

Arpeggio

Arpeggio is the official quarterly journal of the Philadelphia Musicians' Union, Local 77 AFM • Winter 2024, Issue No. 18



Official Notice

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

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WINTER MEMBERSHIP

MEETING

February

29

LOCATION: Office Of Local 77

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

TIME: 5:00pm

**Refreshments and light
snacks will be provided**

**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*

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Rebecca Ansel
David Fay
Robert Suttman

AFM Convention Delegate

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Laura Munich

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Office Hours

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

Arpeggio Editor

Jarred Antonacci

President's Message

By Ellen Trainer, President



Happy January Local 77 family! A new calendar year brings reflections on the past and resolutions for the year ahead. The year 2023 brought some hard fought challenges for Local 77. Some have been successfully resolved, while some have been carried over to 2024.

The Philadelphia Orchestra contract was a significant focus for 2023. The Members' Committee composed of David Fay, Holly Blake, Dara Morales, William Polk, Olivia Stanton, and Nate West worked with Local 77 Officers, our legal counsel from Willig, Williams, and Davidson, our organizer, Scott Silber, and our PR firm, Rose Hill Consulting. Every member of the Philadelphia Orchestra was actively involved through surveys, group meetings, leafleting the public, participating in interviews, petition signing and countless days of negotiations, sometimes until the early morning hours. We would not have achieved the gains that we did had it not been for every member's involvement, as well as the extended Local 77 and AFL-CIO Union community.

Although we did not get everything we wanted and deserved, there were significant improvements to the Trade Agreement. However, if we want to restore our contract to the premiere status we enjoyed prior to the bankruptcy, we must continue preparing

over the next three years. Once a negotiation is completed, the work is not done. Your union officers have been reflecting on what went right, what went wrong, and how to make sure we are strong, unified and prepared for the next contract negotiation. We urge our membership to do the same. Ask yourselves what changes you would like to see in the next contract and how you can prepare yourselves strategically, emotionally and financially to be successful.

As we look to 2024 we have much to do. Local 77 is currently negotiating with the Chamber Orchestra of Philadelphia and the Shubert Organization. The Academy of Vocal Arts and Walnut Street Theatre contract negotiations are on the horizon. The No Name Pops performed their inaugural concert in October as well as the beloved Christmas shows. We are presently working to secure a collective bargaining agreement with the No Name Pops.

There will be numerous free and open to the public performances from February through April to celebrate Black History Month, Women's History Month, and Jazz Appreciation Month. These programs will be performed by Local 77 musicians and sponsored by the Music Performance Trust Fund. We hope to use those public events to introduce our city's newly elected officials and the public to Local 77.

We are committed to strengthening our relationships with city and state officials, with the venues that support arts and culture, and with our Union siblings throughout the city of Philadelphia. With your help and involvement, we can continue to gain momentum into this New Year. I wish you all the best for 2024 and I hope to see you at the next membership meeting.

Secretary-Treasurer's Report

By Jarred Antonacci, Secretary-Treasurer



It has been a busy fall at the office of Local 77, I hope you all had a wonderful holiday break.

One of the most important goals of our administration is to foster new relationships with other organizations in our city. As many of you may already know, the Music Performance Trust Fund (MPTF) has been a pivotal tool for our recruitment of new members, and an equally important asset as we work to build our relationships within the city of Philadelphia. We have gained a substantial amount of new members as a result of using MPTF, and most recently, we utilized it to foster a relationship with the Center City District.

Earlier this Fall, representatives from the Center City District reached out to our office in an attempt to partner in providing live entertainment throughout the center city area over the course of a six-week period. We were able to direct the representatives to our ensembles page on the Local 77 website for their review. Over the course of this six-week period MPTF was utilized in partnership with the Center City District to provide more than 35 performances. All performers engaged were paid through the Local 77 payroll service, Playcheck77, Inc. as employees and everyone received a pension contribution for their work.

As we look ahead to 2024, I anticipate our office receiving more calls for live entertainment through the Center City District. If you have not already done so, please visit our ensembles page on the Local 77

website and consider submitting your materials to the office of Local 77 to be included on that page. The more ensemble options we can offer on our website, the better! If you are interested, please send the following to jantonacci@local77afm.org:

1. Name of ensemble
2. Headshot / photos of ensemble
3. Short video / audio clip
4. Description of your ensemble

Now that we have the ability to utilize the Local 77 payroll service, our members do not have to worry about having their own LLC or business to submit pension payments, as the payroll service is a signatory to the Fund. The payroll service has a Worker's Compensation policy as well as the ability to acquire the appropriate certificates of insurance on a case-by-case basis. I encourage all of our members to inquire about this service, I would be more than happy to explain how it works.

