



# Central California Upbeat

The Official Newsletter of the Professional Musicians of Central California AFM Local 12

## Local 12 General Membership Meeting

Monday, September 18th, 7PM on Zoom

Agenda: Resolution on Wage Increases for Local 12 Secretary and Treasurer

<https://csus.zoom.us/j/3453315981>

## Local 12 New Member Orientation

Monday, October 9th, 7PM on Zoom

<https://csus.zoom.us/j/3453315981>

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## Pay It Forward

The Local 12 Executive Board understands that for members who are frequent substitutes in our CBA orchestras, and who pay their dues quarterly rather than annually, it may make sense to resign in good standing and rejoin when the work returns.

Our bylaws require that a member must be in good standing (dues paid through the end of the current quarter) to resign in good standing.

That means:

- Members may resign in good standing in the first month of any quarter, with resignation effective the end of the previous quarter, no additional dues
- In the second month of any quarter, members will have to pay the current quarter dues in order to resign in good standing
- In the third month of any quarter, members will have to pay the current quarter dues plus the \$5 late fee to resign in good standing
- In any case, a member who resigns in good standing can rejoin anytime within 18 months of their resignation by paying a \$5 reinstatement fee (no Local initiation fee)

Contact [simon@afmlocal12.com](mailto:simon@afmlocal12.com) if any questions

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Congratulations to Our Long-time Member of  
Local 12 and the Fresno Philharmonic

## Joe Farkas

On his Retirement from FPO this year

All the best!

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Congratulations to the Musicians of the  
Sacramento Choral Society and Orchestra  
New 2-Year Contract Ratified in July!

# Local 12 Executive Board: Resolution on Officer Salaries

**Whereas**, the base salaries for Local 12 Secretary and Treasurer were reduced during the 2008 Great Recession, when membership was down and the Local was running deficits;

Whereas, the Local 12 Secretary and Treasurer are and have been working at salaries that are less than comparable work, and in fact less than the state minimum wage when calculated per hour;

Whereas, all Local 12 salaried officers went without COLA raises as required by the Bylaws from 2011 to 2019;

Whereas, all Local 12 salaried officers worked without pay during the last seven months of 2020 and the second quarter of 2021, and for reduced salaries for the other quarters of 2021, allowing the Local to survive the COVID pandemic;

Whereas, Local 12 has grown in membership by over 50% since June 2020, bringing in greatly increased membership dues, while work dues have surpassed pre-pandemic levels;

Whereas, Local 12 has, by moving to a virtual office and enforcing union security clauses, improved its financial position substantially, running surpluses in the past three years, allowing the membership to vote to reduce quarterly dues;

Whereas, the Local 12 Officers and Executive Board have achieved substantial progress on behalf of the membership over the past 3 ½ years, including:

- Successfully bargaining COVID safety protocols and digital seasons for our symphonic CBA's
- Assisting our members with a Musician Relief Fund, navigating the Unemployment Insurance process, and obtaining other pandemic grants
- Reinvigorating our MPTF outreach with concerts in Bakersfield, Fresno and Sacramento, as well as performances at the Sacramento Central Labor Council's Labor Day picnic
- Successfully negotiating five new CBA's with substantial wage increases

Whereas, Local 12 is projected to keep running substantial budget surpluses in future years that would allow us to address the inadequate wages of our Secretary and Treasurer, while preserving resources for increasing our organizing efforts throughout our 600-mile-long jurisdiction;

**Be it resolved that** Local 12 shall, subject to approval by a vote of the Local 12 membership, increase base salaries beginning with the 2024 fiscal year for Secretary and Treasurer in excess of the COLA stipulated in the Bylaws, on a one-time-only basis, as follows: Secretary, from \$550 to \$1000 per month; Treasurer from \$520 to \$900 per month; with future COLA raises to be calculated from this new base salary. **(Adopted by a vote of the Executive Board, July 13, 2023)**

**To Be Voted on by the Membership in the First Week of November  
Please attend our General Membership Meeting in September  
If you have any questions**

# AFM Local 12

## “Design Our New Logo” Contest

With so many creative members in our Local, the Executive Board of Local 12 thought we should come to you (rather than hiring outside or buying something on the internet) for a **new logo** for our Local.

