

# Arpeggio

Arpeggio is the official quarterly journal of the Philadelphia Musicians' Union, Local 77 AFM • Winter 2025, Issue No. 22



#### Official Notice

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



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

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**Arpeggio Editor**

Jarred Antonacci

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



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Your payment can be made via PayPal. Send to local77@verizon.net or, by check made payable to Local 77, AFM to the following address:

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Philadelphia, PA 19102

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

Feature, Moving Tributes Special VIP Guests and Live Performances

*Marian Anderson Museum*  
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In Celebration  
Sunday, **March 2nd 2025** • 4 p.m.  
Crystal Tea Ballroom Historic Wanamaker Building  
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RVSP: 215-779-4219  
or visit  
www.marianandersonhistoricalsociety.weebly.com  
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*Menu*

- Classic Caesar Salad
- Elegant Entrée Stations
- Hand Carved Steamship of Beef, Grilled Salmon Fillets
- Elegant Pasta Stations
- Tortellini in Alfredo
- Baked Ziti Mariana
- Butlered Hors d'oeuvres
- Dinner Rolls & Butter
- Herb Crusted Lamb Chops w/ Cranberry Demi Glace (Gf)
- Scallops & Feta Cheese Phyllo Triangle (Nf)
- Cocktail Frankfurters wrapped in Pastry w/ Dijon Mustard (Nf)
- Watermelon Margarita w/ Feta Cheese & Candied Jalapeno (chilled) (Gf, Nf)
- Miniature Lobster Cobbler (Nf)

Accompanied by  
Open Bar & Tribute Gala Display Cake





# Secretary-Treasurer's Report

By: Jarred Antonacci, Secretary-Treasurer



It has been a very productive and busy Fall here at Local 77. Among the chief accomplishments are the ratification of a new 3-year contract with the Walnut Street Theatre, as well as the voluntary recognition of the bargaining unit at the Arden Theatre. Local 77 has begun negotiating the first Arden contract and intends on coming to an agreement before the spring production.

## Operational Compliance Review

Representatives from the AFM International office visited Local 77 in October for a routine audit. This audit is referred to as the 'Operational Compliance Review' (OCR). This full and comprehensive review of the Local 77 records took place over two days, and was performed by our International Representative for the Eastern Territory, Ms. Alice Bish as well as Mr. Jonathan Ferrone, Assistant to the International President of the Federation.

The documents that were requested for inspection spanned the years 2022-2024, and included the following:

1. All Federation work dues and fee reports
2. Membership records
3. All financial records, including bank and credit card statements, records of assets, securities and liabilities and all appropriate tax information (Form 990 and LM'2 reports)
4. Minutes of executive board and membership meetings, and all local newsletters
5. List of collective bargaining agreements and all employers in our jurisdiction who are signatories to Federation agreements

6. Inspection of the current local bylaws, wage scale and all documents related to the local payroll service, Playcheck77
7. All election materials from the most recent election

Following this review, Local 77 was presented with an exit letter, detailing the results of the audit. I am happy to report that Local 77 passed this audit with flying colors. The exit letter from Ms. Bish is enclosed in the coming pages for your review.

## Multi-Card Member Rebates

**Did you pay a full year of membership dues to three or more Locals in 2024? You may be entitled to a rebate.**

A Local pays quarterly dues to be affiliated with the AFM. Those dues are based on a headcount of the Local's membership each quarter, called "per capita dues." The amount of the per capita dues is embedded inside your Local membership dues.

Many years ago, the delegates to an AFM Convention voted that members who belonged to three or more Locals for a full calendar year should get a break on their membership dues, given the expense of belonging to three or more Locals at the same time. Essentially, if you paid a full year's membership dues to three or more Locals for a full year, you will be entitled to a rebate equal to the per capita dues paid to the Federation by each of your Locals (excluding the first two) when your Locals counted your head for their per capita dues payment to the AFM.

Because Locals, not the Federation, maintain membership dues payment records, however, cross-referencing membership dues payments at the Federation isn't possible. If you believe you are eligible for the rebate, therefore, you must apply for it at the end of each year. The Federation will then check with your Locals to verify your rebate eligibility.

To petition for a Multi-Card Member Rebate, fill out the form below and return it to the AFM Secretary-Treasurer's Office together with copies of all your paid-up 2024 membership cards, receipts of cancelled checks for annual dues from all locals, OR a letter from each Local stating that you were a member in good standing of the Local for all of 2024. List your "home" Local first, followed by your other Locals in order of longest to shortest membership tenure.

No rebates will be issued until the AFM Secretary-Treasurer's Office verifies that petitioning members held continuous membership in three or more Locals for the full prior year of 2024.

No rebates will be issued until after March 1, 2025.

### PETITION FOR 2024 MULTI-CARD REBATE

Per Capita Rates: Regular Members - \$66; Life Members - \$50; Inactive Life Members - \$44

Under the terms of Article 9, Section 16, of AFM Bylaws, I am hereby requesting a rebate of 2024 per capita dues paid to the Federation.

Name: \_\_\_\_\_  
(First) (Last)

Social Security, Social Insurance, or AFM Member ID Number:  
\_\_\_\_\_

I belonged to and paid membership dues to the following locals for the entire 2024 calendar year:

Home Local Number: \_\_\_\_\_ Year Joined: \_\_\_\_\_

2nd Local Number: \_\_\_\_\_ Year Joined: \_\_\_\_\_

3rd Local Number: \_\_\_\_\_ Year Joined: \_\_\_\_\_

List any additional Locals of which you were a member for all of 2024 on a separate sheet in the same manner as above. Please include with this petition copies of all paid-up 2024 membership cards, receipts of cancelled checks for annual dues from all locals, or a letter from each local stating that you were a member in good standing of the local for all of 2024. Allow six to eight weeks to process your rebate.

MAIL TO: American Federation of Musicians; Secretary-Treasurer's Office; Multi-Card Rebate Program; 1501 Broadway, 9th Floor; New York, NY 10036; Attn: Dan DeRienzo.

# Local 77 Balance Sheet

December 31, 2024

## Cash in Bank

PNC Money Market. . . . .	\$210,749.62
PNC Checking Account. . . . .	\$5,000.00
TD Bank Money Market. . . . .	\$11,547.25
Sun Federal Checking Account. . . . .	\$1,055.53
Sun Federal Savings Account. . . . .	\$10.00
Sun Federal Cert of Deposit. . . . .	\$102,871.01
TD Bank Checking. . . . .	\$250,743.16

**Total Cash in Bank. . . . . \$581,976.57**

## Investments at Fair Value

NY Life Securities LLC. . . . .	\$535,044.11
---------------------------------	--------------

**Total Current Assets. . . . . \$1,117,020.68**

## Fixed Assets- Property & Equipment

Office (Academy House). . . . .	\$508,150.32
Furniture and Fixtures . . . . .	\$12,973.31
Equipment . . . . .	\$56,987.22
Accumulated Depreciation . . . . .	(\$81,971.31)

**Total Fixed Assets**

Property & Equipment. . . . .	\$496,139.54
-------------------------------	--------------

## Equity

Fund Balance. . . . .	\$1,503,531.33
Net Income Fiscal Year To Date. . . . .	\$109,628.89

**Total Equity. . . . . \$1,613,160.22**



# American Federation of Musicians of the United States and Canada

AFL-CIO/CLC Affiliated

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OFFICE OF THE PRESIDENT  
TINO GAGLIARDI  
Dave Shelton

Dir. of Education/Asst. to the International President  
International Representative – Midwest Territory

Via e-mail

Local 77, The Philadelphia Musicians' Union  
Ellen Trainer, President  
Marjorie Goldberg, Vice-President  
Jarred Antonacci, Secretary-Treasurer  
1420 Locust St. Suite 300  
Philadelphia, PA 19102

October 28, 2024

Re: Operational Compliance Review

Dear President Trainer, Vice-President Goldberg and Secretary-Treasurer Antonacci,

Thank you again for your hospitality during my visit to Philadelphia. I enjoyed my visit, and I appreciate your time and candor.

I have completed the Operational Compliance Review of Local 77 and will submit my report to the AFM. Please let me know if I can provide additional information or assist in any way your efforts to address the issues set forth below.

