



# Central California Upbeat

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

**AFM Local 12**  
**Fall Membership Drive**  
**October 1-December 31, 2022**  
**New Members pay NO INITIATION FEES!**

**(One quarter of dues and you are a member!)**

Are you a Casual musician wondering about our movement?

Or a symphonic player wanting to sub in Fresno, Modesto or Sacramento?

Do you have friends in Bakersfield who want a better deal for their work?

**There has never been a better time to join! Tell your friends!**

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

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

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**New Member Orientation is Back!**  
**Monday, October 24, 6PM on Zoom**

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

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**General Membership Meeting**  
**Thursday, November 10<sup>th</sup>, 12 noon**

**Sac Youth Symphony Office**

**3443 Ramona Dr. #22, Sacramento 95826**

**Agenda to include voting on Bylaw Amendments and Dues Reform,**

**Plus Updates on our five CBA negotiations**

# Local 12 and the AFM California Conference Support Proposition 28!

[https://ballotpedia.org/California Proposition 28, Art and Music K-12 Education Funding Initiative \(2022\)](https://ballotpedia.org/California_Proposition_28,_Art_and_Music_K-12_Education_Funding_Initiative_(2022))

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## **Where We've Been, Where We're Going, Three Years Later** by Tom Derthick, Local 12 President

In early March of 2020, my first article in the Local 12 Newsletter appeared. In it I wrote:

“What does the future hold? All of us at the AFM and Local 12 would like to expand our Union to more members, more genres of music, more young people. There are a lot of folks who never knew what it was like to live in an America where one in three workers was a union member. A lot of folks think that the Union is an office, some officers, a bureaucracy. It isn't. The Union is its membership. It's you and me. What you want for yourselves, what you are willing to do for yourselves and other musicians, is who we are. Maintaining the CBA's is fine, and a legal obligation, but what we must do always is organize, bring more musicians of all ages and genres into our Local, spread our solidarity.”

So much has happened since then. A pandemic. 25% of our membership left the Local. Millions of dollars of work vanished. The Local became virtual, giving up our physical office, and officers (myself included) gave up nearly a year of salary.

Things turned around. We achieved hundreds of thousands of pandemic grant dollars and unemployment dollars for members. We raised nearly \$20K in relief funds for members. We bargained PPP payouts, contract extensions, digital seasons, safety protocols. Our membership rebounded and surpassed where we were in 2020. We've bargained four new contracts, with two more in progress.

After all that, the paragraph above from my first newsletter as President remains foremost in my mind.

Our business has changed so much since I joined this Local, 42 years ago. The grandkids of casual musicians who were most of our membership back then do not know who we are, or what our role could be in their careers. We cannot be their grandparents' AFM. The “kids” need something different.

Musicians as entrepreneurs producing their own shows, rather than waiting for a club to call. Tik Tok and YouTube. Post-pandemic, even more of the traditional casual musician employment we enjoyed before has eroded. Fewer venues, private parties, more technological displacement. Musicians taking on even more of the risk in self-promoting events, or being paid the same or less if hired traditionally. COVID safety concerns. Except for musicians working under our agreements, no one working under the social safety net of Unemployment Insurance, Workers Comp, Disability, Social Security or Medicare.

As I wrote back in March 2020, I still want to have that conversation with musicians who are not our members. How are their careers going? New challenges, new solutions? Do they feel any relationship with their peers, any obligation to them as fellow professionals? What can we all do together to help?

While we do provide services (pension fund, referral service, payroll service, contract protection—if you file a contract), and while we do have legal obligations as a labor union to the federal government and to members under our negotiated agreements, we no longer serve as part of a cartel with club owners controlling the employment, wages and conditions of freelance musicians. That business is mostly gone. The “kids” operate in a different world today.

The “Union” is still its membership. We won't be the service model, the cartel partner pre-1978. The new model will be what members make it. What the “kids” will make it in the future.

Association. Advocacy. Networking. Having each other's backs. We're listening.