The new logo would be used on our website, on social media (more news coming soon!), on our newsletter and other official communications, and on **swag** (t-shirts, coffee mugs, etc.) that will be available to our members for purchase (and, in the case of t-shirts, be worn for Local 12 Labor activities in support of our members and their bargaining units, as well as at actions in support of our Labor colleagues in other Unions).

### Rules for the Contest:

- Submitted entries must include “Professional Musicians of Central California” (abbreviations such as “Pro” and “CA” acceptable) and “AFM Local 12”
- References to “Live Music” and use of the AFM official logo encouraged
- Clear and simple designs (easy to identify) encouraged for maximum impact
- The Local 12 Executive Board will review entrants to choose finalists
- Deadline for entry is October 27, 2023
- Finalists will put to a vote of the membership in November
- The winning design will be recognized in our Newsletter, and the winner will receive a choice of a t-shirt or coffee mug with their design on it!

Send your Logo Design Entries to:

[derthick@afmlocal12.com](mailto:derthick@afmlocal12.com)

## **In Unity, There is Strength...and Vigorous Debate** by Tom Derthick, Local 12 President

Treasurer Goldsmith and I were proud to represent you at the 102<sup>nd</sup> AFM Convention, June 25-29 in Las Vegas. Here is my report from the week. (Maryll's will follow in this newsletter.)

A new International Executive Board (IEB) and Officers were sworn in on the final day of the Convention, and for the first time in 13 years there are significant changes at the top.

One of the many resolutions adopted by the delegates conferred Emeritus status on retiring President Hair, Vice President Fife and Secretary/Treasurer Blumenthal, all well deserved and enthusiastically granted. This leadership team guided the AFM through critical financial struggles they had inherited, as well as the pandemic shutdown of our business. Most significantly, they achieved the restoration of our Pension Fund thanks to our political efforts on Capitol Hill. (The American Rescue Plan signed by President Biden includes the Butch Lewis Act, assisting many multi-employer pension funds such as ours. AFM-EPF will receive a \$1.5 billion grant from the Federal Government later this year.)

The most vigorous election campaign in 13 years resulted. Two slates opposed one another, along with many independent candidates—13 candidates for the 5 International Executive Board spots! You saw the results in the July International Musician, but notable are that 1) each slate won positions on the IEB, and 2) three Canadian members—Vice President from Canada and two IEB positions—now sit among our leadership.

President Emeritus Hair always talks about the AFM and our divisive history. How the AFM has achieved unity through all of its factions and interests over time was again on display this week. Not everyone left the floor happy, but all left committed to continue the struggle.

The two essential purposes of a Union are Organizing and Bargaining. Much of the AFM's history has been the perception of where these energies are focused, and our current situation is no exception.

Our Union faces an existential crisis of building membership. We've lost 150,000 members over the past forty years. The legal prohibition to bargain directly with venues in the US since 1978 has resulted in past generations of casual freelance musicians (in Country, Jazz, Rock, Acoustic, etc.) leaving the AFM, and current generations (Hip Hop, DJ artists, EDM artists) never having joined. Our Canadian siblings, with no Taft-Hartley Act or NLRB at their throats, have advantages in organizing resulting in 25% of AFM membership now being Canadian.

The number of Locals continues to shrink, as small Locals die or get merged with others. Local 12, for example, is the merger of five Locals. We are still considered a "small Local" (less than 350 members), but have a 600-mile-long jurisdiction to cover. There are Locals in the AFM with similar characteristics and even greater challenges in organizing members—some of them with ICSOM (full-time) orchestras.

The AFM is governed by its Locals, but the political power has been shifting since the 1960's to the Player Conferences, representing symphony (ICSOM, ROPA, OCSM), theater (TMA) and recording (RMA) musicians. As a result, AFM resources have shifted to CBA bargaining for symphony, theater and recording musicians, often concentrated in large Locals such as NYC, LA and Nashville, and away from smaller Locals.

The result: a majority of professional musicians in the US are not AFM members, particularly those not in NYC, LA and Nashville. Many do not know we exist. Their wages have been stagnant for forty years. Small Locals are failing. Much of the Convention week was spent grappling with these challenges.

38 recommendations and resolutions were debated in committee, and most brought to votes on the floor of the Convention. Here are summaries of a few that define where we are today:

Resolution #20 (Termination Policy for at-will Federation Employees): Federation employees (who serve at the pleasure of the International President) have no due process for job review or termination, the sort of things AFM fights for on behalf of members. This measure was referred to the IEB for further study, with delegates debating how much this would infringe on executive authority.