Following is a chart of minimum operational standards that all AFM locals must maintain. Article 5, §21. of the AFM Bylaws requires that you be advised of any of the minimum standards that aren't being met. On the chart, I will have indicated those standards that are being met and those that need your attention.

BYLAW	BYLAW DESCRIPTION	OK?	ISSUE AND REMEDY INDICATED
Art 5 Sec 1(a)	Locals shall be required to adopt as part of their Local Constitution and Bylaws a provision to the effect that the Local Constitution and Bylaws shall be subject and subordinate to the AFM Bylaws	Y	
Art 5 Sec 1(b)	The Bylaws of each Local must contain provisions permitting amendments to the Local's Constitution and/or Bylaws to be made at least annually in accordance with guidelines promulgated by the IEB.	Y	
Art 5 Sec 6	The Local Secretary shall provide monthly to the International Secretary-Treasurer, in a manner and form approved by the IEB, an update of the Local's membership roster	Y	
Art 5 Sec 9	In any calendar year a Local must call at least three membership meetings and hold at least four Executive Board meetings	Y	
Art 5 Sec 10	Each Local shall have the responsibility and obligation to collect Work Dues as provided for in Article 9, Section 32, and Article 5, Sections 56, 57, 58 from all members	Y	

October 28, 2024

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	performing services subject to these Work Dues within its jurisdiction		
Art 5 Sec 11(a)(i)	Each Local shall maintain visibility sufficient to be easily identified and located by all musicians in its jurisdiction and the general public	Y	
Art 5 Sec 11(a)(ii)	Each Local shall maintain a separate and dedicated permanent phone with voicemail.	Y	
Art 5 Sec 11(a)(iii)	Each local shall keep the information on its and the Federation's website up-to-date.	Y	
Art 5 Sec 11(a)(iv)	Each Local shall maintain a separate and dedicated email account for each administrative officer and staff member.	Y	
Art 5 Sec 11(b)	Each Local shall develop and implement a plan...to (1) expand its representation..., (2) increase its membership base, and (3) advance the general welfare of professional musicians.	Y	
Art 5 Sec 12	Each Local shall conduct an orientation program for new members at least quarterly.	Y	
Art 5 Sec 13	Each Local shall have at least one representative whose duties shall include communicating with musicians who perform in that Local's jurisdiction	Y	
Art 5 Sec 14	Each Local shall actively participate in an employment referral or booking program	N	Local 77 does not have an employment referral or booking program. The local's website would be a useful tool for this purpose.
Art 5 Sec 15(1)	An annual financial statement compiled from an appropriate financial bookkeeping system, which shall be printed and made available to all Local members	Y	
Art 5 Sec 15(2)	A Local newsletter, published and mailed or e-mailed to all Local members and the International President's office at least three times annually	Y	
Art 5 Sec 15(3)	Amended Bylaws, published and distributed at least once every five years to all Local members	Y	
Art 5 Sec 15(4)	A Roster of Members and Local Scales (Tariff of Fees), which shall be reviewed, revised, published and made available to all Local members at least once every three years	Y	
Art 5 Sec 16	Each Local shall pay a wage or honorarium to its chief executive Officer and chief administrative Officer	Y	
Art 5 Sec 17	Each Local shall be actively affiliated with at least one AFM Regional Conference	Y	
Art 5 Sec 18	Each Local shall have at least one duly elected delegate attend the International Convention	Y	
Art 5, Sec 42-44	Contractors, leaders, bookers, employers on board or committees	N	



### **Booking and Referral Services**

AFM Bylaws, art. 5, § 14. requires locals to participate in an employment referral or booking program.

Booking services (or “agencies”) negotiate contracts, collect deposits, make payroll, and charge commissions. Referral services issue band lists and/or availability lists and may also administer a demo recording library, conduct showcases, or otherwise promote work for its members. Referral services do not negotiate contracts, collect deposits, make payroll, or charge commissions.

Locals that establish or sponsor a booking service must comply with the following IEB policy:

1. The operation of the agency will become a separate entity, either profit or non-profit, depending upon the laws of the state, territory, or province. The agency must comply with applicable state, territory, or provincial laws.
2. The agency must sign an AFM Booking Agency Agreement and observe its requirements (e.g., filing of contracts with Locals, adhering to scales, etc.)
3. All commissions paid must be deposited in a separate account and not construed as Local Union funds. An accurate accounting shall be required, and all regulations of the entity must be observed.
4. Expenses relating to the agency's operation will be paid from agency funds.
5. The agency established by the Local shall be required to furnish any information if a question of conflict of interest or favoritism is raised.

### **TEMPO (Taskforce for Employment of Musicians Promotional Organization)**

The American Federation of Musicians has many allies in the Congress of the United States. We work with them to advocate on issues that affect musicians every day, from copyright protection to pension reform. The long-term success of AFM's U.S. legislative efforts depends on making sure that our allies in the U.S. House of Representatives and the Senate remain in office, and donating to their reelection campaigns is the best way to achieve this. Therefore, it is necessary that we raise contributions to AFM's political action committee, the AFM TEMPO Fund.

AFM cannot use general treasury funds for political donations, so we need member donations to the AFM TEMPO Fund. AFM members in the U.S. may contribute via the attached Signature TEMPO Club membership application or online at <https://members.afm.org/donate/index/fund/>. Please share this information with their members via newsletters, websites, or other publications.

More detail about TEMPO is available in the 2015 TEMPO Sourcebook, which can be downloaded from AFM.org (requires member login): <https://members.afm.org/member/page/id/11813>.

### **Weingarten Rights**

The Weingarten, Inc. legal decision of 1975 gives union employees that work under a CBA the right to union representation during interviews or "one on one" meetings with supervisors or other management

officials regarding their work or conduct if the employee reasonably believes that the meeting could lead to discipline.

We strongly recommend that members request union representation if they even suspect that the consequences of any meeting could be negative and/or result in discipline of any kind. Note that employees must assert their Weingarten rights and ask for representation. The employer is allowed to conduct an interview unimpeded until the employee asks.

I recommend that you hire a local union print shop to produce business cards for each bargaining unit's union steward and/or local officer(s) with the following printed on the back of the card:

To exercise your Weingarten Rights before or even during an investigative meeting, please read the following statement to management, word for word:

*"If this discussion could in any way lead to my being disciplined or terminated or have any effect on my personal working conditions, I respectfully request that my union representative, officer, or steward be present at this meeting. Without representation, I choose not to participate in this discussion."*

Once the employer grants this request, and upon arrival of the union representative, the employer must explain the reason for the interview. The representative is then allowed to meet privately with the member before questioning begins. The representative may also counsel the member on how to answer questions.

It is an Unfair Labor Practice for an employer not to allow a union employee representation in any of the above circumstances.

### **In addition, note as follows:**

- Add my email address to your distribution lists so that I may remain in touch via your newsletters, election and bylaw/dues revision announcements, and other communication.
- [www.venuology.com](http://www.venuology.com) is a tool created by the AFM to allow freelance musicians a platform to review live music venues (similar to Yelp for restaurants). Locals should endeavor to become more familiar with venues in their jurisdictions. If locals work to research venues in partnership with their own members, they can develop a usable reference database about local markets that can also serve as a knowledge base for labor or community organizing campaigns.
- You may submit names of deceased members to the International Musician for publication via ([taps@im.org](mailto:taps@im.org)).

In addition, it is equally vital that Local 77 seek to recruit and train future leaders. Local 77 is vulnerable should S/T Antonacci become even temporarily indisposed, and the Board should waste no time in devising a contingency plan.

**NOTE:** This exit letter serves as written notice in accordance with AFM Bylaws, art. 5, §§ 19. and 19 (2).:

*"Any Local that fails to institute the minimum procedures and services mandated by Article 5, Sections 11 through 20 shall be given written notice by the International President's office. Upon*



*receipt of such notice, the Local shall, within 30 days, offer proof of compliance or request assistance, where needed, of its International Representative... Failure to institute the minimum procedures and services shall result in the institution of proceedings as set forth in Article 3, Section 5(m) for removal of Officer(s)."*

I am available to assist the Local in addressing the issues outlined in this letter. For those standards for which I have indicated issues, advise within **thirty (30)** days of this letter how your Local plans to make the indicated corrections and when the corrections will be implemented. Further, supply copies of records requested in the attached OCR Scheduling and Notification letters within **thirty (30)** days.