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# Proposed Local 12 Bylaw Amendments

(to be voted on by the membership at the November General Membership Meeting)

## Section 1. Dues Structure, REGULAR MEMBERS

- (a) Yearly membership dues shall be: One hundred ~~forty-nine dollars (\$149.00)~~ **thirty four dollars (\$134.00)** plus AFM per capita
- (b) If paid by January 31 of each calendar year membership dues shall be One hundred ~~twenty-nine dollars (\$129.00)~~ **fourteen dollars (\$114.00)** plus AFM per capita
- (c) Quarterly dues shall be ~~Thirty-seven dollars and twenty-five cents (\$37.25)~~ **thirty-three dollars and fifty cents (\$33.50)** plus AFM per capita
- (d) **Dues not paid before the end of the second month of any quarter will incur a fee of five dollars (\$5.00) in addition to the dues owed.**
- (e) Dues not paid before the closing time of the Local office, or post marked before midnight of the last due-date, will be considered late and charged accordingly.

## **Section 4.**

Any member whose regular membership dues remain unpaid three months from the due date shall stand automatically suspended from membership and shall be required to pay back dues owed, current quarter dues and a reinstatement fee of ~~five dollars (\$5.00)~~ **fifteen dollars (\$15.00)** in order to resume membership in good standing. This Section shall not apply to life members.

## **Section 5.**

Any member whose regular membership dues remain unpaid six (6) months from the due date shall stand automatically expelled and shall be required to pay back dues owed, current quarter dues and a reinstatement fee of ~~twenty-five dollars (\$25.00)~~ **thirty dollars (\$30.00)** in order to resume membership in good standing.

## **Section 6.**

After ~~one year~~ **eighteen (18) months**, any former member who has resigned in good standing shall be required to re-affiliate under the same terms and conditions as a new member.

Any expelled former member wishing to re-affiliate shall be required to pay two quarters back dues, plus the current quarter dues, plus the ~~\$25~~ **\$30.00** reinstatement fee, to gain reinstatement.

## **Section 8. (new) Student Membership**

A student who is actively enrolled in an accredited school, college or university may join as a Student Member. Dues will be the same as for Regular Members per Article VI, Section 1 of these bylaws, but there will be no payment required of Federation Initiation Fees or Local Initiation Fees per Article 9, Section 4(b) of the AFM bylaws.

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**Are you a Musician in Greater Sacramento?  
Complete the Sacramento Music Census!**  
[www.sacmusiccensus.org](http://www.sacmusiccensus.org)

# ROPA Conference Report

by Caitlin McSherry, Fresno Philharmonic ROPA delegate

This year the ROPA conference was hosted by Local 7 in Orange County, California. In addition to many interesting presentations (which I have summarized below), we heard general organization updates from AFM president Ray Hair, ICSOM Chairperson Meredith Snow, OCSOM President Robert Frazer, TMA President Heather Boehm, RMA president Marc Sazer, AFM SSD President Rochelle Skolnick and State Senator Josh Newman.

**KeyComp Software, Heather Boehm, President TMA (Theater Musicians Association)** KeyComp software enables keyboardists to play pre-recorded instrumental parts in time with a conductor while the pitch remains stable. Using “time stretch” technology, it links the pre-recorded parts to the keyboard allowing for real time performance, and gives the effect of a full live orchestra. Keycomp bills itself as the “best live music” and allows productions to realize full orchestrations with a fraction of the instrumentation. For example, a show of Lion King on Broadway would have used 24 musicians in the pit, would have previously toured with 19 players, but now in using KeyComp only needs 10 players having eliminated the need for strings, most winds and all brass players.

KeyComp had previously only been used by Disney productions, but this year it has become commercially available to other producers. As a result it is now getting heavily used in many productions around the country and we can now expect to hear and see it in most traveling show productions. The main point of this presentation was to bring awareness of this technology so that organizations can protect the work of local musicians for these touring productions. Many organizations and venues are starting to include language in their contracts to preserve the number of live musicians required for shows to accomplish this.

**Contract Action Team, Marc Sazer, President, RMA (Recording Musicians Association)** Marc Sazer along with members of his team gave a talk on their current efforts to get fair pay in the form of streaming residuals for recording musicians through their campaign Fair Share for Musicians. Not only would this benefit the recording musicians, but could also be transformational for the AFM since a percentage of all these residuals would be going to the collective pension fund.

