

Arpeggio

Arpeggio is the official quarterly journal of the Philadelphia Musicians' Union, Local 77 AFM • Fall 2023, Issue No. 17



Official Notice

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

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**Have you changed your address,
phone number or email lately?
If so, please let the office of
Local 77 know immediately.**



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

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Arpeggio Editor

Jarred Antonacci

President's Message

By Ellen Trainer, President



I hope this edition of Arpeggio finds you well rested, after what I am hoping was a wonderful Summer. This Fall has been extremely busy for the office of Local 77. Negotiations are currently underway with the Philadelphia Orchestra, the Chamber Orchestra of Philadelphia and the Shubert Organization, which owns the Forrest Theater.

The members of the Philadelphia Orchestra continue to fight for a fair contract, which includes equitable pay for substitute and extra musicians, a commitment to fill vacancies in the orchestra complement, increases to pension contributions, addressing issues and work rules related to the library and the need for more support, an improved/clarified parental leave policy and increased compensation. During the Covid pandemic, the musicians of the orchestra took pay cuts that resulted in a savings to the Philadelphia Orchestra Kimmel Campus (POKC) of \$4.6 million in musician salary. The POKC accepted nearly \$30 million in federal and state subsidies, which resulted in a \$17.4 million surplus over the past two years. They also saved money with 15 vacancies in the orchestra.

Through an analysis done by local legal counsel (Willig, Williams & Davidson), we have learned that the steady disinvestment in the orchestra has affected their status as one of the premiere American orchestras. In 2005, Philadelphia Orchestra musicians were 3rd in compensation and retirement benefits among their peer orchestras, while in 2023 they have fallen to 8th. The status quo is no longer an option as we have seen a downward trend for way too long. We will continue to fight for a fair contract that improves the trajectory of our world-class orchestra.

"The status quo is no longer an option... we will continue to fight for a fair contract that improves the trajectory of our world-class orchestra."

Philadelphia isn't the only city working through a major orchestra negotiation. In August, I had the pleasure of attending the International Conference of Symphony and Opera Musicians (ICSOM) in Milwaukee as the Local 77 representative. ICSOM, one of the five player conferences of the American Federation of Musicians, represents over 4,000 musicians from 51 major symphony orchestras throughout the United States. One of the presentations I attended was called "Welcome to the Orchestra," which presented best practices for helping new members transition to their new positions after winning an audition. A member of the Utah Symphony shared how new, untenured members are introduced to their new city, their management, their orchestra and their union. The new hire is presented with a booklet that gives an overview of the history of the orchestra and its contract progression through the years, as well as a copy of the Collective Bargaining Agreement. It also includes an explanation of Weingarten rights (an employees' right to request a representative for any meeting with management), an introduction to the musician's Union Local with contact information for the elected representatives of the orchestra and

management personnel. It even includes local city information like public transportation, parking, dry cleaners and area restaurants. It was a great presentation that showed the importance of educating and advocating for the newest members of our groups. Local 77 intends to use the Utah Symphony's booklet as a template to create our own Welcome Package for new members of our community.

Lastly, I want to congratulate Opera Philadelphia Orchestra Committee Chair Brooke Beazley on her election to the Regional Orchestra Players Association (ROPA) Executive Board as well as Philadelphia Orchestra Principal Librarian Nicole Jordan's election to the ICSOM Governing Board. The Local 77 membership continues to gain momentum as we continue to be recognized both locally and internationally through our participation and leadership in the various AFM players conferences.

Please continue to stay involved, and keep the Local 77 office up to date on your upcoming events. Have a safe and wonderful Fall.



the **PHILADELPHIA ORCHESTRA**

JUST
PRACTICING
FOR A

JUST
CONTRACT
too



PHILADELPHIA ORCHESTRA MANAGEMENT

**NO MUSICIANS =
NO MUSIC**

**FAIR CONTRACT
NOW!**

UNFAIR

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

Josh Groban, c/o Gelfand, Rennert & Feldman

Gina Coso, Jersey Gina Entertainment LLC

**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.**

Secretary-Treasurer's Report

By Jarred Antonacci, Secretary-Treasurer



Happy Fall! I hope this edition of Arpeggio finds you busy, and recharged from what I'm hoping was a relaxing and enriching summer.

This edition of our newsletter focuses on our year-end financial statement. Enclosed in the coming pages you will find our Independent Accountant Review Report, as well as the Financial Statements and supplemental notes to those statements. Our fiscal year closed on May 31, 2023. Local 77 is a non-profit 501(c)5 labor union, which requires the filing of the form 990, as well as Labor Management reports (LM-2). These reports are public record, and are available in our office to anyone who would like to examine them.

Nearly all of the income that Local 77 receives is generated from member dues (work dues and yearly membership dues). From the end of fiscal year 2022 to 2023, the income of membership dues increased by 13.7%. This growth is owed in part, to the pandemic coming to a close, as well as the influx of new member applicants.

The investments that are currently held with NYLife, had a significantly better year than at the end of FY '22. The priority of both the Finance Committee and our Financial Advisor is the preservation of assets, while continuing to diversify and grow our portfolio in a fiscally conservative way. The largest change in our investment position from FY'22 to FY'23 was the shifting to equity funds, from our previous positions

in mutual funds, and fixed income funds. Our change in total new assets from the beginning of FY '23 saw an increase by 11.2% from \$1,238,364 to \$1,377,833. The total net income totaled \$139,469, which was an increase by more than 48% from the previous year.

The operating expenses for Local 77 increased in total by 13%. This increase is due in part to an increase in legal expenses, among other items. We are in the midst of a rather expensive negotiation with the Philadelphia Orchestra Kimmel Center Inc., as well as the Chamber Orchestra and Shubert Theatre. Local 77 had recently wrapped up the negotiation of the Opera, Ballet and Walnut Street Theatre contracts as well. Our advertising expense grew from \$16,010 to \$24,483. Advertising encompasses all of the Local 77 merchandise, as well as the quarterly publication of the newsletter. Our AFM per capita and work dues contributions increased by more than 7%. This increase is actually a positive increase. As work dues come into the office, a portion of those work dues goes to the AFM International Office. If our AFM dues are increasing, this indicates the work of our members and our membership itself is increasing.

Our membership continues to grow! Our reported membership count from FY'22 was 703. At the end of FY'23 we reported 762 members, which is an increase of nearly 8.4%.

On October 10, 2023 we had our first in person general membership meeting at the office of Local 77. Light food and beverages were provided, and the turnout both in person and online was really great. At its height, there were nearly 40 members present. The membership voted to solidify the Life and Youth/Student rates into the Local 77 Bylaws and there were several presentations by current members, and leaders in our greater Philadelphia labor community. We are planning for a holiday event for our next meeting, so be sure to attend!