Thank you for your hard work and representation of the professional musicians of Local 77.

In solidarity,

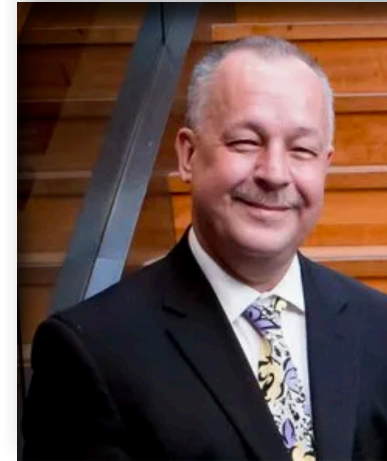


Alice Bish  
AFM International Representative – Eastern United States  
E: [abish@afm.org](mailto:abish@afm.org); T: 347.603.3316

cc: Jon Ferrone, Assistant to the President

## Growth Never Ends

By: Robert Suttman, Former Local 77 Executive Board



From the moment we are born, we begin to fall apart. We start by knowing nothing. We start the lifelong process of learning. As our eyes focus, we learn that we control our hands and feet. We learn the sounds others make have patterns which we imitate.

We grow teeth only to have them fall out within a few years. And growth then continues as new teeth come in.

My beginnings in Unionism were with former 77 Executive Board member and commercial bass trombone player,

Richard Genovese. Nothing dramatic, but the topic would come up during lessons occasionally. It became clear that Union work was a goal to strive for. The best paying, protected, work would obviously attract the top musicians in town. As a student, I wanted both money and to play with the best. I craved to be a part of that community, and was jealous of classmates who had "broken in" to that scene.

In the early 80's, times, however, were already difficult. No one in Philly's commercial scene played full time anymore, and my eyes began focusing on New York. There, my path crossed with Jack Gale, theatre and studio player, Union activist, and my instructor at Manhattan School of Music. I had more questions about the Union by then and many lessons were spent

addressing the history, philosophy, and issues of the Labor movement.

Fast forward to 2015, I was well into a successful freelance career in New York and Philly, and an appointment to Local 802's Executive Board came to me. Here was another new world, that of steering the ship. It was another refocus, another new set of teeth. And a world I knew nothing about. Observing (current AFM President) Tino Gagliardi's Board in action for four years was an education I will never forget.

Then in 2019, I was fortunate to have been asked to be a part of the revitalization of our Local 77. I eagerly accepted the offer and became part of a team with a plan for explosive growth and the tenacity to turn around a generational culture of what Unionism means within our Local, City, and beyond. And this tree has already begun to bear fruit. There is now a true sense of pride to be a member of Local 77. Our future has never been brighter!

*"With tuned ears, the patterns I hear are beginning to make sense. Speak to me, speak to each other. Listen to each other! The true power is in the listening."*

This year marks my 65th trip around our sun. In another turn of fate, I have been called back to Local 802. The leap to the Presidency of the AFM's

largest Local was daunting at first, but I have come to realize the inevitability of this course. Unbeknownst to me, it has been in the making for some years.

Please know that every level of growth incorporates every previous level of growth. My heart and soul will always be in Philadelphia, and both cities will be stronger for it.

With tuned ears, the patterns I hear are beginning to make sense. Speak to me, speak to each other. Listen to each other! The true power is in the listening.

Who knows what our future will bring. Together, we will find out.





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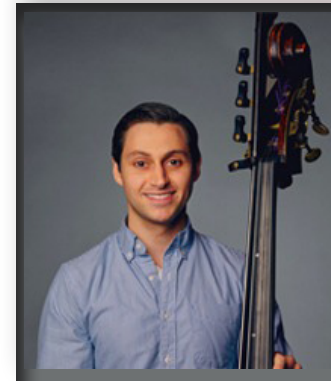


JONATHAN FINK GROUP

## Committee Reports

### Philadelphia Orchestra Update

By: Nate West, Members' Committee Co-Chair



The Fall months are now behind us and have seen both successes and significant change at the Philadelphia Orchestra and Ensemble Arts. In October and November of 2024, the Philadelphia Orchestra returned to China. More recently, the departure of CEO Matías Tarnopolsky has the organization in search of a replacement.

While our orchestra looks forward to building on our artistic and musical successes in the months and years ahead, we approach this particular moment in the Orchestra's history with a certain vigilance; it is our sincerest hope that the next leader of the Philadelphia Orchestra and Ensemble Arts can forge a path by which every effort is made to ensure that this newly merged institution continues to, above all else, uncompromisingly support the art being presented, whether by the musicians of the Philadelphia Orchestra or any of the other resident companies of the Kimmel Center Campus.

### No Name Pops Update

By: Marjorie Goldberg, Local 77 Vice President



There is a lot of good news for the No Name Pops during the last couple of months.

It's official, the musicians will once again be known as the Philly Pops starting on July 1st. The organization has hired a firm that specializes in rebranding & marketing to assist with this exciting change. The December holiday show was SOLD OUT! While the musicians were of course disappointed to only have one performance, they are hopeful for more next year. They have added a Spring show, which is titled She's Got Soul, and will feature guest artist Capathia

Jenkins. This performance is slated to take place on March 30, 2025 at the Marian Anderson Hall at the Kimmel Center.

The musicians of the No Name Pops recently performed 4 concerts in partnership with Artcinia. The organization has finally received funding from the city and the state, as well as having been the recipient of additional grants and sponsorships. Everyone is grateful to the many Local 77 members who have donated their time, talents and dollars to help save our orchestra.



# Committee Reports



## Walnut Street Theatre Update

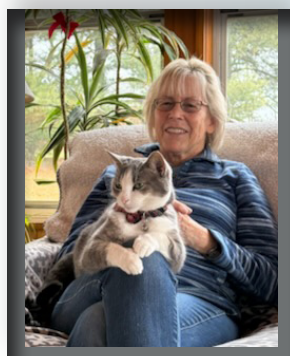
By: **Rebecca Ansel, Local 77 Executive Board**

I am very pleased to report that we completed our negotiations with The Walnut Street Theatre on Friday December 6, 2024. Myself, along with James Ward and Fred Weiss were the musicians on the negotiating committee. Anyone who has been a part of a negotiation can attest that the process is never easy. That being said, it is a necessity to ensure that our Collective Bargaining Agreement stays up to date given the technological advances that impact live music, and most importantly, the musicians.

One of the most significant additions we have in our new CBA is language prohibiting the use of Keycomp or similar musician displacement technologies. This was a huge win for us. Not too long ago, Local 802 fought and won to have live musicians on the Broadway show Here Lies Love. Before this show landed in New York it had been performed with pre-recorded tracks. It is hard to believe this will become the norm, but cutting musicians is one way to save on costs, and something we will continue to fight against.

Among the other notable changes include additional language for protections in the pit including a net to protect the musicians from falling objects, the inclusion of Easter Sunday being considered holiday pay, language for replacing musicians on our Appendix A list, updated cartage rates and offers for work to now be contracted 90 days before the first orchestra rehearsal.

Thank you to President Trainer, Vice-President Goldberg, Secretary-Treasurer Antonacci and former Local 77 Executive Board member Robert Suttman for your countless hours and steadfast leadership throughout this process. It takes a village.



## Academy of Vocal Arts Update

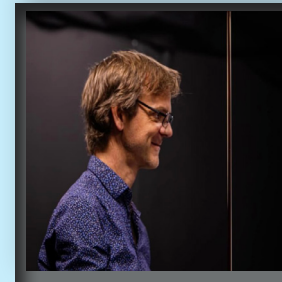
By: **Sunny Herz, Orchestra Committee Chair**

The Academy of Vocal Arts began its 90th season in November, with an excellent production of Faust. The performances went well – the singers were uniformly strong and well-prepared, and conductor Steven White capably led the large ensemble of singers, chorus, organ, and orchestra.