Our last general membership meeting in October was a success. We achieved a quorum and were able to conduct official business. **Our next general membership meeting will be held on February 29, 2024 at 5pm at the office of Local 77.** Refreshments and light fare will be provided to all who attend. If you were not able to make the Fall membership meeting, we strongly encourage you to attend the Winter meeting. The more member engagement we have, the stronger our union will be. This year will be a very important one, with the presidential election on the horizon. We must remain engaged, mobilized and organized. W

I hope to hear from all of you regarding the submission of your ensemble materials for our website, and I'm looking forward to seeing you at our general membership meeting on February 29th!

Local 77 Balance Sheet

December 31, 2023

Cash in Bank

PNC Money Market.	\$95,442.03
PNC Checking Account.	\$5,000.00
TD Bank Money Market.	\$11,541.48
Sun Federal Checking Account.	\$101,005.43
Sun Federal Savings Account.	\$10.00
TD Bank – Checking.	\$199,139.36
Total Cash in Bank.	\$412,138.30

Investments at Fair Value

NY Life Securities LLC.	\$471,517.33
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Total Current Assets. \$883,655.63

Fixed Assets- Property & Equipment

New Condo (Academy House).	\$503,150.32
Furniture and Fixtures.	\$12,973.31
Equipment.	\$29,921.81
Accumulated Depreciation.	(\$61,494.94)

Total Fixed Assets

Property & Equipment.	\$484,550.50
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Equity

Fund Balance.	\$1,377,833.09
Net Income Fiscal Year To Date.	(\$9,626.96)

Total Equity. **\$1,368,206.13**



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PHILADELPHIA BALLET ORCHESTRA
Beatrice Jona Affron, Music Director

Announces auditions for the following positions:

ASSISTANT CONCERTMASTER

Audition Date: February 19, 2024
Academy of Music, Philadelphia

Materials must be received by **January 22, 2024**.

PRINCIPAL CLARINET

Audition Date: Monday, March 11, 2024
Academy of Music, Philadelphia, PA

Materials must be received by **February 12, 2024**.

Please email a single page resume
(which must include contact phone numbers) to:

orchauditions@philadelphiaballet.org

Repertoire will be sent on request.



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Membersh

New Members

1. Bagala, Samuel • 1027 Arch Street, Unit 509, Philadelphia, PA 19107 • (207) 650-5286
sam.bagala@gmail.com • Piano, Keyboard, Synthesizer, Harpsichord, Celeste
2. Calmes, Keith • 700 Central Avenue, Lindenwold, NJ 08021 • (732) 688-3861
keithcalmes6@gmail.com • Guitar, Mandolin, Banjo, Bass (electric), Ukulele, Guitar (elec. stl.)
3. Collins, Jake • 301 Market Street, Suite #2, Philadelphia, PA 19106 • (302) 650-9406
jakewilliamcollins@gmail.com • Piano, Keyboard, Synthesizer
4. Flanagan, Molly • 303 Sherwood Lane, Conshohocken, PA 19428 • (610) 322-6603
meflan91@gmail.com • French Horn
5. Gegeshidze, Elisabed • 111 Munn Lane, Cherry Hill, NJ 08034 • (856) 834-0794
eliso@hotmail.com • Violin
6. Lombo, Alejandro • 180 E. 101st Street, Apt 11, New York, NY 10029 • 954) 240-9828
alexlombo1@gmail.com • Flute, Piccolo
7. Newton, Bertram • 27 Cricket Lane, Turnersville, NJ 08012 • (856) 582-9333
bertramnewton23@outlook.com • Piano, Drum Set, Guitar, Bass (electric)
8. Rosario-Pugh, Kenneth • 206 W. Stiles St., Philadelphia, PA 19122 • (215) 687-5966
kennyrpmusic@gmail.com • Guitar (electric), Guitar (acoustic)
9. Sadler, Madalyn • 1021 Penn Circle E406, King of Prussia, PA 19406 • (610) 818-8849
msadler343@gmail.com • Viola
10. Spearman, Daniel • 1471 Baird Avenue, Camden, NJ 08103 • (609) 560-7578
daniel.spearman94@gmail.com • Trumpet
11. Thymius, Gregory 4 W. 109th St. #58, New York, NY 10025 • (212) 932-0352
doublesornothing@gmail.com • Clarinet, Saxophone (alto), Saxophone (tenor), Saxophone (baritone), Flute, Flute (alto), Piano

2024 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.

ip Activity

Reinstated

1. Anderson, Joseph R.
2. Chaffin, Michael
3. Cristofaro, Mark
4. Kiang, Ruth
5. Loudis, Bradley Adam
6. Merlino, Shannon
7. Ocheret, Evan
8. Taylor, Louis

Resigned

1. Brinnel, Hailey
2. Cho, Shinjoo
3. DiThomas, Ryan
4. Genemans, Andrew
5. Hibbard, Hans Ethan
6. Karppala, Danielle
7. Lee, Seula
8. McCain, Daniel
9. Ranney, Harriett Frazey
10. Rotella, Joseph P.
11. Simpson-Hankins, Fareed
12. Takeda, Grace

In Memoriam

Frank Kaderabek
1929 – 2023

● Lawrence McKenna
1937 – 2023

Kenneth Miller
1941 – 2024

Deborah Reeder
1940 – 2024

In Memoriam



I am sitting in my living room looking at the B flat trumpet that Frank Kaderabek insisted on giving to me just before his passing. When I press the valves I feel his presence because only valves that have been pressed correctly thousands of times respond like this. I plan on using it when I play solos by Harry James and for many other solo works. From his august military career to the multiple orchestras where he played, Frank Kadarabek was a legendary trumpeter. I count myself lucky to be one of his students.

