expel list. The Executive Board held a discussion regarding scheduling a general membership meeting at the end of September or beginning of October. EB Fay reported on the Philadelphia Orchestra (POA). The POA members' committee are scheduled to meet with local legal counsel on April 26, 2023 to prepare for their first negotiation meeting. EB Fay reported on the travel issues surrounding the POA run-out performance to the New Jersey Performing Arts Center. EB Fay reported on the general orchestra meeting with local legal counsel regarding the POA financial analysis. EB Suttmann reported on the Kimmel Center Broadway season.. The only non-union Broadway show this season is Jesus Christ Superstar, which will be playing at the Miller Theatre from May 2-7, 2023. Beetlejuice (5/30-6/11), Moulin Rouge (7/5-7/30), and The Lion King (8/16-9/10) will be at the Academy of Music. Zero local musicians will be hired because the Academy of Music does not have a Rule 24 clause. If there were a Rule 24 clause Beetlejuice would have utilized five local musicians (bass, trombone, trumpet, violin, reed), Moulin Rouge would have utilized five to seven musicians (guitar 2, reed, trumpet, violin, cello), and The Lion King would have utilized two musicians (trumpet, guitar). EB Suttmann excused at 10:47am. A discussion was held on the need to secure a venue agreement with the Philadelphia Orchestra Kimmel Center Inc. (POKC) so that more local musicians can be utilized when Broadway tours come to Philadelphia. Discussion was held on the

recent antitrust lawsuit filed by Encore Series Inc. (Philly POPS) against the POKC. Executive session entered from 10:52am-11:00am. The Philly POPS management is disputing the amount that is owed in the lawsuit filed against them by the American Federation of Musicians for failure to pay musicians for the Christmas Day Armed Forces Network stream as well as the Channel 6 ABC airing of the concert. EB Ansel reported that the Philadelphia Ballet Collective Bargaining Agreement will be signed in the coming days, following a request from management that everyone in the bargaining unit sign separate work dues authorization forms. A discussion ensued on Opera Philadelphia. There are two upcoming auditions for Opera Philadelphia, concertmaster and 2nd oboe. VP Goldberg reported that Opera Philadelphia management are utilizing musicians that are not on the Exhibit A list for an upcoming performance where period instruments are required. VP Goldberg reported that she and President Trainer met with Senator Sharif Street and Councilmember James Harrity regarding The Mann Center for the Performing Arts and their utilization of the Baltimore Symphony Orchestra musicians to perform the soundtrack to Rocky. Additionally, there was a meeting held with Councilmember Isaiah Thomas regarding non-Philadelphia workers replacing local musicians at The Mann Center. VP Goldberg reported that Local 77 has officially engaged new legal counsel, Stuart Davidson from the local law firm Willig, Williams & Davidson. VP Goldberg reported that there is a new member-run committee for Music Performance Trust Fund applications to ensure there is an equitable distribution of funds amongst Local 77 members. EB Ansel reported that the Theatre Musicians' Association Philadelphia Chapter has created a new Facebook page. A motion was made and seconded to adjourn the meeting. Meeting adjourned at 11:41am.

#### **May 9, 2023**

PRESENT: President Trainer, VP



Goldberg, S-T Antonacci, Executive Board members, Ansel, Fay and Suttmann are present. PROCEEDINGS: Meeting called to order at 4:05pm. The Executive Board reviewed the minutes from the previous meeting. A motion was made and seconded to approve the minutes as amended. S-T Antonacci reported on the membership activity. S-T Antonacci reported on the profit and loss for the month of April as well as the balance sheet. A motion was made and seconded to approve the financial report. To date, Local 77 has 793 members. Since the previous meeting there has been one new member applicant. A motion was made and seconded to approve the new member. The Executive Board reviewed the suspended list and held a discussion on reaching out to members to pay their dues. S-T Antonacci reported that the advertising deadline for the upcoming 102nd AFM Convention booklet in Las Vegas is approaching. A discussion was held on the potential of Local 77 paying for an advertisement. A motion was made and seconded to approve \$1000 to purchase a full page ad in the convention booklet. President Trainer was named to the City and State Pennsylvania Pride Power 100 for the second year in a row. EB Fay reported on the Philadelphia Orchestra (POA). The POA members' committee met with legal counsel to review the draft of their first proposal. EB Fay reported that there are auditions being held currently for second trombone, and principal trumpet. EB Fay reported that there are two candidates being considered for the Principal Bass position, and that determination will be made following the current series of concerts. S-T Antonacci reported that he communicated the list of 'non-Local 77 members in good standing' with the POA members' committee. A discussion was held on the best methods moving forward to adhere to the Union Security Clause in their Trade Agreement. EB Suttmann and EB Ansel reported on the confirmations for attendees for the upcoming Theatre Musicians Association mixer at the Local 77 office

on Monday, May 15, 2023 at 6pm. A discussion was held on the materials needed for the event, including food and silverware. President Trainer reported that the Shubert Organization Collective Bargaining Agreement (CBA) at the Forrest Theatre is set to expire in September. She urged the importance of forming a committee, and beginning research on comparing other contracts that the Shubert Organization has with other locals. President Trainer reported that the Philadelphia Ballet contract has been ratified and signed. Executive session entered from 4:49pm-4:54pm. S-T Antonacci reported that the Opera Philadelphia contract is ratified and signed. President Trainer reported that the Opera recently held oboe and concertmaster auditions. A motion was made and seconded to adjourn the meeting. Meeting adjourned at 5:00pm.