As always, I like to remind folks that the members are the union. Get more involved, join a committee or better yet, identify an issue that needs to be addressed and form one yourself. Our strength is in our solidarity, and in our solidarity there is power. Have a great Fall everyone.

Local 77 Balance Sheet

September 30, 2023

Cash in Bank

TD Bank Money Market.	\$11,540.03
Sun Federal Checking Account.	\$200,948.76
Sun Federal Savings Account.	\$10.00
TD Bank – Checking.	\$176,543.29
Total Cash in Bank.	\$389,042.08

Investments at Fair Value

NY Life Securities LLC.	\$426,221.01
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Total Current Assets. \$815,263.09

Fixed Assets- Property & Equipment

New Condo (Academy House).	\$503,150.32
Furniture and Fixtures.	\$12,671.22
Equipment.	\$29,921.81
Accumulated Depreciation.	(\$55,873.51)

Total Fixed Assets

Property & Equipment.	\$489,869.84
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Equity

Fund Balance.	\$1,377,833.09
Net Income Fiscal Year To Date.	(\$72,700.16)

Total Equity. **\$1,305,132.93**



Joseph L. Whitaker, CPA

ACCOUNTING • TAXES • AUDITS • FINANCIAL SOLUTIONS

INDEPENDENT ACCOUNTANT'S REVIEW REPORT

To the Executive Board
Philadelphia Musicians' Union Local 77, A.F.M.
Philadelphia, PA

We have reviewed the accompanying financial statements of Philadelphia Musicians Union Local 77, A.F.M. (a non-profit organization) which comprise the statements of assets, liabilities, and net assets - modified cash basis as of May 31, 2023 and 2022, and the related statements of revenues, expenses and changes in net assets - modified cash basis for the years then ended, and the related notes to the financial statement. A review includes primarily applying analytical procedures to management's financial data and making inquiries of management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, we do not express such an opinion.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the modified cash basis of accounting; this includes determining that the modified cash basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement whether due to fraud or error.

Accountant's Responsibility

Our responsibility is to conduct the review engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the Institute of Certified Public Accountants. Those standards require us to perform procedures to obtain limited assurance as a basis for reporting whether we are aware of any material modifications that should be made to the financial statements for them to be in accordance with the modified cash basis of accounting. We believe that the results of our procedures provide a reasonable basis for our conclusion. We are required to be independent of Philadelphia Musicians Union Local 77, A.F.M. and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements related to our review.

Accountant's Conclusion

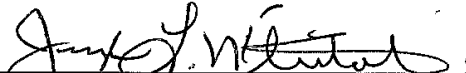
Based on our reviews we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in conformity with the modified cash basis of accounting.

Basis of Accounting

We draw attention to Note 2 of the financial statements, which describes the basis of accounting. The financial statements are prepared in accordance with the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our conclusion is not modified with respect to this matter.

Supplementary Information

The supplementary information included in the Schedules of Operating Expenses is presented for purposes of additional analysis and is not a required part of the basic financial statements. The information is the responsibility of management and was derived from, and relates directly to, the underlying accounting and other records used to prepare the financial statements. The supplementary information has been subjected to the review procedures applied in our review of the basic financial statements. We are not aware of any material modifications that should be made to the supplementary information. We have not audited the supplementary information and do not express our opinion on such information.

 CPA
Joseph L. Whitaker, CPA
Springfield, PA
August 22, 2023

PHILADELPHIA MUSICIANS' UNION LOCAL 77, A.F.M.

Statements of Assets, Liabilities and Net Assets

Modified Cash Basis

May 31, 2023 and 2022

(See Independent Accountants' Review Report & Notes to Financial Statements)

ASSETS

	<u>2023</u>	<u>2022</u>
Current Assets		
Cash	\$ 457,062	\$ 320,570
Investments	423,850	428,162
Interest/Dividends receivable	1,138	--
	<u>882,050</u>	<u>748,732</u>
Property and Equipment		
Building	503,150	485,200
Furniture and fixtures	12,671	1,850
Office equipment	29,922	26,823
	<u>545,743</u>	<u>513,873</u>
Less: accumulated depreciation	48,378	24,261
	<u>497,365</u>	<u>489,612</u>
Other Assets		
Security deposit	--	4,000
	<u>--</u>	<u>4,000</u>
Total Assets	<u>\$ 1,379,415</u>	<u>\$ 1,242,344</u>

LIABILITIES AND NET ASSETS

Current Liabilities		
Credit card payable	\$ 1,582	\$ 3,980
Total Current Liabilities	<u>1,582</u>	<u>3,980</u>
Net Assets - unrestricted	<u>1,377,833</u>	<u>1,238,364</u>
Total Liabilities and Net Assets	<u>\$ 1,378,415</u>	<u>\$ 1,242,344</u>

PHILADLEPHIA MUSICIANS' UNION LOCAL 77, A.F.M.

Statements of Revenue, Expenses and Changes in Net Assets

Modified Cash Basis

May 31, 2023 and 2022

(See Independent Accountants' Review Report & Notes to Financial Statements)

	<u>2023</u>	<u>2022</u>
Operating Revenue		
Member dues	\$ 804,989	\$ 707,918
Grant revenue - ERC	--	7,600
Grant revenue	4,860	4,860
Administrative fees	2,000	--
Advertising income	1,450	1,975
	<u>813,299</u>	<u>722,353</u>
Operating Expenses	<u>670,913</u>	<u>590,175</u>
	<u>142,386</u>	<u>132,178</u>
Investment Income (Loss)		
Interest and dividends	10,117	11,628
Realized gain(loss) on sale of investments	(60,061)	9,383
Unrealized investment gain(loss)	52,058	(53,313)
	<u>2,114</u>	<u>(32,302)</u>
Less: Investment fees	5,031	5,815
	<u>(2,917)</u>	<u>(38,117)</u>
Change in Net Assets	139,469	94,061
Net Assets - beginning of year	<u>1,238,364</u>	<u>1,144,303</u>
Net Assets - end of year	<u>\$ 1,377,833</u>	<u>\$ 1,238,364</u>

PHILADELPHIA MUSICIANS' UNION LOCAL 77, A.F.M.

Notes to Financial Statements

May 31, 2023 and 2022

(See Independent Accountants' Review Report)

Note 1 - Nature of Activities

The Philadelphia Musicians' Union Local 77 A.F.M was established for the purpose of negotiating working conditions, wages, and benefits for its members. The organization represents musicians in Philadelphia County, along with specified communities in Bucks, Delaware, and Montgomery Counties in Pennsylvania and Burlington and Camden Counties in New Jersey. Members pay annual dues and contribute working dues to the Union based upon a percentage of local scale wages as established under a collective bargaining agreement.

Note 2 - Summary of Accounting Policies

Basis of Accounting

The financial statements of the Union are prepared under the modified cash basis of accounting, which is a comprehensive basis of accounting other than generally accepted accounting principles. Consequently, revenue is recognized when received, rather than when earned or due, and expenses are recognized when paid rather than when the obligation is incurred.