Around 35 years ago I had my first lesson with Mr. Kaderabek as a student at Curtis Institute of Music in Philadelphia. All of his students took the lessons very seriously. I could not imagine going to a lesson without wearing a tie. His expectation for the level of preparedness for the etudes was extremely high. I had to start practicing the night of the lesson in order to be ready for the lesson the next week—this went on weekly for three years.

Frank Kaderabek

1929 – 2023

A Reflection by Rodney Marsalis

Mr. Kaderabek was committed to developing the whole person—not just a trumpet player. One year he had us take vocal lessons with one of the school’s voice teachers. He brought us on a trip to the trumpet museum and read us quotes by Herbert L. Clarke. He and his wife would host students for Thanksgiving dinner if they had nowhere to go.

By my third year I was an entirely different player, and started preparing for orchestra auditions. I won two auditions in San Diego and Denver back-to-back against hundreds of players and through multiple screened rounds. These successful auditions are credited largely to Mr. Kaderabek’s thoughtful guidance, preparation and dedication to teaching me the value of a good work ethic.

Sometimes during lessons he would pick up his B flat trumpet and play the piccolo part from Pictures at an Exhibition. Well, it is not labeled as a piccolo part but that is how most trumpeters get through it. He could clearly do it on any trumpet. I remember thinking to myself as he nailed it...”yeah, I can’t do that.”

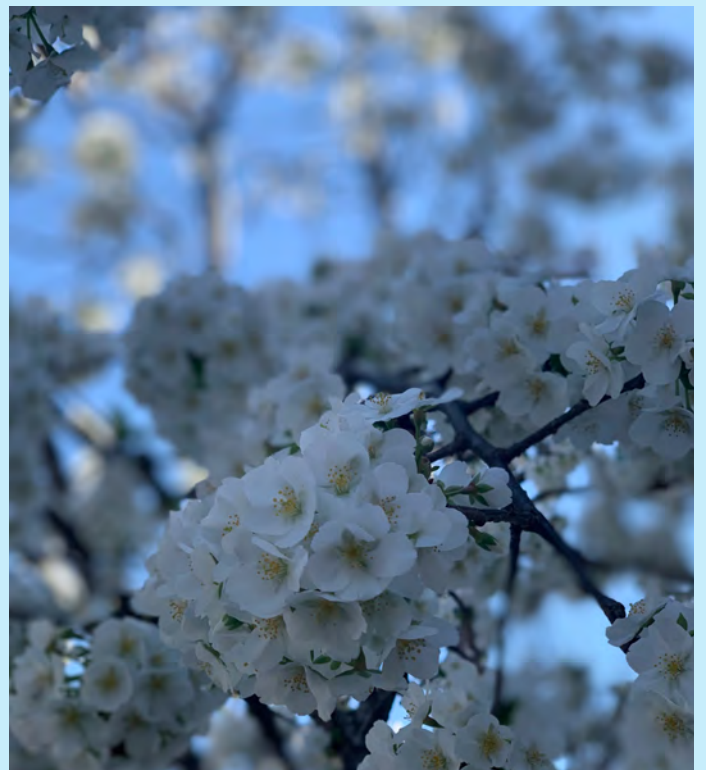
Years later I was at a concert playing Principal Trumpet with the Chamber Orchestra of Philadelphia. Frank's daughter Elizabeth passed by my stand and said, "Hey Rodney, my dad is here." I had chosen to play a challenging part on piccolo. At the age of 45, I quietly tried to hide the piccolo under my chair as I scanned the audience for Frank. The passage went well. Then after the performance I saw Frank backstage. "Good job, Rodney" he said. "I noticed you used the piccolo trumpet in that passage."

Our teacher-student dynamic never changed even as we became friends. He insisted on quality, hard work, and preparation. His students adored him, especially when he would start to tell stories.

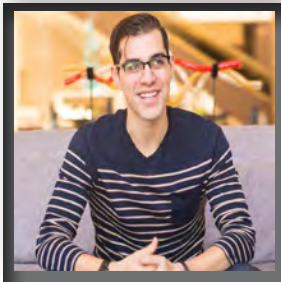
After I won the two orchestra jobs Frank had me play extra a few times with the Philadelphia Orchestra. He made it clear that he hoped that I would one day play Principal trumpet with a major orchestra. It happened, but not in a way that either one of us expected. I ended up employing everything that he taught me as Principal Trumpet with the Barcelona Symphony Orchestra, playing all the Mahler symphonies, Bruckner Symphonies, Strauss tone poems, and works of Tchaikovsky, Brahms, Beethoven, Bartok and many others. It was a trumpeter's dream come true and I had the good fortune to work with many of the world's leading conductors and soloists.