Resolutions # 18 (Small Local Assistant to the President), #19 (Local Organizing Assistance Budget) and #23 (Balanced Budget Organizing Expenditure Exception) address the real concerns of small-membership Locals getting direct assistance from AFM, both in staff time, organizing grants, and the ability of AFM to tap into operating reserves (above \$10 million, a huge turnaround from a generation ago) for these purposes. The Finance Committee recognized the desire of the delegates for additional resources to address this existential challenge, but their recommendation (as adopted by the Convention) was to refer all of these to the new IEB. (Memo to the new IEB: we're watching.)

Resolutions #21 (DJ, Hip Hop and EDM Artists as AFM Members) and #22 (Indie Musicians' Right to Organize) relate to opening our doors to artists not associated with our movement in the past.

Resolution #21 was one of the longest floor debates of the Convention, as the delegates came to grips with DJ artists not as folks replaying records at weddings, but as creative artists looking for contract protections and access to collecting a pension. Cultural stereotypes were challenged, and passionate debate ensued. In a divided decision, the delegates voted to welcome these new artists.

Resolution #22 (without the "whereas" sections) reads: "Resolved, we affirm that, regardless of NLRB status, indie musicians have the right to organize collectively, democratically determine and negotiate their demands, and ratify contracts." That's it.

In Committee, Federation counsel pressed the authors on the fact that the NLRA does not allow independent contractors to organize collectively and set prices ("price fixing" essentially setting up a cartel), and that adoption of the resolution would have resulted in the NLRB investigating and throwing it out. Due to lack of time to consult with counsel, the authors agreed to withdraw #22.

Since the 1978 NLRB ruling, AFM has had its hands tied representing freelance musicians. We are not alone: gig workers (think Über) in all fields suffer the same inability to improve their working conditions.

Changes in Labor Law are needed (the PRO Act), so that Unions like the AFM can represent exploited workers, and all independent contractors have access to the social safety net. At the same time, our new IEB must confront the musical world as it exists now, not as it was 40 or 100 years ago, and build bridges to our musical siblings in other genres and cultures who deserve workplace protection and due process like everyone else. Let the work continue.

## **Condensed Daily Report on the 102<sup>nd</sup> AFM Convention by Maryll Goldsmith, Local 12 Treasurer**

Sunday, June 25<sup>th</sup>: Check into hotel and convention registration. A reception was held for new artist awards.

Monday, June 26<sup>th</sup>: Session started at 11 a.m. with a welcome from the Mayor of Las Vegas, a relation of composer Carl Goldmark. President's Message, given by Ray Hair, included a report on COVID issues, Broadway's closure and re-opening, avoidance of a per capita increase, touring, which has grown, new recording agreements, Legislation help, more on solidarity, relocated offices in New York, racial issues and training, review of the pension fund and other things this administration has done.

His message lasted for one hour, thirty minutes and received a five minute round of applause.

Pres. Hair was followed by speakers from the AFL-CIO and the Department of Labor, and also the introduction of officers and staff who were seated on the dais.

Lunch was followed by speakers from the Sound Exchange, Actors' Equity, the Screen Actors Guild, the Film Musicians and the Film Secondary Market Fund. Conference Reports were given by OCSM on the Canadian orchestral scene. Announcements were made and the session broke for dinner and committee meetings on the various resolutions and recommendations.

A jam session was held at 8 p.m.

Tuesday June 27<sup>th</sup> started with a memorial service for all those members lost since the last Convention. The Finance Committee reported on Recommendations 1, 13 and 14, and also on Resolutions 1, 8 and 16. Voting on these followed the Committee's recommendations. Diversity Awards were presented, followed by speakers including the CEO of the AFM and SAG-AFTRA Fund. Reports were given by the Credentials Chair and Symphonic Services Division. The Good and Welfare Committee reported on Recommendations 5 and 12 and Resolution 6. Voting on these followed the Committee's recommendations. A pension fund report was followed by the Members and Benefits Committee report on Recommendations 7, 8 and 10. The Organization and Legislation Committee reported on Recommendation 6, 11 and 13. Voting on these followed the Committee's recommendations.

A report by the International Federation of Musicians President John Smith touched on A.I. and its effect on performers, and included information on various treaties and trade unions in other countries.