The Jubilate concerts scheduled for January will be conducted by Richard Raub, standing in for longtime director David Anthony Lofton, who has been out since November recovering from a medical issue. In February, the *Così fan Tutte* production will be conducted by Robert Kahn.

Several dress rehearsal-related issues that arose during Faust will be discussed in meetings between Scott Guzielek, the Orchestra Committee, and Local 77 in early January.

# New Member Spotlight



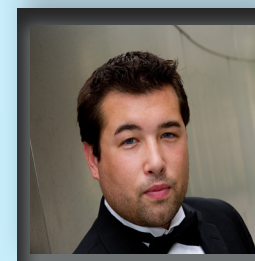
**Ralph Allen, Viola**

Violist **Ralph Allen** grew up in Philadelphia and studied at Settlement Music School with Estelle Kerner. His studies in viola led him to Juilliard, Yale, Cleveland Institute of Music, SUNY Stony Brook, and The Hague. Ralph has studied with Dorothy Delay, Syoko Aki, Donald Weilerstein, Robert Mann, and Vera Beths. He has toured in Germany and Portugal playing contemporary music. Ralph has additionally toured Holland and Israel performing baroque music, and he has performed ballet and opera in Amsterdam and Tel Aviv as well. Mr. Allen's performance credits include appearances with Lyle Lovett and Robert Plant. He recently moved back to Philadelphia after playing viola in the Israel Opera and Symphony for ten years.



**Miles Brown, Bass**

Bassist **Miles Brown** was born in Ithaca, NY and attended the Eastman School of Music for his undergraduate degree, earning a Bachelor of Music in Music Education and Jazz and Contemporary Media. In 2003, he earned a Master of Music degree in Performance from the Mannes College of Music, and a Doctorate of Musical Arts degree in Jazz Performance from Eastman in 2012. Miles is the bassist for Alarm Will Sound and has had his compositions performed at both Carnegie Hall and Lincoln Center. In 2008, Miles was the Interim Gussman Director of Jazz at Cornell University. He has served as the Jazz Program Coordinator and Applied Bass Instructor at Oakland University, a position he held from 2009-2017. During the 2017-2018 academic year, Miles taught at the Peabody Institute of The Johns Hopkins University and was on faculty at York College of Pennsylvania and the Community College of Baltimore County. In the fall of 2018, Miles joined the University of Delaware's full-time faculty as Assistant Professor of String Bass and Jazz where he teaches Applied String Bass lessons, Jazz History, Jazz Harmony, and Jazz Pedagogy. He currently holds a Continuing Track position at the University of Delaware as an Associate Professor.



**Aurelien Eulert, Piano**

Hailing from Alsace, France, **Aurelien Eulert** made his U.S. house debut in 2014 with the Palm Beach Opera as a diction coach for their production of *Les Contes d'Hoffmann* and head coach for the Young Artist Program. Mr. Eulert has worked with, or is currently working on the music staff of Opera Delaware, Opera Baltimore, Charlottesville Opera, Opera Memphis, Opera Roanoke, Hawaii Performing Arts Festival, USC Thornton Opera, UCLA Alpert School of Music, Pacific Opera Project and the Los Angeles Opera Education department. Aurelien's recent seasons included debuts with Opera Philadelphia, Opera Southwest and Opera Montana. In Philadelphia, he has been the Music Director of the East Passyunk Opera Project since 2019, and has been involved with Liberty City Arts since 2024. His 2024/25 season includes a return to Opera Montana in the Spring, and debuts at the Walnut Street Theatre, and the Kennedy Center in Washington, D.C. Aurelien has earned degrees from the Conservatoire National de Strasbourg, Syracuse University and the University of Southern California. He was an attendee at the Tanglewood Music Center in the summer of 2010.

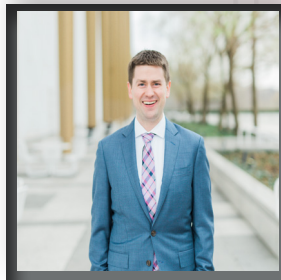


# New Member Spotlight



Jiayin He, Cello

Cellist **Jiayin He** earned a Bachelor of Music degree from the Curtis Institute of Music, where he is currently enrolled in pursuit of a Master of Music Degree. Jiayin currently serves as principal cellist for the Curtis Symphony Orchestra for the 2024-2025 season. This season, Jiayin has been leading the cello section of Curtis Symphony in various concert halls, including most recent performances in David Geffen Hall at Lincoln Center and Marian Anderson Hall at the Kimmel Center. Originally from Shanghai, China, Jiayin began studying the cello at the age of 5. He made his debut performing Haydn's Cello Concerto No. 1 in C Major at age 11. At age 12, he performed Édouard Lalo's Concerto in D Minor at the Shanghai Concert Hall with the Shanghai Philharmonic Orchestra. Jiayin has gained international recognition, winning multiple awards including First Prize at the 2012 Aiqin Chinese National Cello Competition, First Prize at the 2013 Alice and Eleonore Schoenfeld International String Competition, Second Prize at the 2013 David Popper International Cello Competition, Second Prize at the 2014 Knushevitsky International Cello Competition, and Third Prize at the Antonio Janigro International Cello Competition. In 2016 to 2018, he served as principal cellist in opera productions directed by Maestro Seiji Ozawa and performed in numerous concerts across Japan.



Daniel Parrish, Violin

**Daniel Parrish** is a freelance violinist who recently relocated to the Philadelphia area. He earned his Bachelor of Music degree in violin performance from the Eastman School of Music where he was a student of Timothy Ying and Frank Huang. Daniel earned his Master of Music degree with a focus on orchestral performance from Guildhall School of Music & Drama in London, where he was a student of David Takeno and Krysia Osostowicz. He continued his post-graduate studies with Pam Hentges in Washington, DC, where he was an active member of the D.C. Federation of Musicians, Local 161-710. Before moving to Pennsylvania, Daniel performed with several ensembles across Washington D.C., Maryland, and Virginia. He and his wife Morgan live in Lancaster with their french bulldog Elle.



Allison Smith, Violin

**Allison Smith** is an adjunct violin professor at Cairn University and teaches privately in the Philadelphia area. She performs with several regional orchestras, including as principal second violinist in the Pennsylvania Chamber Orchestra. Allison received her Bachelor of Music degree in Music Education from Grove City College, where she studied with Rochelle Agnew and was the 2020-2021 winner of their Concerto Competition. Following Grove City College, she attended Penn State University for her Master of Music degree in performance, where she was a graduate teaching assistant to James Lyon. Allison completed an additional Performance Certificate in 2024. While at Penn State, she was in leadership in the university orchestras, received the Creative Achievement Award, and enjoyed frequent chamber music collaborations with students and faculty members. Allison's recent endeavors include the Kalmia Piano Trio, performing as concertmaster at Carnegie Hall for Lauren Daigle, and premiering new works at Penn State University and Wintergreen Music Festival. Outside of music, she enjoys baking, running, and hiking.

# New Member Spotlight



Tobias Vigneau, Bass

**Tobias Vigneau** began his musical studies on violin and piano at age 5, and by age 10 he began playing the bass. A 2024 graduate of the Curtis Institute of Music, he began playing as Assistant Principal Bass of the Philadelphia Orchestra in September 2024. He has performed with the Orchestre Symphonique de Montréal, Santa Fe Pro Musica, Santa Fe Symphony, Symphony in C, and the New Mexico Philharmonic. Tobias was the double bass fellow for the Marlboro Music Festival in 2024, and he has attended the Tanglewood Music Center and the Aspen Music Festival and School as an orchestral fellow. He has appeared several times as concerto soloist with the New Mexico Philharmonic, including as first-prize winner in the 2018 Jackie McGehee Young Artist's Competition. Tobias was named the Senior Division Winner of the inaugural Santa Fe Symphony Concerto Competition in 2023, granting him the opportunity to perform Giovanni Bottesini's Concerto in B minor with the orchestra.