My farewell concert in Philadelphia was at Saratoga with the Philadelphia Orchestra playing Verdi Requiem—I was 22 years old. I was on my way to the job that I had just won with the San Diego Symphony. Things were going well. I got to the concert and opened my case and realized that I had forgotten my mouthpiece! I found one of the other trumpet players, Roger Blackburn. He said "don't tell Frank!" He whisked me around to the back of the stage to get me a mouthpiece. We all respected Frank so much because he always seemed to have it together. He was a real leader. He embodied the heroic spirit of the trumpet.

Even when I last saw him about a week ago, he wanted to talk about trumpet stuff. I did not have the words to express my admiration for the way he lived his life from beginning to end. He had become much more than a teacher. He was the caring father figure that I did not have as a young 20 year old kid at Curtis. My cousin Wynton thanked him for teaching me those years. The last time that I saw him his only care was whether or not I was happy with my career path and with my personal/ family life—he was still a great teacher. We spent an hour together telling stories and talking about all of his students, former conductors, and colleagues. Something told me that it was our last time together. He still had that same spark in his eyes, though. It's what inspired hundreds of students and thousands of listeners around the world. You hear it in his sound. So, when Elizabeth told me that he passed, I just listened to his Poem of Ecstasy recording on repeat as I drove around Philadelphia suburbs. My only solace is that I have a photographic memory of every lesson with him and I know that he will live on through the lessons that I will give to my future students. I can only hope to live as full and vivacious a life as Frank Kaderabek. He will always be a true hero.



New Member Spotlight



Samuel Bagala, Piano

Samuel Thorne Bagala is a pianist, music director, composer, conductor, music producer, and sound engineer. Originally from Maine, Sam lived in New York City for ten years before moving to Philadelphia in 2023. His professional highlights include working on the Broadway musical and first national tour of *Hamilton* since 2018 as an associate conductor and keyboardist. He has held a keyboard chair for the Radio City Christmas Spectacular since 2021. Sam was the music director and conductor for the 20th Anniversary tour of the Broadway musical *RENT*, which included performances in Tokyo, Japan. Sam has held music director positions at the Dallas Theater Center, Maine State Music Theater, and The Fulton Theater. Additionally, Sam has composed music, written orchestrations, worked as a music editor, and recorded for documentaries, podcasts, and short films for Spotify, Realm Media, Audible, and PBS.



Keith Calmes, Guitar

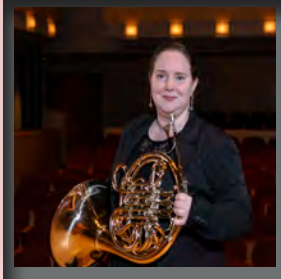
Keith Calmes is a guitarist and doubles on mandolin, ukulele, plectrum banjo, steel guitar, and electric bass. He has performed with Downey Symphony, Santa Monica Symphony, Monmouth Symphony, the Juilliard Orchestra, and with members of the Los Angeles Philharmonic and singers from the Metropolitan Opera. Keith has also performed with Audra McDonald, and Grammy winners Carlos Barbosa-Lima and Vikku and Selvaganesh Vinayakram (of Shakti). As a soloist, Keith recently performed in recital at Carnegie Hall, playing the premiere of a commissioned work by Maestro Leo Brouwer. His additional experience includes having been a guitarist for the Army for six years, as well as having more than twenty years experience teaching guitar and other related subjects in the public school system. Dr. Calmes earned degrees in Classical Guitar Performance from University of Southern California, California State University at Northridge, and The Juilliard School.



Jake Collins, Conductor

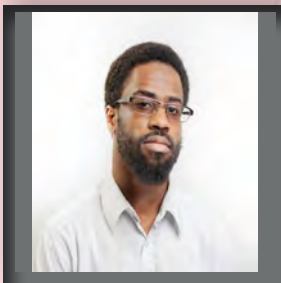
Jake Collins is a director of musical theatre based in the Philadelphia area, and is a first time member of the American Federation of Musicians—Jake is proud to be joining Local 77. Jake is a pianist, accompanist, conductor, copyist, and vocal coach. He received a Bachelor of Fine Arts in Musical Theatre Performance from Emerson College in Boston, MA. Jake relocated to Philadelphia after working in many theatres in the New England area. Most recently, he served as Associate Music Director for the Walnut Street Theatre production of *Beauty and the Beast*. His other music directing credits include *The Marvelous Wonderettes* at the Weathervane Theatre, *Next to Normal* at Upper Darby Summer Stage, and *Big Fish* at Emerson College.