In addition, purchases of fixed assets are capitalized, related depreciation is recorded, investments in marketable securities are reported at fair market value and the related change in fair value is included in investment income.

Estimates

The preparation of financial statements in conformity with the modified cash basis of accounting requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

Cash and Cash Equivalents

The Union considers cash in depository accounts and short term investments issued with an original maturity of three months or less to be cash equivalents.

PHILADELPHIA MUSICIANS' UNION LOCAL 77, A.F.M.

Notes to Financial Statements

May 31, 2023 and 2022

(See Independent Accountants' Review Report)

Note 2 - Summary of Accounting Policies (continued)

Fixed Assets and Depreciation

Fixed assets are stated at cost. Expenditures for repairs and maintenance are charged to expense as incurred.

Depreciation is determined using the straight line method over the estimated useful lives of the related assets as follows:

	<u>Years</u>
Building	39
Furniture and fixtures	5-7
Office equipment	5-7

Depreciation expense for the years ended May 31, 2023 and 2022 was \$24,117 and \$11,338, respectively.

Advertising Cost

The Union charges to expense the cost of advertising as incurred. Advertising expense for the years ended May 31, 2023 and 2022 was \$24,483 and \$16,010, respectively.

Income Taxes

The Union is qualified under Internal Revenue Service code section 501(c) (5) as a tax exempt labor organization; as such a provision for income taxes is not provided.

The organization files income tax returns in the U.S. federal jurisdiction, and is no longer subject to examinations by tax authorities for years ending before May 31, 2019.

The Union is subject to routine audits by the Internal Revenue Service, however, there are no audits for any tax periods currently in progress. For the years ended May 31, 2023 and 2022, no interest or penalties were required to be recognized.

PHILADELPHIA MUSICIANS' UNION LOCAL 77, A.F.M.

Notes to Financial Statements

May 31, 2023 and 2022

(See Independent Accountants' Review Report)

Note 2 - Summary of Accounting Policies (continued)

Investment Valuation and Income Recognition

Investments in a registered investment company are recorded and reported at fair value based on quoted market prices of the the shares held as of May 31, 2023 and 2022. Investments in certificates of deposit and government bonds are reported at fair values based on reported market value.

Purchases and sales of securities are recorded on a trade-date basis. Interest is recorded when earned. Dividends are recorded on the ex-dividend date. Realized and unrealized gains and losses are included in the statements of revenue and expenses.

Subsequent Events

Management has evaluated subsequent events through August 22, 2023, the date on which the financial statements were available to be issued. Management has determined that no additional disclosures were necessary.

Note 3 - Concentrations of Credit Risks

The Union maintains cash balances at a financial institution. The accounts at the institution are insured by the Federal Deposit Insurance Corporation up to \$250,000. At May 31, 2023 the Union's uninsured cash balances maintained in the financial institution totals \$11,785.

The Union is subject to collective bargaining agreements covering its labor force. Working dues remitted by the Philadelphia Orchestra for the years ended May 31, 2023 and 2022 represented 82% and 81%, respectively, of total dues received.

PHILADELPHIA MUSICIANS' UNION LOCAL 77, A.F.M.

Notes to Financial Statements

May 31, 2023 and 2022

(See Independent Accountants' Review Report)

Note 4 - Grant Receivable/Grant Revenue

The Employer Retention Tax Credit (ERTC), a provision of the Coronavirus Aid, Relief & Economic Security (CARES) Act was utilized by the Union to obtain refundable credits on qualified wages paid to employees who were retained under the Covid-19 pandemic.

The ERTC consists of both nonrefundable and refundable tax credits. The total ERTC credits for the year ended May 31, 2022 was recorded as grant revenue in the amount of \$7,600. Of this amount, \$6,542 was refundable.

In January 2023 and 2022, the Union obtained grants from the American Federation of Musicians in the amount of \$4,860. These funds were utilized to engage a third party organizer to assist with the modernization and implementation of a member orientation program for current members and recruitment of new members.

Note 5 - Real Estate Owned

On May 22, 2020, the Union purchased real estate located at the Academy House located at 1420 Locust Street, Philadelphia, PA. During the prior fiscal year, the facility was renovated and on April 1, 2022 the union relocated its office and opened the facility to its members.

Note 6 - Investments and Fair Value Measurements

As discussed in Note 2 the financial statements are presented under the modified cash basis of accounting. Because investments are stated at fair value, accounting principles generally accepted in the United States establish a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value.

This hierarchy consists of three broad levels: Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets, Level 2 inputs consist of observable inputs other than quoted prices for identical assets, and Level 3 inputs are unobservable for the investment and include situations where there is little or no market activity in the investment.

PHILADELPHIA MUSICIANS' UNION LOCAL 77, A.F.M.

Notes to Financial Statements

May 31, 2023 and 2022

(See Independent Accountants' Review Report)

Note 6 - Investments and Fair Value Measurements (continued)

The Union uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, the Union measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value.

The following table sets forth by level, within the fair value hierarchy, the Union's investments at fair value as of May 31, 2023 and 2022.

<u>As of May 31, 2023</u>	<u>Assets Measured At Fair Value</u>	<u>Fair Value Level 1</u>
Money market funds	\$ 6,531	\$ 6,531
Equity funds	238,999	238,999
Fixed income funds	91,246	91,246
Mutual funds	87,074	87,074
	<u>\$ 423,850</u>	<u>\$ 423,850</u>

<u>As of May 31, 2022</u>	<u>Assets Measured At Fair Value</u>	<u>Fair Value Level 1</u>
Money market funds	\$ 12,100	\$ 12,100
Equity funds	--	--
Fixed income funds	120,619	120,619
Mutual funds	295,443	295,443
	<u>\$ 428,162</u>	<u>\$ 428,162</u>

PHILADELPHIA MUSICIANS' UNION LOCAL 77, A.F.M.

Notes to Financial Statements

May 31, 2023 and 2022

(See Independent Accountants' Review Report)

Note 7 - Multiemployer Defined Benefit Pension Plan

The Union contributes to the American Federation of Musicians & Employers' Pension Plan (AFM&EPF) under the terms of collective-bargaining agreements that cover its administrative staff, executive board and officers.

The risks of participating in these multiemployer plans are different from single-employer plans in the following aspects:

- Assets contributed to the multiemployer plan by one employer may be used to provide benefits to employees of other participating employers.
- If a participating employer stops contributing to the plan, the unfunded obligations of the plan may be borne by the remaining participating employers.
- If the Union chooses to stop participating in its multiemployer plan, the Union may be required to pay the plan an amount based on the underfunded status of the plan, referred to as a withdrawal liability.