## 2025 Member Dues Price List

**Annual Regular Member Dues: \$200**

**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).

**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).

**Life Members: \$100**

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



# Membership Activity

## New Members

1. Allen, Ralph • 2731 Cambridge Street, Philadelphia, PA 19130 • (267) 909-3132  
rwallen4@hotmail.com • Violin, Viola
2. Batallan Cons, Esteban • 310 S. Michagen Ave, Unit 1400, Chicago, IL 60604 • (312) 678-7379  
esteban@estebanbatallan.com • Trumpet
3. Brown, Miles • 304 Bigmount Ct., Abington, MD 21009 • (917) 494-7863  
bassmiles@gmail.com • Bass (Double), Bass (Electric), Guitar
4. Cheeran, Izaiah • 1810 Rittenhouse Sq. Apt. 309, Philadelphia, PA 1910 • (952) 374-8906  
zaycheeran@gmail.com • Oboe, English Horn
5. DeVries, Douglas • 2122 Bolsover Street, Houston, TX 77005 • (661) 312-2579  
dougdv@mac.com • Flute, Piccolo Alto Flute
6. Eulert, Aurelien • 2125 Largo Road, Wilmington, DE 19803 • (213) 814-9772  
eulert.aurelien@gmail.com • Piano, Celeste, Harpsichord, Synthesizer
7. Grimm, John • 1101 Ludlow Street, Apt 1512, Philadelphia, PA 19107 • (703) 622-8443  
grimmjackr@gmail.com • Trombone (Tenor), Trombone (Alto), Trombone (Bass),  
Trumpet (Bass), Euphonium
8. He, Jiayin • 2101 Chestnut St., Unit 722, Philadelphia, PA 19103 • (267) 357-1335  
jiayin.he@curtis.edu • Cello
9. LaCour, Virjette • 70 Willow Rock Way, Coatesville, PA 19320 • (610) 466-7759  
vlacour433@msn.com • Vocalist
10. Lucero, Kevin • 1217 Spring Garden St., Apt 302, Philadelphia, PA 19123 • (856) 340-2355  
klucero22@gmail.com • Cello
11. Massey, Rachel • 2958 Almand Street, Philadelphia, PA 19134 • (646) 241-4201  
rsamassey@gmail.com • Violin, Viola, Guitar, Mandolin
12. McNeill Jr., Karl • 115 Acorn Drive, Mount Royal, NJ 08061 • (302) 521-1144  
kjmceillmusic@gmail.com • Drum Set, Vocals, Guitar, Guitar (Bass), Keyboards
13. Nordlinger, Jacob • 2600 Netherland Ave., Apt 505, Bronx, NY 10463 • (914) 803-2736  
jnordlinger1@gmail.com • Cello
14. Parrish, Daniel • 618 W. Lemon Street, Lancaster, PA 17603 • (717) 283-7521  
danielmparrish@gmail.com • Violin
15. Paxton, Caleb • 507 S. Broad Street, Philadelphia, PA • 19147 (757) 318-8984  
calebpaxtonviola@gmail.com • Viola, Violin
16. Raval, Lorenzo • 310 Mifflin St., Philadelphia, PA 19148 • (267) 679-3876  
lorenzoraval@gmail.com • Violin, Viola

17. Rudisill, Adam • 4937 Locust Street, Philadelphia, PA 19139 • (484) 798-5645  
arudisillcontact@gmail.com • Percussion (General), Drum Set, Timpani
18. Scarborough, Kathleen • 921 N. 20th Street, #2, Philadelphia, PA 19130 • (360) 451-1592  
scarboroughkathleen@gmail.com • Violin, Viola, Piano, Mandolin
19. Smith, Allison • 651 Brooke Road Apt. E-71, Glenside, PA 19038 • (903) 251-9908  
allison.smith.sdg@gmail.com • Violin
20. Vigneau, Tobias • 1810 Rittenhouse Sq., Unit 1209, Philadelphia, PA 19103 • (505) 379-5942  
tobyvign@gmail.com • Bass (Double)
21. Wenik, Nolan • 210 Lawton Road, Willow Grove, PA 19090 • (267) 615-6674  
nwenik12@gmail.com • Bassoon

## Reinstated

- |                       |                                |                       |
|-----------------------|--------------------------------|-----------------------|
| 1. Atkinson, Dennis   | 6. Herz, Allison               | 11. Stanley, Michael  |
| 2. Brown, Cynthia     | 7. Hibbard, Hans-Ethan         | 12. Teperman, Gregory |
| 3. Christmas, Amy     | 8. Jenkins, Alex               |                       |
| 4. Clark, Jonathan D. | 9. Lyon, Steven C.             |                       |
| 5. Hanson, Kevin J.   | 10. Pajaro-van De Stadt, Flava |                       |

## Resigned

- |                       |                         |                         |
|-----------------------|-------------------------|-------------------------|
| 1. Bader, Kenneth     | 6. Johnson, Christopher | 11. Swenberg, James     |
| 2. Barnett, George C. | 7. Kappraff, Jonah      | 12. Tomasone, Adeline   |
| 3. Boorum, Jennifer   | 8. Miller, Erica        | 13. Wetherill, David W. |
| 4. Chaffin, Michael   | 9. Mortimore, John      |                         |
| 5. DePoint, Joshua    | 10. Salerno, Melissa    |                         |



# UNFAIR

*Karen Corbin, CEO; Encore Series, Inc.  
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 Unfair List 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.*

## Executive Board Minutes

**October 7, 2024**  
Secretary-Treasurer Antonacci called the meeting to order at 1:03pm.

Present: President Trainer, Vice President Goldberg, Executive Board Members Rebecca Ansel and Robert Suttmann.

Also present: AFM Organizer Gabriel Feldman-Schwartz.

Executive Board member Suttmann welcomed and introduced Mr. Schwartz. Mr. Schwartz reported that he had been tasked with engaging AFM locals in Pennsylvania and Georgia with their local AFL-CIO affiliates in phone banking and canvassing events around the upcoming election and stated that he is willing to make himself available to Local 77 for any assistance with these matters.

Gabriel Feldman-Schwartz was excused at 1:13pm.

The Executive Board minutes of September 26, 2024 were reviewed, corrected and approved.

The minutes of the May 9, 2024 General Membership meeting were reviewed, and corrected for publication in the Fall newsletter. General Membership minutes will be put forth to the membership at the upcoming meeting on October 23, 2024 for approval.

Secretary-Treasurer Antonacci presented the financial report, which includes profit and loss as well as the balance sheet for the month of September.

Following a discussion, a motion was made and seconded to approve the financial report for September.

Secretary-Treasurer Antonacci reported on the Local 77 membership status,

and activity summary. To date, Local 77 has 800 members—786 active, and 14 suspended. Since the previous meeting, there have been six new member applications. A motion was made and seconded to approve the new applicants.

Secretary-Treasurer Antonacci reported on a conversation recently held with Nicole Fuller, director of the Philadelphia area Project on Occupational Safety (PhilaPOSH) regarding the entertainment for their upcoming awards night in November. In lieu of purchasing an advertisement in the program, Local 77 will be sponsoring a solo performer to entertain guests at the event.

Secretary-Treasurer Antonacci reported that the Fall newsletter is scheduled to go to print within the week.

Secretary-Treasurer Antonacci engaged the Board in a discussion surrounding attendees for the upcoming Philadelphia Council AFL-CIO annual Leadership Conference in Atlantic City, which is scheduled for February 9-11, 2025. The deadline for early registration is December 27, 2024.

Executive Board member Suttmann reported on the Arden Theatre bargaining unit survey, which is set to close in the coming days. EB Suttmann additionally reported on the latest meeting with the Philadelphia Chapter of the Theatre Musicians' Association.

Executive Board member Ansel reported on the Philadelphia Ballet. The Ballet musicians are set to open their season in two weeks at the Academy of Music. The musicians of the Ballet will be nominating and electing a new orchestra committee in the coming weeks as well. There are two scheduled auditions in October—oboe/english horn on October 14 and cello on October 21.

Executive Board member Ansel reported

that Jersey Boys is opening at the Walnut Street Theatre on October 9, 2024.

Vice President Goldberg reported on the Chamber Orchestra of Philadelphia (COP). The COP had their opening concert series during the first weekend of October, led by new Music Director David Hayes.