New Member Spotlight



Molly Flanagan, Horn

Molly Flanagan is a Philadelphia native and current Doctor of Musical Arts candidate at the University of Maryland (UMD). Molly is the newly-appointed 3rd Horn of the Pittsburgh Opera Orchestra, Acting Utility/Assistant Principal Horn of the Harrisburg Symphony Orchestra (one-year), and a member of the IGNIS woodwind quintet (formerly the UMD graduate fellowship quintet from 2022-2023). As a freelance performer, she has played as a substitute musician with the Jacksonville Symphony, Atlantic Classical Orchestra, Alexandria Symphony Orchestra, and the Florida Grand Opera. Molly's woodwind quintet IGNIS most recently won a bronze medal at the Fischhoff Chamber Music Competition in May 2023. She has earned degrees and certificates from Boston University, the Guildhall School of Music and Drama (London, England), and Lynn University. Molly currently resides in the Philadelphia area and is eagerly working to complete her doctoral thesis.



Daniel Spearman, Trumpet

Daniel Spearman is a trumpeter, pianist, composer and educator from Camden, New Jersey. He graduated with highest honors from the Oberlin Conservatory of Music with degrees in Africana Studies and Jazz Piano. Daniel's past teachers include Dan Wall, Sean Jones, Eddie Henderson and Sullivan Fortner. Recently Daniel obtained his Master of Music degree with a concentration in classical performance from The Pennsylvania State University where he studied with Dr. Langston Fitzgerald, former trumpet player with the Baltimore Symphony.

In addition to performing Daniel is a dedicated educator, with over ten years of musical teaching experience. He also has a passion for helping his community. Daniel founded and served as Artistic Director for the Great Expectations Ministries (GEMS) music project in Lorain, OH from 2020-2021. This program provides free music lessons to local students in the area.

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



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.**

Local 77 Snapshots



Mayor Cherelle Parker (center) with Local 77 Officers and IATSE Local 8 Vice President Matthew McIntyre



The No Name Pops following their December run of *A Very Philly Christmas* at The Kimmel Center.



The orchestra for *Wicked The Musical* at the Academy of Music



The Walnut Street Theatre orchestra for *Beauty and the Beast*



Local 77 musicians in dance rehearsal for *Ain't Too Proud: The Life and Times of The Temptations*, at the Academy of Music



Local 77 Vice President Marjorie Goldberg with Local 77 members Linda Henderson, Edward Fast, IATSE B29 Front of House President Richard Montgomery, and Local 77 member Harvey Price leafleting in support of IATSE B29 who are currently fighting to protect their contract.

Executive Board Minutes

October 6, 2023

PRESENT: S-T Antonacci, Executive Board members, Ansel, Fay, and Suttmann are present. PROCEEDINGS: Meeting called to order at 11:02am. The Executive Board reviewed the minutes from the previous meeting. President Trainer present at 11:13am. 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 792 members. 779 are active members while 13 are suspended. S-T Antonacci presented the slides for the upcoming General Membership Meeting on October 10, 2023. A brief discussion was held on the agenda and the confirmation of guest speakers. President Trainer excused at 11:26am. A brief discussion was held on the type of refreshments and food for the membership meeting. S-T Antonacci reported that the Fall newsletter is slated to go to print in the coming weeks. The Fall newsletter will contain the Independent Accountant Review Report as well as the FY '23 year end financial statements and supplemental notes to those statements. EB Fay reported on the Philadelphia Orchestra (POA). The POA Members' Committee has a meeting scheduled with legal counsel to review the latest proposal from management. The Philadelphia Orchestra Kimmel Center Inc. (POKC) filed three unfair labor practices against Local 77 in retaliation for the charges recently filed by Local 77. S-T Antonacci reported that the Philadelphia Cultural Alliance membership is due, and a decision was made to postpone the discussion on renewing Local 77's membership until the next meeting, which is scheduled for October 20, 2023. A motion was made and seconded to adjourn the meeting. No discussion was held. The meeting was adjourned at 11:39am.

October 20, 2023

PRESENT: S-T Antonacci, Executive Board members, Ansel, Fay, and Suttmann are present. PROCEEDINGS: Meeting called to order at 11:03am. 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 reviewed the financial report for the month of September. Due to the recent negotiations with the Philadelphia Orchestra Kimmel Center Inc. (POA), monthly expenses have significantly increased. Since the beginning of the fiscal year, Local 77 is operating at a loss of nearly \$72,000. This is anticipated to turn around as an agreement has been reached between POA management and Local 77. This agreement is subject to POA member ratification, which is expected to be favorable. To date, legal fees, organizing costs and public relation services for the POA negotiation have totaled more than \$200,000. S-T Antonacci presented the quarterly report for the Local 77 payroll service, Playcheck77, Inc. Since January 1, 2023 more than \$325,000 has been run through the payroll service. Direct payroll to musicians totals \$214,623 and the total amount contributed to the pension Fund is \$24,403. After operating expenses and insurance, the profit as of September 30, 2023 is \$20,338.58. S-T Antonacci reported on the member 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 member applicants. A discussion was held regarding the renewal of Local 77's membership to the Philadelphia Cultural Alliance. A motion was made and seconded to discontinue membership with the Philadelphia Cultural Alliance. EB Fay reported on the POA. A tentative