The Union has determined that the multiemployer defined benefit pension plan covering its employees is not individually significant. The total contributions made to the multiemployer defined benefit pension plan for the years ended May 31, 2023 and 2022 were \$25,260 and \$23,288, respectively.

Note 8 - Operating Leases

The Union leased its office under a non-cancelable operating lease that commenced October 1, 2004. The lease contained scheduled annual rental increases, and required the payment of the Union's proportionate share of annual property taxes and building operation expense. In April 2014 an amendment to the lease extended the lease term to November 30, 2021. Upon expiration of the lease, the Union continued to lease the office on a month to month basis through March 31, 2022 at which time they relocated to their new facility.

The office lease expense, including operating costs and utilities paid in the years ended May 31, 2023 and 2022, totaled \$2,023 and \$33,445, respectively.

PHILADELPHIA MUSICIANS' UNION LOCAL 77, A.F.M.

Notes to Financial Statements

May 31, 2023 and 2022

(See Independent Accountants' Review Report)

Note 9 - Related Party Transactions

Playcheck 77, Inc., a Pennsylvania corporation, was established in April 2021 and operations began in May 2022. The entity operates as a payroll service for the professional musicians and entertainers exclusively for the assistance and convenience of the Local 77 members. Playcheck 77, Inc. acts as the employer of record for the purpose of contributing to the A.F.M. Pension Fund on behalf of the musicians and entertainers in their dealings with individuals, corporations and other groups that wish to utilize their services.

The Union performs administrative services for Playcheck 77, Inc. The services include the collection of payroll and related withholdings, union dues and pension contributions; record keeping related to the participants in the program and maintenance of the books and records. Administrative services collected for the year ended May 31, 2023 was \$2,000.

Note 10 - Risks and Uncertainties

The Union invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such change could materially affect investment account balances and the amounts reported in the statement of assets, liabilities and net assets.

PHILADELPHIA MUSICIANS' UNION LOCAL 77, A.F.M.

Schedules of Operating Expenses

Modified Cash Basis

May 31, 2023 and 2022

(See Independent Accountants' Review Report)

	<u>2023</u>	<u>2022</u>
Administrative salaries	\$ 49,429	\$ 46,125
Executive board salaries	30,787	29,710
Officers salaries	142,795	133,250
Payroll taxes	20,929	19,677
Employee benefits	41,860	33,994
Pension expense	25,260	23,288
Organizer fees	21,300	--
Advertising	24,483	16,010
Bank charges	2,488	1,124
Computer expense	4,418	4,384
Condo fees	15,908	15,489
Conferences and conventions	11,527	3,383
Contributions	565	500
Depreciation	24,117	11,338
Dues and subscriptions	3,185	614
Equipment lease and maintenance	3,293	3,898
Insurance	5,301	4,109
International and per capita assessments	149,452	139,659
Arbitration expenses	325	--
Office supplies and expense	8,895	7,155
Postage and courier fees	915	1,232
Professional fees:		
Accounting and compliance	8,140	15,397
Legal - local representation	15,063	19,287
Legal - orchestra negotiations	36,804	8,650
Public relations	2,415	--
Political contributions	--	300
Rent	1,562	30,617
Repairs and maintenance	2,972	--
Strike fund	7,425	7,425
Telephone	8,839	10,732
Utilities	461	2,828
Total	<u>\$ 670,913</u>	<u>\$ 590,175</u>



* Baltimore /Washington D.C. * Boston * Broadway * Chicago * Detroit * Las Vegas * Members at Large *
* Northern California * Pacific Northwest * Philadelphia * Phoenix * St. Louis * Southern California * Wisconsin

Why Join the TMA?

If you're a musician who's played for a musical theatre show, your perspective is needed in the Theatre Musicians Association community. Why join now?

Throughout 2023, contracts covering Broadway, national tours, and many local theatres will be negotiated. While all musicians have been hit hard by the events of the last few years, theatre in particular is facing increased challenges during this critical time:

- KeyComp & Virtual Orchestra technology replacing musicians
- Reduced instrumentations & orchestrations
- Consumer Price Index and Cost of Living outpacing our wages
- Ongoing health & safety concerns
- The proliferation of non-union tours

STAY INFORMED: TMA members access www.afm-tma.org to receive current tour itineraries and instrumentations. Our electronic newsletters: *THE PIT BULLETIN* and *PIT BULLETIN NOTES* keep members up to speed on important news, issues, and contract data facing theatre musicians. You get access to the latest contract information from across the country to ensure that you're staying current.

SOLIDARITY: TMA members are freelancers, Broadway musicians, regional and local musicians, touring bands, chairholders, and substitutes. Join other musicians in unity and strength from all across the U.S. and Canada. TMA is a musician-led organization that represents your opinions and experiences with working conditions, contracts, 'virtual orchestra' (electronic replacement), and protecting our jobs for the future.

ADVOCACY: It's our responsibility to protect jobs & uphold the quality of musical theatre for generations to come. The TMA initiates and supports efforts of our members, AFM Locals, and the Federation to promote live theatre, orchestra, and musicians. We help identify work opportunities, support organizing efforts and labor actions serve as an information network between theatre musicians and throughout the AFM.

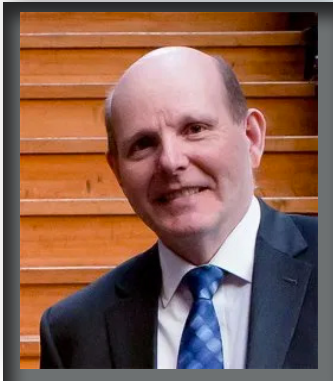
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Committee Reports



Philadelphia Orchestra Update

By: David Fay, Members Committee Chair

As of October 5th, the members of the Philadelphia Orchestra still have not reached an agreement with the Philadelphia Orchestra Kimmel Center Inc. (POKC) on a new Trade Agreement. Negotiations began in earnest in August, during our residency in Saratoga, NY. On August 20th the members voted to authorize the Members Committee to call a strike. In a show of support, all musicians (including our conductor Yannick Nézet-Séguin) wore blue local 77 t-shirts to a rehearsal. A “best and final” offer was given by management on September 8th which was unanimously rejected by the members. As a gesture of good faith, the members agreed to play our first concerts of the season in North Carolina. No reciprocal gestures from management were given. After an all night negotiation session, a “final” offer was given the day before our opening night concert. The musicians agreed to play opening night while the offer was considered. It was again rejected by a vote of 81-8. We are hopeful that an agreement will be reached soon. Thanks to our legal counsel, Stuart Davidson and Jordan Konell for their expertise as well as our Local 77 leadership for all their assistance during this process.



Philadelphia Orchestra Music Director Yannick Nézet-Séguin stands in solidarity with the musicians of the Philadelphia Orchestra during an open rehearsal in Saratoga, NY. Their current Trade Agreement expired on September 10, 2023.