#### **May 31, 2023**

PRESENT: President Trainer, VP Goldberg, S-T Antonacci, Executive Board members, Ansel, Fay and Suttmann are present. PROCEEDINGS: Meeting called to order at 10:02am. The Executive Board reviewed the minutes from the previous meeting. A motion was made and seconded to approve the minutes as amended. S-T Antonacci reported on the membership activity. To date, Local 77 has 793 members. Since the previous meeting there have been two new member applicants. A motion was made and seconded to approve the new members. A discussion ensued on the continuation of our work with Local 77 organizer, Scott Silber. S-T Antonacci will submit another freelance co-funding grant application with the AFM International Office before June 30th, and the Executive Board will revisit the discussion following the determination on the grant approval. President Trainer urged the importance of Local 77 partnering with another labor union within the arts and entertainment community to hire a business agent, in an attempt to organize new work in locations where there are shared interests. A discussion was held on Local

77 hiring an intern for the summer, to assist with the archiving of documents, and other similar secretarial duties. VP Goldberg urged the Executive Board to consider partnering with local colleges and universities who may have music business students in need of internships. Discussion held on the Fall general membership meeting date. The Fall general membership meeting will be held at the Local 77 offices on Tuesday, October 10, 2023 at 5pm. S-T Antonacci reported that the Philadelphia Eagles have reached out to advertise in their upcoming yearbook at the rate of \$1000. The Executive Board denied the advertisement expense. EB Fay reported on the Philadelphia Orchestra negotiations. Negotiations are expected to continue in Saratoga Springs, NY during the POA summer residency. Auditions were held for second trombone and principal trumpet-trial weeks are being offered to both candidates. A discussion was held on the Philly POPS. To date, the POPS owes Local 77 more than \$7,000 in work dues that were withheld from musicians' pay during the December 2022 Holiday POPS concerts, a performance at North Penn High School in January, and a small ensemble performance in February at the Franklin Institute. President Trainer has given a deadline for a response, and will have local legal counsel pursue the matter if no response is provided. VP Goldberg reported on the No Name POPS (NNP). The NNP have been performing free fundraising concerts as they continue to form their own organization and work to get back into the Kimmel Center. The NNP has formed a 501-C(3) and can accept tax deductible donations. More information on the NNP will be updated at future meetings. EB Suttmann and S-T Antonacci reported on the Shubert (Forrest Theatre) negotiation committee. A survey was sent out to members who play at the Forrest Theatre, and members have been identified to serve on the negotiation committee. A discussion ensued on the new David Byrne Broadway show, Here

Lies Love, which is not utilizing any live musicians. VP Goldberg asked that Local 77 send out a petition circulating from Local 802 to bring awareness to the egregious act by the producers of this show to displace working union musicians which sets a dangerous precedent for future Broadway shows. President Trainer reported that Local 77 will be re-initiating a conversation with Kimmel Center representatives around a venue agreement for Broadway shows. EB Ansel reported on the Philadelphia Ballet. The Ballet contract is signed, and musicians have received their letters of intent to hire for the next season. President Trainer reported that Opera Philadelphia has an upcoming Joint Labor Management committee meeting. S-T Antonacci reported on a meeting that Local 77 recently had with Councilmember Isaiah Thomas' office regarding the Mann Center, and their use of non-Philadelphia based musicians. President Trainer discussed the importance of keeping local Philadelphia musicians involved in the upcoming Wawa Welcome America performance in July, in the wake of the Philly POPS being placed on the AFM International Unfair List. S-T Antonacci reported that both he and President Trainer were in attendance at the recent 3rd annual George Floyd Memorial, which was held at City Hall. Local 77 members provided a musical offering for the engagement, and there were several city leaders and union representatives in attendance. S-T Antonacci reported that the close of the fiscal year is May 31, 2023, and he will be reporting in the coming weeks on the preparation of the year end tax documents. A motion was made and seconded to adjourn the meeting. Meeting was adjourned at 11:38am.