President Hair opened the session by honoring the 6th AFM President, Victor Fuentealba, who is now 100 years old. The afternoon session included a report from the Law Committee on Recommendations 3, 11 and 15, which were approved after some floor discussion. The Joint Law and Finance Committee reported on Recommendation 2, which affects Resolutions 9 and 10. Recommendation 2 was approved after discussion. Reports were given by the RMA Conference Chair, the President of ROPA and the Organizing Committee. Nominations for AFM Officers and Delegates to the AFL-CIO Convention were made, followed by announcements and a reception by MPTF.

Wednesday June 28<sup>th</sup> started at 9 a.m. with a report on MPTF. The Law Committee reported on Resolutions 2, 3 and 5, while the Finance Committee reported on Resolutions 1, 4, 7, 18, 19 and 23. There was floor discussion on many of these, with most being voted according to the Committee's recommendations. An updated report was given by the Credentials Chair in preparation for the afternoon's voting for officers and the AFL-CIO conference delegate. Reports were given by the International Musician Committee and the Small Locals Committee chairs. Good and Welfare Committee reported on a substitute Resolution 17, which was amended from the floor, and Resolution 21, whose amendment from the floor did not pass. After lunch, we heard from representatives of the Sound Recording Fund and the Fair Share for Musicians campaign of Local 47. The Organization and Legislation Committee reported on Recommendations 9 and 14. Various amendments were made. Following this was election procedure instructions. Elections were held at the end of the session.

Thursday June 28<sup>th</sup> began at 9 a.m. with a report from the Election Committee. Thanks were given to the Committee for their work and congratulations expressed to the new officers and AFL-CIO delegates. Reports were given by the Public Relations Committee and the TMA, ICSOM and Diversity Committees.

The Organization and Legislation Committee reported on Recommendation 4, which was amended. The Law Committee reported on Recommendations 14 and 15. The Measures and Benefits Committee reported on Resolution 22, which was withdrawn, and Resolution 12, which was amended. After discussion, Resolution 12 was defeated by a voice vote.

Vice President Blumenthal presented certificates to those delegates who had attended 25 years of Conventions and also to delegates who have been AFM members for 50 and 60 years. (AFM Local 12 Treasurer Maryll Goldsmith received a 50 year certificate.)

The new officers were sworn in, and each spoke briefly.

Resolution A, which gives the IEB authority to act on our behalf with full power, was motioned, seconded and passed.

The AFM 102nd Convention was adjourned at 1PM, PDT.

## **Report from the 2023 ROPA Conference**

### **Caitlin McSherry, Delegate for the Fresno Philharmonic**

This July, the annual ROPA Convention was held in Atlanta, Georgia. I attended on behalf of the Fresno Philharmonic, and I was there for three days of interesting presentations and discussions which I have summarized below. I strongly encourage clicking on the provided links that include details and further information on all of these topics.

#### **PRESENTATIONS**

##### **The Musician as Athlete: Performing Artists and Special Considerations for Medical Evaluation, Diagnosis and Care, Dr. Valerie Trollinger**

[TrollingerROPA2023\\_rev.pdf \(ropaweb.org\)](http://ropaweb.org/TrollingerROPA2023_rev.pdf)

A very insightful and in-depth presentation on musician injuries, hearing health, and wind-player specific problems. The importance of finding the right care and for self-advocacy. Most injuries do not have to be career ending if help is found sooner rather than later.

##### **Strategic Campaign Communications, Jake Berent, Director of Communications, Chicago Federation of Labor**

<http://ropaweb.org/wp-content/uploads/2023/07/Jake-Berent-Director-of-Communications-CFL.pdf>

This talk focused on messaging success and ways to achieve that. Whether for use in contentious negotiations or even just in developing a social media presence, having control of the public message and image is important for your cause.

The suggested “Four Keys to Messaging Success” are Visibility, Building the Narrative, Press Prep and Media Outreach.

##### **ROPA EDI Workgroup, Alana Wessing**

This committee focuses on equity, diversity and inclusion in ROPA orchestras. Their goal is to have a representative from every organization within ROPA. Recent work includes creating an unconscious bias training chart and survey. If anyone is interested in getting involved with this workgroup, please email [alana.drums@gmail.com](mailto:alana.drums@gmail.com).

##### **IMA Update, Debbie Newmark, Director of Symphonic Electronic Media, Symphonic Services Division of the AFM**

The new IMA agreement is still in the process of being revised, as a result, the 2019-2022 version is still the one being used and operated under (other than side letter E which has expired). When a new agreement has been reached, all signatory orchestras to the IMA in good standing will have the chance to vote on the updated agreement. Please make sure your orchestra’s contact info is up to date so they can be reached.