Membersh

New Members

1. Andrijeski, Julie • 4211 John Ave., Cleveland, OH 44113 • (412) 401-4073
jxa4@case.edu • Baroque Violin, Baroque Viola, Violin, Viola
2. Beverly, James • 108 Pennock Place, Media, PA 19063 • (215) 734-3021
jamesbeverly35@gmail.com • Trumpet
3. Clark-Nedd, Dacia • 4415 Decatur Street, Apt. H1, Philadelphia, PA 19136 • (215) 487-5067
dacionedd13@gmail.com • Piano
4. Cockerham, Nicholas • 368 W. End Road, South Orange, NJ 07079 • (240) 285-2984
cockerhamguitar@gmail.com • Guitar (classical), Lute
5. Dennis, Ronald • 2101 Chestnut St. Apt 906, Philadelphia, PA 19148 • (215) 687-7763
connectwithbdennis@gmail.com • Vocals
6. Doyle, DeLane • 3871 Terrace St. Fl. 1 Rear, Philadelphia, PA 19128 • (307) 267-5693
delanedoyle@gmail.com • Percussion (general)
7. Finck, Willa • 849 S. 7th St. Apt 4C, Philadelphia, PA 19147 • (828) 406-6288
wrfinck@gmail.com • Violin
8. Fludd, Kevin • 2309 Carpenter Street, Apt. 300, Philadelphia, PA 19146 • (215) 779-9331
kevinfludd@comcast.net • Percussion (general)
9. Goldstein, Elias • 342 Egypt Run Road, Landenberg, PA • (630) 261-5746
elias@eliasgoldstein.com • Viola
10. Karp, Benjamin • 2130 Woodlawn Avenue, Glenside, PA 19038 • (215) 518-5222
benjaminkarp@gmail.com • Guitar, Piano, Guitar (bass)
11. Lee, Jina • 301 19th Ave. S, St. Petersburg, FL 33705 • (443) 629-9907
mailjina@gmail.com • Violin
12. Mizumoto, Manami • 13412 SE Harold Street, Portland, OR 97236 • (917) 587-3170
manami.mizumoto@gmail.com • Violin, Violin (baroque), Viola
13. Mortimore, John • 4211 John Ave., Cleveland, OH 44113 • (412) 477-4434
jtbass16@mac.com • jtbass16@mac.com
14. Powell, James • 179 Grape Street, Philadelphia, PA 19127 • (484) 844-0804
jamie@mmpvoice.com • Drum Set, Percussion (general)
15. Raimonde, Dimitri • 1022 Whitaker Avenue, Millville, NJ 08332 • (856) 430-9868
dimitriraimonde@gmail.com • Trumpet, Trumpet (piccolo), Flugelhorn
16. Rozanski, Tara • 804 Cathedral Street, Apt 7, Baltimore, MD 21201 • (856) 625-2894
tara.rozanski@gmail.com • Flute, Piccolo
17. Swenberg, James • 2660 Rock Rest Road, Pittsboro, NC 27312 • (917) 921-0526
theorboy@mac.com • Lute, Guitar (classical)

ip Activity

Reinstated

1. Anderson, Joseph R.
2. Carlyss, Gerald
3. Cristofaro, Mark
4. Crystal, Zachary
5. Gaspari, Nancy Bulack
6. Grossman-Pollak, Marcy
7. Haas, Jennifer C.
8. Hoegg, Jonathan
9. Javaheri, Juliette C.
10. King, Sybil
11. Marsalis, Rodney
12. McCommon, William Barry
13. Reichert, Edward
14. Soberick, Tim
15. Tice-Carroll, Patrick

Resigned

1. Barnes, Michael
2. Jacobson, Pamela
3. Morris-Kim, Mimi

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

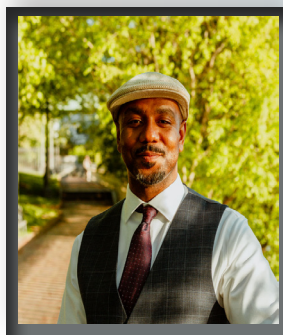
Minimum age requirement is 65 years old. Must have 35 cumulative years of AFM membership.

New Member Spotlight



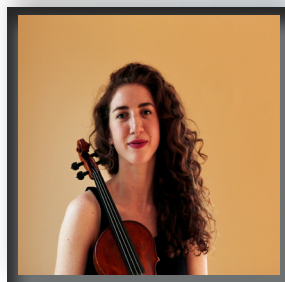
Dacia Clark-Nedd, Piano

Dacia Clark-Nedd is a Philadelphia native. Though afflicted with Autism and visual impairments, she is a very gifted pianist and keyboardist. Dacia is a devout Baptist and will soon be converting her faith to the Lutheran church with her husband, renowned author Kevin B. Saunders who is a member of the National Writers Union. Dacia is a new member to The American Federation Of Musicians, Local 77. With the help and assistance of her union, she hopes to one day form a band with other talented musicians and go on tour, traveling the world, spreading spiritual joy through her musical talent. A current student of the Settlement Music School, Dacia trains on improving her piano and keyboarding skills.



Brandon Dennis, Voice

Brandon Dennis is a vocalist, songwriter & public-school educator based in Philadelphia. He studied at the University of the Arts where he graduated with a Bachelor of Music in Vocal performance. Over the years Brandon has performed at The New Jersey Performing Arts Center, Media Theater, The New Freedom Theater, Paul Robeson House, The American Folk Museum, Sing for Your Seniors, and Jazz Philadelphia. Brandon is passionate about connecting listeners to the commonalities within the human experience. He advocates for providing music performances that are inclusive of underserved & marginalized communities.



Willa Finck, Violin

Willa Finck joined the second violin section of The Philadelphia Orchestra in September 2023. Prior to her appointment, she was a member of the first violin section of the Rochester Philharmonic Orchestra from 2017 to 2023. Ms. Finck earned her Bachelor's degree from the Eastman School of Music in 2018, studying with Mikhail Kopelman. In the summers she has performed with the Verbier Festival Orchestra in Verbier, Switzerland.

A native of North Carolina, Ms. Finck grew up playing Celtic and American folk music alongside her classical studies. She has released a number of albums: with her family band of 12 years, 'The Forget-Me-Nots'; with her folk band in Rochester, New York, 'Copper Hill'; and as a self-titled solo project. Willa plays a 2020 violin made by her father, luthier David Finck.

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Local 77 S



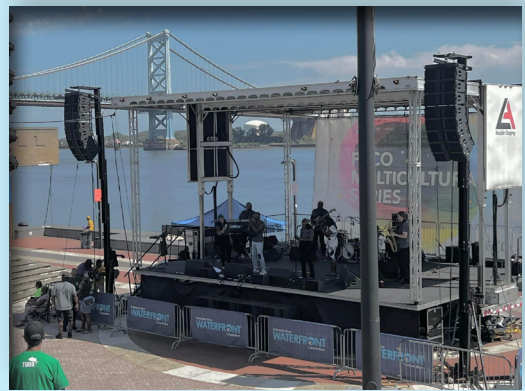
Philadelphia Orchestra musicians and substitutes perform before the 2023 AFL-CIO Labor Day parade and festival.