President Trainer engaged the Board in a discussion regarding Opera Philadelphia, and the rehearsal and performance temperature concerns that were brought to her attention. She additionally remarked on an issue related to outside engagements being counted toward Opera musician service guarantees, and reported that the Opera Orchestra Committee chair will be working to set up a meeting with management to discuss the issues.

Vice President Goldberg reported on the No Name Pops (NNP). The NNP have recently concluded a series of successful fundraising performances. She reported that tickets are selling well for both November and December performances at the Kimmel Center. Her report additionally included updates to the advertised language for the performances that are being sponsored by Artcinia.

Executive Board member Jordan reported on the Philadelphia Orchestra (POA). The POA have just completed their second week of subscription concerts with Mahler Symphony No. 3. The POA recently completed two successful auditions, and hired a second trombonist as well as two section celli. The POA is scheduled to perform Mahler at Carnegie Hall in the coming days. The POA EDI committee has been in ongoing discussions with POA management regarding harassment training, and are working to partner with the Rape Abuse & Incest National Network to provide such training.



Entered executive session from 2:42pm–2:53pm

Secretary-Treasurer Antonacci reported that Local 77 and IATSE Local 8 have jointly sent a communication to the owners of a new live music venue named Cellar Dog that is currently under construction on 15th street. Both Local 77 and IATSE are working to communicate with Cellar Dog owners in an attempt to get a venue agreement. Cellar Dog has declined to answer the initial communication.

Secretary-Treasurer Antonacci reported that Local 77 musicians were recently in attendance and performing in support of the Longshoreman Strike on Delaware Avenue. The Longshoreman deeply appreciated the support and solidarity that Local 77 showed by standing with, and performing for them as they worked to win a fair contract.

Vice President Goldberg reported that she has been in communication with representatives from the Stevie Wonder tour, who are going to be filing a single engagement contract with Local 77 for their upcoming performance at the Wells Fargo Center.

A motion was made and seconded to adjourn the meeting. The meeting was adjourned at 3:01pm.

**October 30, 2024**

Secretary-Treasurer Antonacci called the meeting to order at 12:06pm.

Present: Vice President Goldberg, Executive Board Members Rebecca Ansel and Robert Suttman.

Executive Board member Suttman reported that the Arden Theatre survey responses have been reviewed by the committee, and Local 77. The committee is using the information from the survey to craft an initial proposal to management.

Mr. Suttman additionally reported that

he will remain Vice President of the Theatre Musicians' Association upon taking office as Local 802 President in January, 2025.

Executive Board member Rebecca Ansel reported that the Philadelphia Ballet just completed their opening run of the ballet Le Corsaire, as well as their annual gala event which was held on Friday, October 25, 2024.

She additionally reported that the members of the ballet orchestra recently voted to amend their player bylaws to allow orchestra members to serve who have been granted tenure, rather than waiting a five-year period before being eligible. Ms. Ansel reported that the orchestra nominated members for the orchestra committee, and will be holding an election in the coming weeks.

Vice-President Goldberg reported that Local 77 is crafting a work action survey to send out to members of the Walnut Street Theatre bargaining unit. Local 77 is still in active negotiations with Walnut management.

Vice President Goldberg reported on recent issues that have been reported to Local 77 regarding The Academy of Vocal Arts (AVA). Local 77 will be in contact with AVA management in the coming days to seek clarification on their plans to remedy the situation.

The Executive Board minutes of September 26, 2024 were reviewed, corrected and approved.

Secretary-Treasurer Antonacci reported on the Local 77 membership status, and activity summary. To date, Local 77 has 799 members–788 active, and 11 suspended. Since the previous meeting, there have been nine new member applications. A motion was made and seconded to approve the new applicants. Mr. Antonacci presented the upcoming suspend/expel list, and urged all Board members to reach out to anyone they know who is on the list to remind them to pay their membership dues.

Secretary-Treasurer Antonacci reported that the Fall newsletter has gone to print and will be hitting the mailboxes within the week.

The Executive Board discussed Wednesday, January 22, 2025 as a possible option for the Winter General Membership meeting.

Secretary-Treasurer Antonacci reported that AFM International Representative for the Eastern Territory Alice Bish as well as AFM Chief of Staff Jonathan Ferrone recently completed their audit of Local 77. Mr. Antonacci was happy to report that Local 77 was found to be in compliance with all aspects of the audit. He additionally reported that the International Representatives urged Local 77 to hire additional office staff to work closely with the Secretary-Treasurer. The next AFM audit will be scheduled for the Fall of 2026.

Vice President Goldberg requested that the Executive Board consider the approval of an amendment to the listing of Encore Series Inc. on the AFM International Unfair List from “Karen Corbin, Encore Series, Inc/The Philly Pops” to simply “Karen Corbin, Encore Series, Inc.” due to the recent trademark acquisition of “The Philly Pops” by the No Name Pops. A motion was made and seconded to approve the amendment. President Trainer will submit this request to the AFM International Office for the December edition of the International Musician.

A motion was made and seconded to adjourn the meeting. The meeting was adjourned at 12:54pm.

**November 13, 2024**

Vice President Goldberg called the meeting to order at 10:04am.

Present: Secretary-Treasurer Antonacci, Executive Board Members Rebecca Ansel and Robert Suttman.

The Executive Board minutes of September 26, 2024 were reviewed, corrected and approved.

Secretary-Treasurer Antonacci reported

on the profit and loss as well as the balance sheet for the month of October. A motion was made and seconded to approve the financial report.

Secretary-Treasurer Antonacci reported on the Local 77 membership status, and activity summary. To date, Local 77 has 793 members–774 active, and 19 suspended. Since the previous meeting, there have been three new member applications. A motion was made and seconded to approve the new applicants.

Secretary-Treasurer Antonacci engaged the Board in a discussion regarding attending the Philadelphia Council AFL-CIO Holiday Party on December 3, 2024 as well as the 2025 Leadership Conference, which is slated to take place from February 9-11, 2025 in Atlantic City, NJ.

Secretary-Treasurer Antonacci was thrilled to report that the Council had reached out to the office of Local 77 regarding hiring live musicians for both of the aforementioned events.

Secretary-Treasurer Antonacci reported that Vice President Goldberg and Board member Rebecca Ansel will be representing Local 77 in attendance at the 40th Annual PhilaPOSH Awards Night, which will be held at AFSCME District Council 33 offices on Friday, November 15, 2024. PhilaPOSH has engaged a live musician from Local 77 for this event.

Secretary-Treasurer Antonacci engaged the Board in a discussion surrounding the parameters of the Local 77 office assistant position that is soon to be advertised. The Executive Board will resume this discussion at the next meeting.

The Executive Board reviewed an issue within the Public Service section of the Local 77 Wage Scale, and discussed an amendment to the language of Section 11 and 11(A). A motion was made and seconded to amend the title and language of Section 11 and 11(A) of the Wage Scale Book to reflect the following changes:

SECTION 11  
Public Service Scale (Music Performance Trust Fund)

\* Employers must obtain prior approval from Local 77 to use this provision \*

SECTION 11(A)  
Public Service Scale Rally Scale

\* Employers must obtain prior approval from Local 77 to use this provision \*

Definition: Rally Scale applies to Union demonstrations only. Rally Scale is subject to approval of the Local 77 Executive Board.

The Executive Board entered a discussion regarding potential replacements for Executive Board member Robert Suttman as he assumes the role of President of Local 802, on January 2, 2025.

President Trainer present at 11:03am.

The Executive Board discussed the survey results from the Arden Theatre musicians. Vice President Goldberg reported that Local 77 Officers met with legal counsel to begin drafting the first proposal. President Trainer is set to meet with the Managing Director of the Arden.

President Trainer reported that she is scheduled to meet with Opera Philadelphia Executive Director Anthony Roth Constanzo. She reported that the Opera Company's marketing of their \$11 tickets has resulted in a nearly sold out season, with a majority of the patrons considered first time opera attendees. Mr. Costanzo has been successful in his fundraising efforts for the organization.

President Trainer excused at 11:40am.

Vice President Goldberg reported on the Philadelphia Orchestra (POA). The POA musicians are currently on tour in China, and are slated to come back in the coming days. There are ongoing issues with proper reporting of broadcast forms for captured media with POA management.