#### **June 7, 2023**

PRESENT: President Trainer, VP Goldberg, S-T Antonacci, Executive Board members, Ansel, Fay and Suttman are present. PROCEEDINGS: Meeting called to order at 10:01am. The Executive Board reviewed the minutes

from the previous meeting. A motion was made and seconded to approve the minutes as amended. S-T Antonacci reported on the membership activity. S-T Antonacci reported on the profit and loss for the month of May as well as the balance sheet. The end of the fiscal year for Local 77 has come to a close, on May 31, 2023. Local 77 accountants will be working in the coming months to prepare the yearly Labor Management Reports (LM-2), and Form 990. A motion was made and seconded to approve the financial report. A discussion was held regarding funds currently being held at Sun Federal Credit Union. Per the recommendation of the Finance Committee, S-T Antonacci and President Trainer will be moving a portion of the Sun Federal funds to other banking institutions with a higher interest rate. To date, Local 77 has 794 members, of which 34 are currently suspended. Since the previous meeting there has been one new member applicant. A motion was made and seconded to approve the new member. President Trainer reported that the office of Local 77 is in need of a new HVAC system. Currently, two of the three HVAC systems are not functioning. In the next week, President Trainer hopes to have an estimate on the HVAC replacement. EB Fay reported on the Philadelphia Orchestra (POA). Negotiations are ongoing, and will continue in Saratoga Springs, NY in August. Executive session entered from 10:35am -10:38am. EB Fay reported on a recent International Conference of Symphony and Opera Musicians (ICSOM) meeting. EB Fay noted that the San Francisco Symphony is currently having a very difficult time in their negotiations. Executive session entered from 10:40am - 10:49am. President Trainer reported on the Philly POPS. Recently, a communication was sent to POPS Management regarding the more than \$7,000 owed to Local 77. VP Goldberg reported that the No Name POPS have secured their deposit and signed a contract with the Kimmel Center for performances in the Fall.

S-T Antonacci reported on the Shubert negotiating committee meeting recently held. The committee is reviewing the current contract, as well as researching other contracts including Broadway, Off-Broadway as they prepare to enter negotiations. EB Ansel reported that on June 2, 2023 the Philadelphia Ballet musicians received their retroactive pay, due to the recent contract. President Trainer and VP Goldberg reported on the Philadelphia Opera Joint Labor Committee meeting recently held. S-T Antonacci reported that in two weeks, Local 77 Officers will be heading to the 102nd AFM Convention in Las Vegas. President Trainer urged the importance of a venue agreement with the Kimmel Center, in an effort to engage more local musicians. EB Suttman excused at 11:17am. S-T Antonacci reported that he received communication from a teaching artist with a local after school program who wants to unionize with his colleagues. Local 77 directed the teaching artist to the local Philadelphia Council AFL-CIO for an upcoming training on building a union. A motion was made and seconded to adjourn the meeting. Meeting adjourned at 11:21am.

#### **June 21, 2023**

PRESENT: President Trainer, VP Goldberg, S-T Antonacci, Executive Board members, Ansel, Fay and Suttman are present. PROCEEDINGS: Meeting called to order at 10:06am. The Executive Board reviewed the minutes from the previous meeting. A motion was made and seconded to approve the minutes as amended. S-T Antonacci reported on the membership activity. To date Local 77 has 794 members. There was one new member applicant since the previous meeting. A motion was made and seconded to approve the new member. S-T Antonacci reported that the HVAC units are still in need of repair. EB Fay reported on the POA. The POA recently held a concert at The Mann Center. EB Fay reported on the new hires that are undergoing trial weeks, and will have more to report following their performance. A discussion was held on

whether or not to maintain the COVID protocols that have been in place. VP Goldberg reported on the Philly POPS. The POPS and Philadelphia Orchestra Kimmel Center, Inc. (POKC) are still in the midst of litigation. Musicians from the POPS have not been paid in full for their holiday 2022 live broadcast, and Philly POPS management still owes Local 77 more than \$7,000 in work dues that were deducted from the paychecks of musicians during December, 2022 and January, 2023. VP Goldberg reported on the No Name Pops (NNP). The NNP has two performances scheduled at the Kimmel Center in October, 2023. Additionally, leading up to the Kimmel Center performance, the NNP is continuing to perform free concerts throughout the city. EB Suttman reported on the Shubert Theatre negotiation committee. The committee met, and worked to complete a comparative analysis on contracts for the Shubert Theatre, Broadway, and Off-Broadway as well as the Local 77 Wage Scale Book. EB Suttman reported that the National Theatre Musicians' Association (TMA) is focused on the concept of creating a committee for traveling Broadway musicians, to help influence the upcoming Pamphlet B negotiations. He additionally discussed the financial impact of not hiring local musicians to both the AFM-EPF as well as the City of Philadelphia. VP Goldberg reported that there is another Joint Labor Committee meeting scheduled with Opera Philadelphia on Friday June, 23, 2023. S-T Antonacci reported that the Officers of Local 77 are headed to Las Vegas for the 102nd Convention of the American Federation of Musicians on June 22, 2023. EB Suttman will be in attendance representing the Theatre Musicians Association. S-T Antonacci reported on the meeting that was held with the orchestra committee and members of the Chamber Orchestra regarding their upcoming negotiation. A motion was made and seconded to adjourn the meeting. Meeting was adjourned at 11:03am.

## ***2023 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, they convert 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 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.