President Joe Biden with Local 77 members (top left) in attendance at the 2023 AFL-CIO Labor Day parade and festival.



IATSE Local 8 President Michael Barnes (left), Local 77 President Ellen Trainer, IATSE Local 8 Business Agent Tricia Barnes march with Local 77 members during the 2023 AFL-CIO Labor Day parade.



Local 77 musicians with Black Tie Entertainment perform during the festival following the AFL-CIO Labor Day parade.



Philadelphia Orchestra musicians perform for students on the first day of school at the Girard Academic Music Program.



Local 77 musicians pictured with Starbucks organizers at the 2023 AFL-CIO Labor Day parade

napshots



Philadelphia Orchestra Musicians and supporters leaflet patrons attending The Lion King at the Academy of Music.



Philadelphia Musicians stand in protest while being interviewed prior to departing for their tour to North Carolina.



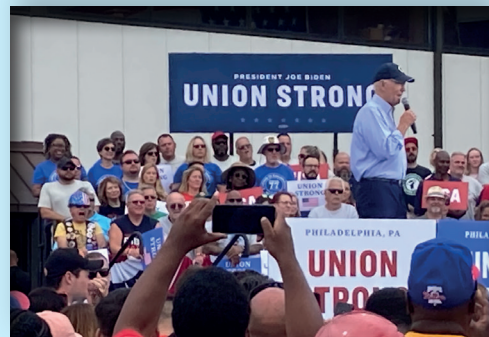
Local 77 President Ellen Trainer speaking to the press regarding the direction of the Philadelphia Orchestra negotiations.



Philadelphia Orchestra musician Paul Arnold speaking to the press ahead of their North Carolina tour.



SAG-AFTRA and WGA members at a rally in Love Park in late August, 2023



President Joe Biden addresses union members at a rally before the annual Philadelphia Council AFL-CIO Labor Day parade on Delaware Avenue.

Executive Board Minutes

July 17, 2023

PRESENT: President Trainer, VP Goldberg, S-T Antonacci, Executive Board members, Ansel, Fay and Suttman are present. PROCEEDINGS: Meeting called to order at 2:10pm. 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 as well as the balance sheet for June, 2023. A brief discussion was held on the expenses that have been accruing regarding the prep work for the Philadelphia Orchestra (POA) negotiation. To date, the legal expenses for negotiation prep are \$51,638.00. A discussion ensued on per diem reimbursement for the 2023 AFM Convention. A motion was made and seconded to approve per diem for an extra travel day at the AFM rate of \$69 for Local 77 Officers. A motion was made and seconded to approve the financial report. A discussion was held regarding opening an investment account at PNC bank. A motion was made and seconded to approve President Trainer and S-T Antonacci as co-signers of the new account. S-T Antonacci reported on the membership activity. To date Local 77 has 768 active members and 25 suspended members. There was one new member applicant since the previous meeting. A motion was made and seconded to approve the new member applicant. A discussion was held on the upcoming members that are slated to be suspended and expelled at the end of this month. Final payment notices were sent to members during the beginning of July. A discussion was held on the process regarding EB Fay's replacement on the Executive Board. A determination was made that the members of the POA will nominate a successor during

their Members' Committee nomination meeting, scheduled to be held in Saratoga Springs, NY in August. EB Fay reported on the POA. The California tour has been canceled. The POA is performing at the Mann Center this week, followed by their residency in Saratoga Springs, NY. President Trainer reported that the Philly POPS continue to remain delinquent on their payment of work dues that had been deducted from musicians' pay for performances in December, 2022 and January, 2023. VP Goldberg reported that the No Name Pops held a press conference at the Philadelphia Council AFL-CIO announcing their upcoming concerts at the Kimmel Center on October 28, 2023. The press conference featured speakers from Local 77, Philadelphia City Councilmember James Harity, No Name Pops cellist Jonathan Fink and Philadelphia Council AFL-CIO President Daniel Bauder. EB Suttman reported on the Theatre Musicians' Association (TMA). On the national level, TMA is preparing for their annual conference, which will take place in Milwaukee, WI in August. The national TMA chapter is in the process of organizing a New York chapter. President Trainer reported that the Opera Philadelphia Joint Labor Committee recently met, and she advocated that they continue to hire local musicians for their upcoming Baroque performances this Fall. S-T Antonacci reported that Metro Philadelphia has recognized President Trainer as an LGBTQ+ Power Player for 2023. A discussion ensued on purchasing advertising space in the magazine. A motion was made and seconded to approve purchasing a half page advertisement at the rate of \$900. S-T Antonacci reported that the Chamber Orchestra (COP) committee will be meeting on Friday to finalize their first proposal to management

for their upcoming negotiation, which is set to begin in the coming weeks. President Trainer discussed the importance of Local 77 organizer Scott Silber for the upcoming negotiations, and urged the Executive Board to consider maintaining his employment at the current arrangement of \$1775 per month. A motion was made and seconded to continue employing Mr. Silber at the rate of \$1775 per month. VP Goldberg discussed the ongoing strike with the Writers Guild and SAG-AFTRA. A majority of the issues facing workers on strike surround artificial intelligence. A discussion ensued on the upcoming International Conference of Symphony and Opera Musicians (ICSOM) conference, to be held in Milwaukee, WI in August. A motion was made and seconded to approve sending President Trainer and the POA ICSOM Delegate Nicole Jordan to the conference. VP Goldberg reported that there is a rally in the coming days for the Philadelphia chapter of SAG-AFTRA. VP Goldberg stated that Local 77 may be asked to provide musical entertainment. A discussion was held on the recent Wawa Welcome America performance on July 4, 2023. Local 77 members were seen performing with Black Pearl Chamber Orchestra on television without a union contract. A motion was made and seconded to adjourn the meeting. The meeting was adjourned at 3:36pm.