Vice President Goldberg reported that she

and Secretary-Treasurer Antonacci are scheduled to meet with representatives from Local 802 regarding the joint organizing effort taking place at Cellar Dog, a New York based jazz venue that is expanding to Philadelphia. Two attempts have been made to contact Cellar Dog management and request a meeting. A support letter from influential musicians with ties to Philadelphia is being circulated, and will be delivered to management on opening night.

A motion was made and seconded to approve contributing \$75 to the Academy House Employee Holiday Fund.

Executive Board member Rebecca Ansel reported that the Philadelphia Ballet will be signing onto the new Integrated Media Agreement (IMA), with the Federation. She additionally reported that the committee will be initiating a vote in the coming days regarding a new Orchestra Committee, as well as their designated representative to the Regional Orchestra Players's Association (ROPA) Conference.

Executive Board member Rebecca Ansel reported that the musicians of the Walnut Street Theatre will be meeting to review the status of the negotiations, and to prioritize the outstanding issues that remain unresolved.

A motion was made and seconded to adjourn the meeting. The meeting was adjourned at 11:55am.

**November 26, 2024**

President Trainer called the meeting to order at 12:31pm.

Present: Secretary-Treasurer Antonacci, Vice President Goldberg, Executive Board Members Rebecca Ansel, Nicole Jordan, and Robert Suttman.

The Executive Board minutes of November 13, 2024 were reviewed, corrected and approved.

Secretary-Treasurer Antonacci reported on the Local 77 membership status,



and activity summary. To date, Local 77 has 796 members—779 active, and 17 suspended. Since the previous meeting, there have been three new member applications. A motion was made and seconded to approve the new applicants.

Secretary-Treasurer Antonacci engaged the Board in a discussion regarding the job description and pay rate for an office assistant position in the office of Local 77. The office assistant would be required to have experience with Microsoft Office as well as accounting software. The Board determined that the position is to be hourly with flexible scheduling and a maximum of 20 hours per week. The pay rate for the position would start at \$30/hr plus a pension contribution to the AFM-EPF.

The Executive Board resumed the discussion regarding a replacement for Executive Board member Robert Suttman when he steps down from the Board at the end of 2024.

Executive Board Robert Suttman reported on the Theatre Musicians' Association (TMA). Mr. Suttman shared a letter with the Board that was recently sent to the TMA Officers and Executive Board, notifying of his forced resignation. An excerpt from this letter is below:

"I must report that I have been experiencing increased pressure from the AFM to step down from my post at TMA since winning the Presidency of Local 802. Although I strongly disagree with their reasoning I am keenly aware of their resolve and believe the pressure will only escalate, not abate. It is for this reason I—with heavy heart—must resign my duties as Vice President of TMA effective January 1, 2025. It is a decision I do not make lightly. I believe this course of action will ultimately be best for TMA as well."

President Trainer reported that she is scheduled to meet with the Managing Director for the Arden Theatre next week. She additionally reported that the

local legal counsel is currently working on the draft of the first proposal. It is the intention of Local 77 and the musicians in the bargaining unit to have a contract in place before their Spring production of Rent.

Executive Board member Rebecca Ansel reported on the Philadelphia Ballet. The musicians of the ballet have a new Orchestra Committee (OC) in place. The members of the orchestra are working to amend their player bylaws to allow for one elected OC member to automatically serve as the orchestra delegate to the Regional Orchestra Players' Association annual conference.

Ms. Ansel reported that rehearsals for the upcoming production of The Nutcracker will begin December 5, 2024.

Secretary-Treasurer Antonacci reported that negotiations will resume with the Walnut Street Theatre on December 2, 2024. Additional negotiations are already scheduled for December 6, 2024 and December 9, 2024.

Vice President Goldberg reported on a recent issue regarding the work rules and dress rehearsal pay with the Academy of Vocal Arts (AVA). Local 77 and the AVA Orchestra Committee chair discussed the issue, and guided the Orchestra Committee on potential resolutions. Local 77 and AVA Management will be having a discussion regarding this issue prior to the next production in February.

Vice President Goldberg reported that a musician in the Chamber Orchestra of Philadelphia (COP) recently contacted the office of Local 77 regarding missing pension payments from previous COP performances.

Secretary-Treasurer Antonacci reported that the COP have yet to remit work dues for the October performances which are delinquent per the language in the Collective Bargaining Agreement. Local 77 is awaiting a response from COP representatives regarding the status of the

payment.

President Trainer reported that there is a meeting scheduled with the Opera Philadelphia Joint Labor Committee. She additionally reported on a recent meeting with David Levy regarding a new operatic work that will be traveling from Boston to New York and Philadelphia. President Trainer made it clear that Opera Philadelphia musicians are to be used first, before supplementing musicians from other cities.

Vice President Goldberg reported that the No Name Pops performed a concert at the Kimmel Center on November 16, 2024. She additionally reported that tickets for the show on December 14, 2024 are selling so well that the organization has opened the third tier of the hall for additional seating.

Executive Board member Nicole Jordan reported on the Philadelphia Orchestra (POA). The POA recently concluded their 2-week full orchestra tour of China, which included an additional 1-week smaller residency following the tour. She reported that more members have been in attendance at the POA orchestra meetings as of late, and she has been encouraging others who do not typically attend to do so.

Executive session entered from 2:31pm–3:03pm.

Secretary-Treasurer Antonacci reported that on November 21, 2024 he attended the opening night of Cellar Dog, a New York based jazz venue that has recently opened a location in Philadelphia. He reported that a letter of support from prominent jazz musicians with connections to Philadelphia was delivered to owner Arthur Backal, as well as the booking agent EHUD Asherie. To date, there has no response from Cellar Dog to Local 77 regarding the intent to bargain. Local 77 Officers will be speaking with a local musician involved in the efforts at Cellar Dog in the coming days about chairing a committee of rank and file

musicians who would be engaged to play at this new venue. This committee would be tasked with running and growing the Cellar Dog campaign, with the guidance and assistance of Local 77.

President Trainer reported that the Philadelphia Council AFL-CIO annual holiday party is scheduled to be held at the Sheraton Philadelphia on Tuesday, December 3, 2024. The AFL-CIO engaged a live musician for this event for the first time since the current Local 77 administration took office.

A motion was made and seconded to adjourn the meeting. The meeting was adjourned at 3:14pm.

#### December 9, 2024

President Trainer called the meeting to order at 10:31am.

Present: Secretary-Treasurer Antonacci, Vice President Goldberg, Executive Board Members Rebecca Ansel, Nicole Jordan, and Robert Suttman.

The Executive Board minutes of November 26, 2024 were reviewed, corrected and approved.

Secretary-Treasurer Antonacci reported on the profit and loss and balance sheet for the month of November. The financial report included notice that the salaries of Officers and Executive Board members will be adjusted to reflect the 2025 Social Security Administration Cost Of Living Adjustment (COLA) of 2.5% beginning January 1, 2025. This adjustment adheres to the policy set forth in the recommendation passed at the November 22, 2021 general membership meeting.

Secretary-Treasurer Antonacci reported on the Local 77 membership status, and activity summary. To date, Local 77 has 802 members—785 active, and 17 suspended. Since the previous meeting, there have been eight new member applications. A motion was made and seconded to approve the new applicants.

Secretary-Treasurer Antonacci engaged the Board in a discussion regarding the Winter general membership meeting. Following a discussion, it was decided that the Winter general meeting will take place on January 29, 2025 at 4:30pm at the offices of Local 77, a zoom link will be provided for those unable in person.

The Executive Board discussed potential topics for the Winter edition of the Arpeggio.

The Executive Board discussed attendees for the 2025 Philadelphia Council AFL-CIO Leadership Conference, which is slated to take place in Atlantic City from February 9-11, 2025. Secretary-Treasurer Antonacci reported that the Council had contacted the office of Local 77 regarding musicians performing at the event. Local 77 members will be performing the National Anthem as well as Lift Every Voice and Sing.

Secretary-Treasurer Antonacci presented a comprehensive website redesign proposal that has been submitted to the office of Local 77 by Jason O'Mara, founder of Roja Interactive Web Design. Roja Interactive is a Philadelphia based web design, search engine optimization (SEO) and digital marketing firm. Mr. O'Mara will be present at the December 17, 2024 Executive Board meeting to review the proposal with the Board, and to answer any questions regarding next steps. Once initiated, the process for the Local 77 website redesign will take approximately 6-8 weeks.