agreement was reached between POA management and Local 77. This new three-year agreement (subject to ratification) includes a raise (retroactive to September 12, 2023) of 6% in year one, and additional increases by 4.5% for years two and three. The orchestra complement has been maintained at 101 and increased to 102 during year two, and 103 in year three. Additional improvements include substitute musician pay increasing to 100% by the third year of the contract, and an additional union librarian will be hired as needed. S-T Antonacci reported on the latest negotiation with the Chamber Orchestra of Philadelphia (COP). COP management presented their counter proposal for review by the committee. Another negotiation will be scheduled in the coming weeks. EB Ansel reported on the recent opening of Carmen at The Philadelphia Ballet. Opening night included their annual gala, where a selected few musicians were invited to attend (for the first time). The Nutcracker is scheduled to begin on December 9, 2023. EB Ansel reported on the opening of Elvis at the Walnut Street Theatre. Rehearsals for the holiday show, Beauty And The Beast, begin on November 14, 2023. President Trainer reported that there is an upcoming meeting with the Opera Philadelphia Joint Labor Committee. Opera Philadelphia will be having two auditions in January of 2024 for second horn (1/23/24) and second trombone (1/25/24). President Trainer reported on a recent meeting with Philly POPS management to address remaining issues. EB Suttmann reported on the Theatre Musicians' Association (TMA). The national TMA is planning to advertise in the coming editions of the International Musician. A recent meeting of the TMA Leadership Book Club took place, with Philadelphia chapter board member Fred Weiss in attendance

as well. The Executive Board held a discussion on scheduling a potential Local 77 holiday party in December. The next Executive Board meeting is scheduled for Friday, November 3, 2023 at 10:15am. Entered executive session from 12:01pm-12:23pm. A motion was made and seconded to adjourn the meeting. No discussion was held. Meeting adjourned at 12:23pm.

November 3, 2023

PRESENT: President Trainer, VP Goldberg, S-T Antonacci, Executive Board members, Ansel, Fay, and Suttman are present. PROCEEDINGS: Meeting called to order at 10:16am. 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 financial report for the month of October. Local 77 is continuing to pay off legal expenses related to the Philadelphia Orchestra (POA) negotiation. Legal expenses paid during the month of October were greater than \$27K. S-T Antonacci reported on the membership activity since the previous meeting. To date, Local 77 has 789 members. 18 members are suspended while 771 are active. There have been 3 new member applicants since the previous meeting. A motion was made and seconded to approve the new member applicants. EB Fay reported on the POA. Presently, the orchestra is on tour in Europe. A discussion was held about upcoming auditions as well as the progress of the tour. Executive session entered from 10:49am-11:01am. ST Antonacci reported on the Chamber Orchestra of Philadelphia (COP) negotiation. The next negotiation is scheduled on Monday, November 13, 2023 at 12pm. President Trainer reported that there is a COP conductorless concert this weekend. President Trainer reported on the Opera Philadelphia Joint Labor Committee, which recently met to discuss their recent opera festival that took place in September. Opera Philadelphia is in an active search for a new Executive

Director. President Trainer reported that in a recent conversation held with Opera Philadelphia management, she urged the company to consider programming holiday-themed events. President Trainer reported on a meeting recently held with Walnut Street Theatre management regarding a potential contract violation. VP Goldberg reported on the recent No Name Pops (NNP) performances that were held at the Kimmel Center on October 28, 2023. Attendance for the matinee performance overshadowed the evening performance. The ensemble received a favorable review in the Philadelphia Inquirer. Jim Gardner (6ABC) was asked to be on the board for NNP. EB Suttman reported on the Theatre Musicians' Association (TMA). Locally, the Philadelphia chapter has a membership meeting in the coming days, and nationally, representatives from the AFM are preparing to begin the Pamphlet B negotiations. S-T Antonacci reported on an upcoming happy hour/fundraiser that is being sponsored by the AFL-CIO for entertainment union workers at Love City Brewing. This event will take place on December 18, 2023 and will be supported by IATSE, SAG-AFTRA, and AFM among others. A discussion ensued on donating funds to help cover the expenses, which are being shared amongst labor unions in the entertainment industry. A motion was made and seconded to approve spending \$250 from Local 77 to help cover the cost for the rental space, gift cards for donation to striking workers and other members who have been out of work. A discussion was held on Local 77 making a donation in memory of David Kim's daughter. A motion was made and seconded to donate \$250 to the Natalie Kim fund. Executive session entered from 11:54am-12:00pm. S-T Antonacci reported on a recent communication with representatives from the Center City District. The Center City District is working to connect Local 77 with the entertainment contact for Christmas Village at Love Park. A discussion was held on donating to Senator Sharif Street's fundraising campaign, in lieu of attending the recent fundraising event. A motion was made and seconded to approve donating \$125 to Senator Street's campaign.