July 31, 2023

PRESENT: President Trainer, VP Goldberg, S-T Antonacci, Executive Board members, Fay and Suttman are present. PROCEEDINGS: Meeting called to order at 1:03pm. 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 that a new account was created at PNC Bank,

with the intent of garnering a higher interest rate than is currently being offered at Sun Federal Credit Union. A motion was made and seconded to approve transferring up to \$180K from the savings account at Sun Federal Credit Union to a new investment account at PNC Bank, exclusive of the amounts required to open a mandatory checking account. S-T Antonacci reported on the membership activity. To date Local 77 has 760 active members and 17 suspended members. A discussion was held on the timing of EB Fay's departure from the Executive Board. VP Goldberg reported on the Regional Orchestra Players Association (ROPA) Conference, which was held in Atlanta, Georgia. VP Goldberg reported that several resolutions were passed that will strengthen the solidarity amongst all of the 97 ROPA groups. Opera Philadelphia (OP) ROPA Delegate Brooke Beazley and Philadelphia Ballet ROPA Delegate Blake Espy were in attendance, along with VP Goldberg who is a ROPA Executive Board member and ROPA Delegate for the Harrisburg Symphony Orchestra. OP ROPA Delegate Brooke Beazley was nominated and elected to the ROPA Executive Board for a term of two years. S-T Antonacci reported on conversations that have been held with the Philadelphia Council AFL-CIO regarding the entertainment for Labor Day on Monday, September 4, 2023. The terms and conditions for funding from the Music Performance Trust Fund (MPTF) have changed since 2022, which had previously been funded at 100% and would not be taken out of the yearly allotment for Local 77. This year, MPTF is funding at 50% and the funds are being taken out of the Local 77 allotment. S-T Antonacci will provide updates to the entertainment at the next Executive Board meeting. President Trainer reported that the HVAC repair will be scheduled in the coming weeks. EB Fay reported on the Philadelphia Orchestra (POA). The POA has begun their residency in Saratoga, NY. The next round of Trade Agreement negotiations will commence over the next several

weeks in NY. S-T Antonacci reported on the Philly POPS. Executive session entered from 2:00pm-2:09pm. EB Suttman reported that the representatives from the Philadelphia chapter of the Theatre Musicians' Association (TMA) for the upcoming TMA Conference in Milwaukee, WI will be EB Suttman in his capacity as National TMA Vice President, and Philadelphia chapter member Fred Weiss. President Trainer reported on a recent discussion held with Academy House building manager Ron Ruffner regarding a reassessment for repairs to the garage inside Academy House. A motion was made and seconded to approve spending up to \$2,500 for Local 77 to inquire with a real estate lawyer regarding the reassessment obligations on the commercial side of the Academy House complex. President Trainer excused at 2:27pm. A motion was made and seconded to approve an amount up to \$7,200 for a two-month (up to 20 hours) engagement of a public relations consulting firm. Any charges beyond the initial \$7,200 will be billed at \$185/hour and require prior approval of the Executive Board. S-T Antonacci reported negotiations with the Chamber Orchestra of Philadelphia (COP) are set to begin on September 13, 2023. The COP Contract Expires August 31, 2023. S-T Antonacci reported that he along with President Trainer and EB Suttman have been working on the Shubert Theatre proposal, and anticipate initiating the upcoming negotiation in the coming weeks. VP Goldberg reported that she and President Trainer are headed to Saratoga, NY for POA negotiations. A motion was made and seconded to adjourn the meeting. No discussion was held. Meeting adjourned at 2:32pm.

August 14, 2023

PRESENT: VP Goldberg, S-T Antonacci, Executive Board members, Fay, Ansel, and Suttman are present. PROCEEDINGS: Meeting called to order at 1:11pm. 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 reviewed the income and expenses for

July, 2023 as well as the balance sheet. S-T Antonacci presented a quarterly financial report for the Local 77 payroll service, Playcheck77, Inc. The total amount of payroll paid to musicians for Q2 exceeded \$115,000. The total amount of revenue to pass through the payroll service since the beginning of January, 2023 is in excess of \$275,000. A motion was made and seconded to approve the financial reports. S-T Antonacci reported on the membership activity. To date Local 77 has 765 active members and 15 suspended members for a total of 780. There has been one new member applicant since the previous meeting. A motion was made and seconded to approve the new member. A discussion was held on the upcoming AFL-CIO Labor Day parade and festival. The Local 77 payroll service Playcheck77, Inc., is partnering with the Music Performance Trust Fund to sponsor a band to march in the parade with members of the entertainment unions on Labor Day. EB Fay reported on the Philadelphia Orchestra (POA). The musicians of the POA have been in ongoing negotiations with management in Saratoga. POA musicians recently showcased their solidarity at an open rehearsal by wearing their blue Local 77 t-shirts, along with conductor Yannik Nézet-Seguin and soloist Bruce Liu. A discussion was held on The No Name Pops. VP Goldberg reported that The No Name Pops will be presenting nine Christmas concerts at The Kimmel Center in December, 2023. VP Goldberg reported that the Opera Company will be postponing their upcoming February production due to financial constraints. S-T Antonacci reported that the Shubert (Forrest Theatre) contract proposal is nearly complete, and the committee will be reaching out to management in the coming days to schedule the first negotiation. S-T Antonacci reported that the Eastern conference will be held at the Valley Forge Resort & Casino from May 3-5, 2024. A discussion was held on per diem payments for local officers in attendance for in-person negotiations in Saratoga, NY. A motion was made

and seconded to approve funding per diem reimbursements at 100% on travel days to-and-from Saratoga. A motion was made and seconded to adjourn the meeting. No discussion was held. Meeting adjourned at 2:34pm.

August 28, 2023

PRESENT: President Trainer, VP Goldberg, S-T Antonacci, Executive Board members, Fay, Ansel, and Suttman are present. PROCEEDINGS: Meeting called to order at 10:19am. 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 770 active members and 14 suspended members for a total of 784. There have been four new member applicants since the previous meeting. A motion was made and seconded to approve the new members. S-T Antonacci reported that Local 77 members in Black Tie Entertainment, The Renaissance Orchestra, and members of the Philadelphia Orchestra will be providing musical entertainment for the upcoming AFL-CIO Labor Day celebration. EB Fay reported on the Philadelphia Orchestra (POA). The POA musicians have authorized a strike if negotiations break down in the coming weeks. In addition to having created designs for potential picket signs and leaflets, POA musicians sent a letter to the Board of the POA, addressing their concerns regarding the ongoing negotiations. Negotiations are set to continue on September 6, 2023 and the current Trade Agreement expires on September 10, 2023. President Trainer reported on the recent International Conference of Symphony and Opera Musicians (ICSOM), which had been held in Milwaukee, WI. President Trainer and POA Principal Librarian Nicole Jordan were in attendance, and Ms. Jordan was elected to the Board of ICSOM. Regional Orchestra Players Association (ROPA) delegates from Opera Philadelphia and the Philadelphia Ballet presented their report on the recent conference, held

in Atlanta, GA. EB Suttman reported on the Theatre Musicians' Association conference, which had taken place in Milwaukee, WI ahead of the ICSOM conference. Among the topics discussed at the conference were electronic media, musician replacement technology, and the recent victory at Local 161-710 (Washington, DC) with regard to the use of KeyComp in The Lion King at The Kennedy Center for the Performing Arts. EB Ansel reported on the Philadelphia Ballet. Executive session entered from 11:33am-11:46am. President Trainer excused at 11:46am. VP Goldberg reported on the No Name POPS (NNP). The NNP had recently performed at Parx Casino, backing up Wayne Newton. Other performances of the NNP have included retirement homes, and country club benefit concerts. The NNP will be performing at the Kimmel Center on October 28, 2023 at 3pm and 8pm, as well as a series of nine performances in December. EB Ansel reported on a potential contract violation at the Walnut Street Theatre. Executive session entered from 11:54am-12:04pm. The next EB meeting is scheduled for September 11, 2023 at 10:15am. A motion was made and seconded to adjourn the meeting. No discussion was held. Meeting adjourned at 12:10pm.