##### **AFM Diversity Committee and AFM Legislative Work, Alfonso Pollard, AFM Diversity, Legislative and Political Director**

[Legislative Updates: Lobbying Efforts at CITES and in Congress | Senza Sordino \(icsom.org\)](#)

In regards to AFM Diversity, there has been work to combine all of the DEI committees in the AFM to have one voice and message. They have also been creating resources available for officer training and to start DEI committees.

Legislative work that the AFM has been involved in includes; the *American Fairness Act*, this would secure better royalties for terrestrial and PBS broadcasts; the *Performing Artist Tax Parity Act*, to bring back the tax deductions to W2 work; *Cross Border Visas for Performing Musicians*, mostly affecting Canadian artists who have seen an increase of 260% to their visa fees; and a CITES conference update that permits will not be needed to travel with pernambuco bows.

## Report from the 2023 ROPA Conference Caitlin McSherry, Delegate for the Fresno Philharmonic

Also a reminder from Mr. Pollard that the TEMPO fund helps greatly to fund the lobbying efforts for all AFM musicians. During the ROPA conference \$1608 was raised for TEMPO by the ROPA delegates. If anyone is interested in donating, please go to [Donate :: Official Website of the American Federation of Musicians \(afm.org\)](#)

### **Federal Mediation and Conciliation Service (FMCS), Kent McVay and Dan Ross**

[Mission & Values - Federal Mediation and Conciliation Service \(fmcs.gov\)](#)

This presentation was a reminder of the many useful free services offered by the FMCS. Their agents can step in as a neutral and confidential party to assist in CBA negotiations, grievance mediation, arbitration panels, among many other things. They help people and parties explore their interests, but do not write language or offer legal advice.

### **Taxes for Musicians, by Rick Basehore, ROPA Treasurer and Certified Tax Preparer**

[ACFrOgBXEmv8jo3GROSJzWLDZw38mABe1XHDEZb...QZGP5cVsPMC3pD5wE-hXQEkW\\_A6febLsXBpgk=\(ropaweb.org\)](#)

An in-depth exploration of musician taxes, both as employees and independent contractors. It also highlighted how useful financially it would be to have the *Performing Artist Tax Parity Act* passed for musicians.

### **When Employers Behave Badly: Using NLRB Processes to Protect Musicians' Rights, Rochelle Skolnick, Director of AFM Symphonic Services Division**

[ULP process chart \(ropaweb.org\)](#)

Solidarity and direct action are our most powerful tools, and if your bargaining unit is not organized and prepared for action, your success in bargaining will be limited. Pointing out the differences in good and bad faith bargaining, and what to do when arriving at an impasse. If necessary, how to file an Unfair Labor Practice (ULP).

<http://ropaweb.org/wp-content/uploads/2023/07/ULP-charge-form.pdf>

### **Job Action Panel, moderated by Naomi Bendsdorf-Frisch**

This included talks from members of the following orchestras who were recently dealing with contentious CBA negotiations and unfair employer actions. The Fort Wayne Philharmonic (Dennis Fick), Minnesota Opera (Emily Hagen), Opera Philadelphia (Brooke Beazley), and Philly Pops (Marjorie Goldberg).

Most all have reached good settlements due to solidarity amongst the players, strikes, effectively sharing a unified message with their public and audience, and the use of aid from their local unions, FMCS, and SSD Negotiators.

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In addition to these informative presentations, we heard speeches from the ROPA President, Steve Wade, the new AFM President Tino Gagliardi, the Local 148-462 (Atlanta), President Bruce Kenney and our keynote speaker was Dr. Michelle Au, D-Georgia from the 50th District. There were also brief updates from ICSOM, OCSOM, RMA, and the recent AFM Convention.

Several new ROPA bylaws were passed along with the general ROPA business updates and agenda. And lastly, the first annual *Nathan Kahn Award*, for outstanding contributions to professionalism, diversity, and solidarity among orchestral performers, was awarded to Shadwa Mussad and Jessica Stinson.