President Trainer reported on the upcoming Andre' Bocelli concert that is scheduled to come into the Wells Fargo Center in December, 2023. President Trainer reported that zero local musicians will be engaged for this event, as the ensemble mostly comprises Local 802 musicians. A discussion was held with Bocelli's representatives, and there was a guarantee that the conversation would be had with the conductor regarding hiring local musicians when they come to Philadelphia. A motion was made and seconded to adjourn the meeting. No discussion was held. Meeting adjourned at 12:27pm.

November 28, 2023

PRESENT: President Trainer, VP Goldberg, S-T Antonacci, Executive Board members, Ansel, and Fay are present. PROCEEDINGS: Meeting called to order at 9:32am. The Executive Board reviewed the minutes from the previous meeting. A motion was made and seconded to approve the minutes as amended. Antonacci reported on the membership activity since the previous meeting. To date, Local 77 has 792 members. 10 members are suspended while 782 are active. There have been 4 new member applicants since the previous meeting. A motion was made and seconded to approve the new member applicants. S-T Antonacci reported that various subcommittees are being put together to review sections of the Wage Scale Book as preparations are made for a new 2024 price list. The subcommittees will make recommendations to the Executive Board for consideration in the 2024 Wage Scale Book. S-T Antonacci reported that the annual AFL-CIO Leadership Conference is scheduled to be held in Atlantic City from January 28-30, 2024. A discussion was held on potential attendees. S-T Antonacci reported that Local 45 (Allentown, PA), sent a letter of gratitude to the Executive Board for a \$500 donation toward legal expenses that they have incurred from a lawsuit that could have national implications if the union is defeated.

Local 45 has additionally sought out the support of other Locals as well as the National AFL-CIO. EB Fay reported on The Philadelphia Orchestra (POA). The POA musicians have elected a new Members' Committee. A discussion was held on the process of appointing a new Executive Board member when EB Fay resigns. Executive session entered from 10:01am-10:24am. President Trainer reported on the Chamber Orchestra of Philadelphia (COP) negotiation. VP Goldberg reported that the musicians of the COP were paid late for their recent concert series. EB Ansel reported on the Philadelphia Ballet. Executive session entered from 10:32am-10:37am. President Trainer reported that she introduced the management of Opera Philadelphia and the Forrest Theatre to one another in an effort to potentially utilize the space for Opera at the venue. EB Ansel reported on the Walnut Street Theatre and their current run of Beauty & The Beast. Executive session entered from 10:42am-10:50am. S-T Antonacci reported that the AFM-EPF contacted Local 77 inquiring as to the status of outstanding pension payments that are owed by the Philly POPS. VP Goldberg reported on the No Name Pops (NNP). The NNP is set to begin rehearsals for their upcoming series of Christmas performances in Verizon Hall at the Kimmel Center. S-T Antonacci reported on the current Shubert negotiations (Forrest Theatre). The next negotiation is scheduled for December 1, 2023. S-T Antonacci reported on the upcoming Entertainment Workers Happy Hour which is set to take place on December 18, 2023 at Love City Brewing. A discussion ensued on scheduling the December Executive Board meetings. S-T Antonacci reported that he and President Trainer attended an awards reception for PhilaPOSH (Philadelphia Area Project on Occupational Safety and Health), which was held at the AFSCME D.C. 33 union hall on Friday, November 17, 2023. VP reported that she and EB Ansel are new members of the Jewish Labor Committee (JLC).

The JLC enables the Jewish community and the trade union movement to work together on important issues of shared interest and concern, in pursuit of a shared commitment to economic and social justice. VP Goldberg additionally reported on a recent meeting that she attended of the local CLUW (Coalition of Labor Union Women) chapter. A discussion was held on the importance of the Labor Notes annual conference, and whether or not Local 77 should consider sending representatives. Labor Notes is a media and organizing project that has been the voice of union activists since 1979. President Trainer reported on the first round of Pamphlet B negotiations, which are being held at the International office of the AFM in New York city. A motion was made and seconded to adjourn the meeting. No discussion was held. Meeting adjourned at 11:20am.