September 21, 2023

PRESENT: President Trainer, S-T Antonacci, Executive Board members, Ansel, and Suttman are present. PROCEEDINGS: Meeting called to order at 10:35am. 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 that Local 45 (Allentown, PA) had reached out to several neighboring locals to ask for assistance in legal bills that they have incurred in litigation against a symphony member who objects to paying union dues. Local 45 has prevailed in the case, which is precedent setting and a major win for organized labor. A motion was made and seconded to approve a donation of \$500 to Local 45, to assist in

their legal bills for this litigation. EB Fay present at 10:47am. EB Fay reported on the Philadelphia Orchestra (POA). The POA musicians are currently on tour in North Carolina. Negotiations are set to resume on Tuesday, September 26, 2023. EB Fay excused at 10:52am. S-T Antonacci reported on the membership activity. To date Local 77 has 781 active members and 14 suspended members for a total of 795. There have been ten new member applicants since the previous meeting. A motion was made and seconded to approve the new members. S-T Antonacci reported that the 2023 AFL-CIO Labor Day parade and festival was a success. Local 77 had musical representation in the parade, as well as the main stage for the festival. Renaissance Orchestra, Black Tie Entertainment, and members of the Philadelphia Orchestra were among the performers. S-T Antonacci reported that Local 77 is working to schedule a meeting with Philly POPS management in an effort to resume and complete negotiations on the expired collective bargaining agreement. President Trainer reported that the No Name Pops will be performing at the Kimmel Center Arts Fest 2023 on September 23, 2023. EB Suttman reported on an issue that was discovered in the Philadelphia Theatre Company (PTC) contract. The PTC contract is silent on compensation for traveling conductors. EB Suttman is in communication with Theresa Couture, Local 802 business representative regarding this issue, as there is a performance coming to PTC in the coming months that contains a traveling conductor and associate conductor. EB Ansel reported on the Philadelphia Ballet. The Ballet is preparing for their upcoming production of Carmen, which begins October 3, 2023. The Ballet intends on holding auditions this year for Principal Clarinet and Associate Concertmaster. President Trainer reported that Opera Philadelphia is in the midst of their fall festival. S-T Antonacci reported that the Chamber Orchestra of Philadelphia (COP) had their first round of negotiations with Local

77. Local 77 presented their proposal to management, and is awaiting confirmation on scheduling a follow-up meeting. S-T Antonacci reported that Local 77 is set to begin negotiations with the Shubert Organization (Forrest Theatre) on Thursday, September 28, 2023. Discussion was held on the recent Septa announcement that they will be canceling the 32 bus, which provides transportation for many members, and patrons alike to local theaters. President Trainer will notify management of the Kimmel Center that this change is set to take place, in the hopes that something could be done to avoid this potential negative impact on the subscriber base. Executive session entered from 11:30am-11:57am. A discussion ensued on scheduling the next board meeting. The next meeting is scheduled for September 29, 2023 at 10:00am. A motion was made and seconded to adjourn the meeting. No discussion occurred. Meeting adjourned at 11:58am.

September 29, 2023

PRESENT: President Trainer, 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 member activity. To date, Local 77 has 794 members. 781 are active members while 13 are suspended. A motion was made and seconded to approve one new member application. A discussion was held on the format, agenda, and guest speakers for the upcoming membership meeting scheduled for October 10, 2023 at 5pm. S-T Antonacci reported that the Fall edition of Arpeggio will go to print within the next week. EB Fay reported on the Philadelphia Orchestra (POA). Local 77 and POA management negotiated until 3:15am on September 26, 2023. President Trainer reported that the management for the Philly

POPS and representatives from Local 77 are working on scheduling a meeting to resolve the remaining issues in their contract negotiations. VP Goldberg reported that the No Name Pops (NNP) musicians performed recently at World Cafe Live as well as the Preston and Steve morning radio show. The NNP is looking forward to their upcoming October concert, as well as the scheduled December Christmas NNP performances. EB Suttmann reported that the Philadelphia chapter of the Theatre Musicians' Association (TMA) is planning to schedule a meeting on Monday, October 9, 2023 at the office of Local 77. EB Suttmann reported that he is hosting a book club for the national TMA on Monday October 16th at 8pm. S-T Antonacci reported on a recent meeting that was held with a representative from the Walnut Street Theatre regarding a potential contract violation. President Trainer reported that Opera Philadelphia is in the middle of their annual festival, and discussed their involvement in the Kimmel Center Arts Fest. S-T Antonacci reported that the next round of negotiations between the Chamber Orchestra of Philadelphia and Local 77 are scheduled for October 12, 2023 at 10am. S-T Antonacci reported on the first negotiation of the Forrest Theatre contract, which took place on September 28, 2023. Local 77 presented its proposal first at both negotiations. S-T Antonacci reported that he followed up with the International AFM office regarding their assisting Local 45 (Allentown, PA) with legal bills following the successful litigation of a case surrounding the payment of membership dues. The International office acknowledged their victory, however locals are responsible for paying their own legal expenses and therefore a motion was made and seconded to approve another \$500 donation to Local 45 during the month of October, for the continued assistance in paying their legal bills. S-T Antonacci reported that Local 77 musicians in the Renaissance Orchestra

will be performing this coming weekend at the 2023 Pennsylvania Democratic Independence Dinner, which will be held at the Valley Forge Resort & Casino on September 30, 2023. S-T Antonacci reported on the partnership between the Center City District and Local 77 to provide over 35 performances in the Center City area from September 5th - October 11th. VP Goldberg reported on the most recent meeting of the Arts and Entertainment Committee at the Philadelphia Council AFL-CIO. The Writers Guild of America recently settled their strike, and members of SAG-AFTRA are hoping to reach a similar agreement in the near future. President Trainer reported that Local 77 will be filing three Unfair Labor Practices against the Philadelphia Orchestra Kimmel Center Inc. for violating the National Labor Relations Act. A discussion was held on scheduling the Executive Board meetings for October. The next two meetings are scheduled for October 6, 2023 and October 20, 2023 at 11am. A motion was made and seconded to adjourn the meeting. No discussion was held. Meeting adjourned at 11:36am.

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