*The Bay Philharmonic is seeking adventurous and joyous musicians who will help us transform the arts world and beyond.*

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**AUDITIONS ARE ANNOUNCED FOR THE FOLLOWING POSITIONS:**

**PRINCIPAL OBOE: Monday, November 6, 2023**

**PRINCIPAL BASSOON: Tuesday, November 14, 2023**

**Application Deadline for both auditions: Oct. 27, 2023**

Please e-mail your one-page resume to:  
Marcella Schantz, Bay Philharmonic Personnel Manager:  
[Auditions@BayPhil.org](mailto:Auditions@BayPhil.org)

A refundable audition deposit of \$35 is required, payable to  
"Bay Philharmonic" and mailed to:  
Attn: Marcella Schantz  
P.O. Box 104  
Fremont, CA 94537

For more information, and to pay the deposit by PayPal, please visit  
[www.bayphil.org/jobs-auditions](http://www.bayphil.org/jobs-auditions)

Excerpts will be e-mailed to you upon receipt of your audition deposit.

Cancellations must be received a minimum of 48 hours before the audition time.  
Deposits will be returned at the time of the audition or by mail or PayPal credit up  
to 5 days following the audition.

The Bay Philharmonic is a per-service orchestra. Principal compensation is  
\$187.50 per service, per the current CBA.

\*\*\*Please note: Only highly qualified candidates should apply.  
Resumes will be screened.\*\*\*

# Central California Upbeat

The Official Newsletter of the  
Professional Musicians of Central California  
American Federation of Musicians, Local 12  
Established 1896

## Mailing Address:

5716 Folsom Blvd. #104  
Sacramento, CA 95819

## President

Tom Derthick

## Treasurer

Maryll Goldsmith

## Secretary

Simon Holland

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## Co-editors/Central CA Central Upbeat

Simon Holland  
Tom Derthick

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Please notify the office of any change  
of address or phone.

•  
Opinions expressed by contributing writers  
are their own and not necessarily those of  
AFM Local 12.

## Membership Updates

### Scheduled Meetings

(Unless announced otherwise)

### General Membership

Quarterly online

### Executive Board

Monthly online, 10:30 a.m. on the second  
Thursday of each month

•  
Meetings are open, and members are invited  
to attend.

Members wishing to formally  
appear on the agenda must  
submit a request in writing  
at least 24 hours prior to the meeting.

•  
Any notice appearing herein shall be  
considered to be an official notice  
to the membership.

### Suspension Policy

Any members whose Regular or Life  
Membership Dues remain unpaid three months  
from the due date shall stand automatically  
suspended from membership and shall be  
required to pay a reinstatement fee of five  
dollars, plus back standing dues in order to  
resume membership in good standing.

Members whose dues remain unpaid six  
months from the due date shall stand  
automatically expelled and be ineligible for  
Local 12's benefits or referrals and shall be  
required to pay a reinstatement fee of twenty-  
five dollars, plus back standing dues in order to  
resume membership in good standing.

If off the role book for five years or longer, a  
Federal Initiation Fee of sixty-five dollars is also  
due.

## To Resign in Good Standing

If dues are current a member may resign  
in good standing by written request  
delivered by mail, FAX or e-mail.

## A telephone message is not acceptable.

### Services and Benefits

- Recording Industries Music Fund
- Pension Fund
- Payroll Service
- Legal Contracts
- Instrument & Equipment Insurance
- Emergency Traveling Assistance  
Program: 1(800) ROAD-GIG
- Union Privilege
- Credit Union Info
- Group Health Insurance (Self Pay)
- Dental Insurance (Self Pay)
- Wage Scales
- National Ear Care Plan
- Referral Service
- Petrillo Fund
- Electronic Media Services
- Collective Bargaining
- Legislative Representation
- Recording and Multimedia  
Protection

*It's a great time to be a member!*

## Member Services

(916) 453-2944

## Referral Service

(916) 453-2944

[www.afmlocal12.com](http://www.afmlocal12.com)

## Office Hours

### By appointment:

[Derthick@afmlocal12.com](mailto:Derthick@afmlocal12.com)

[Simon@afmlocal12.com](mailto:Simon@afmlocal12.com)

[Maryll@afmlocal12.com](mailto:Maryll@afmlocal12.com)

## Membership Dues

| <u>Category</u> | <u>Quarterly</u> | <u>Yearly</u> |
|-----------------|------------------|---------------|
| Regular         | 50.00            | 200.00        |
| Life            | 25.00            | 100.00        |
| Inactive Life   | 19.25            | 77.00         |