**ROPA EDI Workgroup, Alana Wessing** This committee focuses on equity, diversity and inclusion in ROPA orchestras. It was formed in 2020 and their goal is to have a representative from every organization within ROPA. If anyone is interested in getting involved please contact [alana.drums@gmail.com](mailto:alana.drums@gmail.com).

**AFM Diversity Committee, Alfonso Pollard, AFM Diversity** This committee has been working to help implement I.D.E.A. or inclusivity, diversity, equity and accessibility throughout the AFM. They have been working with the AFM to develop I.D.E.A. training and have created a checklist that outlines these guidelines which can be used throughout the AFM member organizations. They have also created a fund bank available to those presenting Juneteenth celebrations.

**Electronic Media Guarantees (EMG), Debbie Newmark, AFM Director of Symphonic Electronic Media** This is a media bank used to pay for media projects either paid on top of wages or carved out from the existing wage

scale. EMGs are typically only used in larger weekly-scale orchestras (rather than per-service organizations), but the use of EMGs in ROPA orchestras has recently come up in some negotiations. This is not a good option for per-service orchestras, because it either reduces the overall wages for musicians or involves complicated bookkeeping that is an administrative burden on management. It will always be a better option for ROPA orchestras to just pay an additional amount to musicians for any electronic media project than to set up an EMG.

**Improving Union Density in your Bargaining Unit, Rochelle Skolnick, Director of AFM Symphonic Services Division (SSD)** This talk covered a variety of ways to reach out to musicians not in the AFM in aims to boost new union membership. This is especially relevant now since many union members were lost during the pandemic. There were suggestions of various ways to make new members feel welcome and included in the workplace, and to also show how being a part of the union gives them a voice within the organization. Another idea was to compile and share a labor history of the organization to highlight the gains made over the years through collective bargaining as a way to show how much has been achieved because of the union. SSD provides training in methods of boosting union membership and is happy to work with any organization in creating an effective internal organizing campaign.

**Bargaining in the Wake of the Dobbs Decision, Rochelle Skolnick** In addition to an overview of the recent Dobbs decision, this talk covered ways to provide protections for employees through collective bargaining from the changes affected by Dobbs. Suggestions included; familiarize oneself with how you may be affected, offer various options of health insurance, grant leave time on short notice, protect medical privacy rights, and ensure protections against employee discrimination.

**Reclassification of Pernambuco Wood, Alfonso Pollard, AFM Legislative and Political Director** Earlier this year, the country of Brazil requested to CITES (Convention on International Trade in Endangered Species of Wild Fauna and Flora) that Pernambuco wood be reclassified to try and limit the illegal trade and to promote conservation of the species. This reclassification would mandate permits for any international movement and commercial trade to prove the provenance of the wood to ensure that it was obtained legally. Pernambuco wood is the main wood used in bows for string instruments and therefore this reclassification could have a great impact on the musical world community. Many organizations from around the world are currently involved in finding an alternative way to promote the conservation of Pernambuco without the need to reclassify. A decision will be made this November at the CoP 19 in Panama, and the AFM will be sending a delegation.

“It was exciting and very gratifying to see the greater diversity of musicians in the orchestra for the Modesto Symphony’s May concerts. It’s the first time I’ve played with three other black musicians - to make a grand total of four - in my thirty years as principal oboe. It was also a rare, if unique, occasion for the other musicians and we felt compelled to document it in this photograph.

Thank you to Personnel Manager Matthew Oshida and the Modesto Symphony for hiring these fine musicians and for achieving an all too unusual level of diversity in the personnel.”

**- Denis Harper – Principal Oboe, Modesto Symphony Orchestra**



Pictured left to right: Maya Stone, Byron Hogan, Denis Harper, Brittany Trotter

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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

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

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

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## 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

• [SEP]

Meetings are open, and members are invited  
to attend.

Members wishing to formally  
appear on the agenda must  
submit a request in writing [SEP]

at least 24 hours prior to the meeting.

• [SEP]

Any notice appearing herein shall be  
considered to be an official notice [SEP]  
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	53.75	215.00
Life	25.00	100.00
Inactive Life	19.25	77.00