The Executive Board entered a discussion regarding the job description as well as potential replacements for Board member Robert Suttman, who will be stepping down on January 1, 2025.

Executive Board member Robert Suttman reported on the Theatre Musicians' Association. Locally, the musicians of the Media Theatre had a leafleting campaign during last weekend's show. The musicians of the Media Theatre

who are typically engaged for musical services had been replaced for the Winter show, after they filed for union recognition with Local 21 (Delaware). Replacement musicians who have been engaged have not been contacted regarding the ongoing issue at the theatre, and have been expressing their concerns regarding their work at the theatre.

Vice President Goldberg reported on a recent meeting held between representatives of Local 77 and The Arden Theatre. President Trainer and the Managing Director Amy Murphy had recently met. Ms. Murphy gave President Trainer a tour of the theatre.

Executive Board member Rebecca Ansel reported on the Philadelphia Ballet. Performances of The Nutcracker began this past weekend on December 6, 2024 and is expected to run through December 29, 2024. The Ballet Orchestra Committee is working on updating their player bylaws to recognize and include a delegate to the Regional Orchestra Players' Association (ROPA) conference.

President Trainer reported that the management of the Walnut Street Theatre and Local 77 have come to a tentative 3-year agreement that includes raises of 14% over the term of the agreement, language prohibiting the use of musician replacement technology, a protective pit covering, and more holiday pay premiums among other things. This agreement is pending ratification of the bargaining unit.

Vice President Goldberg reported on an ongoing contractual issue with the Academy of Vocal Arts (AVA). President Trainer reported that AVA recently completed their production of Faust, which was well received.

Secretary-Treasurer Antonacci reported that there is a meeting scheduled with Local 77 and The Executive Director of the Chamber Orchestra of Philadelphia regarding a grievance that has been filed for the non-remittance of work dues.



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President Trainer reported that Opera Philadelphia will be holding auditions for Principal Harp as well as Assistant Principal Bass. Harp auditions are slated to take place in April, while Bass auditions will take place in May. President Trainer reported that Opera Philadelphia will be doing a temperature audit of the pit during the Philadelphia Ballet run of The Nutcracker following temperature complaints.

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Vice President Goldberg reported on the No Name Pops (NNP). The NNP recently performed a fundraising concert at and for Rodeph Shalom. The NNP has nearly sold out their Winter performance on December 14, 2024 at Marian Anderson Hall at the Kimmel Center. NNP Management is working with local and state elected officials to be included in budgetary considerations for future arts funding allocations.

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Executive Board member Nicole Jordan reported on the Philadelphia Orchestra (POA). The POA musicians will be performing holiday concerts this month, with Music Director Yannick Nézet-Séguin. She reported on the various POA sub committees and their recent meetings. A discussion ensued regarding the recent announcement that the POA President & CEO will be assuming the role as the new Executive Director of the New York Philharmonic in January, 2025.

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A motion was made and seconded to adjourn the meeting. The meeting was adjourned at 1:38pm.

**December 17, 2024**

President Trainer called the meeting to order at 12:33pm.

Present: Secretary-Treasurer Antonacci, Vice President Goldberg, Executive Board members Rebecca Ansel, Nicole Jordan, and Robert Suttman.

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The Executive Board minutes of December 9, 2024 were reviewed, corrected and approved.

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Secretary-Treasurer Antonacci reported on the Local 77 membership status, and activity summary. To date, Local 77 has 802 members-785 active, and 17 suspended. Since the previous meeting, there has been one new member applicant. A motion was made and seconded to approve the new applicant.

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Secretary-Treasurer Antonacci reported Jason O'Mara of Roja Interactive LLC will be presenting a new proposal to redesign the Local 77 website. Roja Interactive is a full service website design and search engine optimization (SEO) firm. They have agreed to give Local 77 a 50% discount, as is customary for all of their non-profit clients.

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Vice President Goldberg reported that she, President Trainer and Secretary-Treasurer Antonacci met with a new prospective replacement for Executive Board member Robert Suttman, as he is set to resign on January 1, 2025. The prospective replacement will consider this appointment, and will notify the Local before the end of the calendar year.

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Jason O'Mara of Roja Interactive entered the meeting at 1:04pm. Mr. O'Mara introduced himself, and presented an overview of his background as it relates to both music and technology. He presented a historical overview of the company, and the various departments and their respective roles within the company. He reviewed the current projects that Roja is undertaking with regard to website development clients and SEO clients. The Executive Board engaged Mr. O'Mara in a discussion regarding the various components of the Local 77 website redesign proposal.

Jason O'Mara excused at 1:46pm.

A motion was made and seconded to approve hiring Roja Interactive LLC and spending up to \$3,600 to redesign the Local 77 website.

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Executive Board member Robert

Suttman reported on the Theatre Musicians' Association (TMA). Locally, the Philadelphia chapter of TMA is set to have their nominations meeting on January 27, 2025. Nationally, the TMA Executive Board is set to have their meeting on December 30, 2024.

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Executive Board member Rebecca Ansel reported on the Walnut Street Theatre (WST). The musicians of the WST are in the middle of their run of Elf. She reported that there are a few ongoing issues surrounding the temperature in the pit. President Trainer advised that any issues within the pit should be addressed in writing, and the Local should be copied on all correspondences.

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President Trainer reported that Local 77 will be entering negotiations with the Arden Theatre. The first negotiation meeting is set to take place on January 15, 2025 and the second meeting is set for January 22, 2025.

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Secretary-Treasurer Antonacci reported on a conversation that was held with Chamber Orchestra of Philadelphia (COP) Executive Director Anne Hagan regarding the recent grievance that was filed for the non-remittance of work dues for the past two concert series. Ms. Hagan has committed to paying the work dues in full for both October and November concert programs on or before December 31, 2024. She additionally acknowledged that payment for the November series is late, and has committed to paying musicians on December 20, 2024. Local 77 will be following up with COP management and musicians on those respective payments.

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President Trainer reported that Opera Philadelphia (OP) management proactively presented a few possible dates that they would be available to begin negotiations. The orchestra committee is meeting to discuss their availability and will be coordinating with OP management to schedule the first meeting.

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Vice President Goldberg reported on the

No Name Pops (NNP). The NNP recently held their Christmas concert at Marian Anderson Hall at the Kimmel Center. The performance was sold out, which marked a first for the organization. She additionally reported that Senator Nikil Saval and Councilmember Mark Squilla spoke at the event, and announced that the NNP has been awarded a combined \$250,000 from the city and state.

The NNP is presenting another concert in March at Marian Anderson Hall featuring Capathia Jenkins with the theme She's Got Soul.

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Executive Board member Suttman excused at 2:07pm.

Executive Board member Nicole Jordan reported on the Philadelphia Orchestra (POA). She reported that outgoing

President and CEO Matias Tarnopolsky met with musicians of the POA to discuss his departure, and the process by which the organization is taking to fill the position. The Ensemble Arts Board has established a search committee. The musicians are disappointed that they do not have more representation in the search process. A discussion ensued on the POA musician meeting and the process by which the Board has chosen to move forward in selecting a new President and CEO.

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Secretary-Treasurer Antonacci reported on the recent meetings with representatives from Local 802 regarding the new organizing efforts at the Philadelphia location of Cellar Dog. Local 77 has established a freelance jazz committee who has been working to lead the organizing efforts, and build momentum as Local 77 works to pressure

Cellar Dog for a venue agreement.  
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Secretary-Treasurer Antonacci reported on a recent conversation with IBEW Local 98 Business Manager Mark Lynch regarding the non-union musical entertainment at their recent holiday party. Mr. Lynch made it clear that they enjoyed their entertainment, and despite the musicians not performing under a union contract, they were going to engage them again in the future and have no intentions on assuring that they are covered by a union contract. This issue is ongoing, and Secretary-Treasurer Antonacci will report on any updates as they become available.

A motion was made and seconded to adjourn the meeting. The meeting was adjourned at 2:39pm.





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