December 5, 2023

PRESENT: President Trainer, VP Goldberg, S-T Antonacci, Executive Board members, Ansel, Fay, and Suttman are present. PROCEEDINGS: Meeting called to order at 2:04pm. S-T Antonacci reviewed the profit and loss report for November, 2023. Local 77 is working to pay down the legal bill following the Philadelphia Orchestra (POA) negotiations. At the moment, the balance totals \$31,000. After expenses (including revenue gained from investments) the total income for November was \$42,461. S-T Antonacci reviewed the balance sheet for November which included the new money market and checking account that has been set up with PNC bank. A motion was made and seconded to approve the financial report. S-T Antonacci reported on the membership activity since the previous meeting. To date, Local 77 has 792 members. There has been one new member applicant since the previous meeting. A motion was made and seconded to approve the new member applicant. EB Fay reported on the POA. POA members have elected

their orchestra sub committees (media and artistic). S-T Antonacci reported that there is a scheduled Chamber Orchestra of Philadelphia (COP) negotiation scheduled at the office of Local 77. Management is slated to present their latest counter proposal to the COP orchestra committee. EB Ansel reported on the Philadelphia Ballet. There is an upcoming scheduled safety meeting with Ballet management as the orchestra prepares to begin their run of The Nutcracker. EB Ansel reported on the Walnut Street Theatre. Sales of their production of Beauty and The Beast have been very successful. There are sound issues in the pit that management is working to address with more sound baffling. EB Suttman reported on the Theatre Musicians Association (TMA). The TMA national website has been fixed to address an issue with accepting electronic payments. S-T Antonacci reported that there is a scheduled negotiation with the Shubert Organization on December 6, 2023. Management will be presenting their latest counter proposal for consideration. S-T Antonacci reported that the Entertainment Workers Happy Hour is scheduled for Monday, December 18, 2023 at 6pm and encouraged all board members to attend. Local 77 will be contributing \$150 towards the event space, and an additional \$100 in gas cards to assist workers from SAG-AFTRA who have been on strike for months. President Trainer reported that the musicians playing the current production of Company at the Forrest Theatre will be leafleting their upcoming performances and urged all board members to attend as well as to work at mobilizing other members to attend. A discussion ensued on the ongoing negotiations with the Shubert Organization. Executive session entered from 2:33pm-2:52pm. President Trainer reported on Opera Philadelphia (OP). OP management has agreed to include the musicians on the search for a new Executive Director. The Executive Board reviewed the

minutes from the previous meeting. A motion was made and seconded to approve the minutes as amended. VP Goldberg reported that members of the No Name Pops will be performing at World Cafe Live for an event promoting America 250. VP Goldberg reported that the Kimmel Center production of A Very Philly Christmas has been very successful. President Trainer reported on a recent conversation held with legal representatives from the Philly POPS regarding payment to musicians for the Christmas Day broadcast from 2022. Executive session entered from 3:08pm-3:36pm. President Trainer discussed the future arrangement with Local 77 organizer Scott Silber. A discussion was held on utilizing Scott Silber on a case-by-case basis in 2024, rather than paying a retainer for weekly meetings. President Trainer will confer with Mr. Silber and report her discussion at the next board meeting. The board reviewed the minutes to the previous meeting. A discussion ensued. A motion was made and seconded to approve the minutes as amended. S-T Antonacci reported on recent sub committee reports regarding the new Wage Scale Book. Slight changes to the star attraction section have been proposed, in an effort to align Local 77 with the various other AFM locals in the surrounding areas. A discussion was held on the star attraction and cartage sections of the Wage Scale Book. A motion was made and seconded to adjourn the meeting. Meeting adjourned at 3:31pm.

December 18, 2023

PRESENT: President Trainer, VP Goldberg, S-T Antonacci, Executive Board members, Ansel, and Suttman are present. PROCEEDINGS: Meeting called to order at 10:18am. The 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 since the previous meeting. To date, Local 77 has 788 members. There has been

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 officer and board attendees for the upcoming AFL-CIO 2024 Leadership Conference in Atlantic City. A discussion was held on the Cost of Living Adjustment increase for officer and board salaries for 2024. The projected increase is 3.2%. EB Fay present at 10:37am. S-T Antonacci discussed the need to draft an agreement between the Local and the payroll service for administrative fees. A discussion ensued on the final sub-committee recommendations for the upcoming Wage Scale Book, which is set to be released in January, 2024. Executive session entered from 11:05am-11:08am. S-T Antonacci reported that Local 77 is waiting for a response from the Chamber Orchestra of Philadelphia management regarding the confirmation of the next negotiation. EB Ansel reported on the Philadelphia Ballet. The performances of The Nutcracker have been selling very well. The Ballet will be posting audition advertisements for Assistant Concertmaster and Principal Clarinet. EB Ansel reported on the Walnut Street Theatre. Executive session entered from 11:18am-11:32am. VP Goldberg reported that she and President Trainer and the Opera Philadelphia Orchestra Committee met with the organization engaged by Opera management to run the Executive Director search. A discussion was held on the ongoing Shubert Organization negotiation. S-T remarked that the organization had increased their proposal. S-T Antonacci reported that the AFL-CIO entertainment workers happy hour and the IATSE Local 8 holiday party is this evening. President Trainer, S-T Antonacci and EB Ansel will be in attendance. A motion was made and seconded to adjourn the meeting. Meeting was adjourned at 11:48am.

**The Philadelphia Musicians' Union, Local 77 AFM
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