



# Central California Upbeat

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

**In this issue:**

**ROPA Reports and Links: Page 4-6!**

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# VOTE!!

This November (or sooner if you vote by mail) Musicians can help choose a path for our nation and state that directly impacts our careers and our families. What is on the ballot in our national election?

- **Our ability to organize as part of a Union**
- **The make-up of the NLRB, and by extension**
- **The outcome of decisions affecting our lives**
- **The survival of the NEA**
- **The future of Music Education in our nation**
- **The reform of tax law that directly hurts artists**

Throughout the vast Local 12 jurisdiction, there are local election races that also directly affect our lives and careers. Read up on the candidates and the issues. Volunteer. Donate if you are able. Talk to your friends.

**Vote as if your job depends on  
it...because it does!**

# General Membership Meeting

Plus: New Member Orientation

Monday, September 23, 7PM on Zoom

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

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## Local 12 Referral Service

Do you want to take part?

We need the following information for Members wishing to promote their teaching and performing activities on our website:

Groups: Name of Group, Contact Name and Details, Genre(s) of Music performed, Links to Website and/or demos, Geographical Region where you are willing to work

Teachers: Name, Contact information, Instruments taught, Location where you teach, Links to Website or other information

Send Info to [simon@afmlocal12.com](mailto:simon@afmlocal12.com)

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## Local 12 is on Facebook!

Share Photos, Stories, Activities involving Local 12 CBA's,  
MPTF, Members and your Gigs!

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

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## Music Performance Trust Fund

Grants Available--New Fiscal Year began May 1<sup>st</sup>

Contact Geoff Roach, [cool@octobop.com](mailto:cool@octobop.com)

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# Weingarten Rights

**"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working condition, I respectfully request that my union representative or steward be present at the meeting. Without representation, I choose not to answer any questions." Read this word-for-word anytime an employer or their representative requests a meeting with you. Contact Local 12 or your Union Steward if any questions.**

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## **American Federation of Musicians Endorses Kamala Harris for President**

The American Federation of Musicians of the United States and Canada (AFM) endorses Vice President Kamala Harris for president in the 2024 election.

"The AFM proudly endorses Kamala Harris for president of the United States," said AFM International President Tino Gagliardi. "For musicians concerned about protecting their rights against exploitation both intellectually and at work, and ensuring the security of our pay, benefits, and retirement, Harris is the clear choice."

This presidential endorsement is based on the Biden-Harris administration's unwavering commitment to the hard-fought principles and ideals of organized labor. It was arrived at by a unanimous vote of the U.S. members of the AFM International Executive Board, comprised of President Gagliardi, International Vice President Dave Pomeroy, Secretary-Treasurer Ken Shirk, and Executive Officers Tina Morrison (Local 105, Spokane, WA), John Acosta (Local 47, Los Angeles, CA), and Ed Malaga (Local 161-710, Washington, D.C.).\*

*\*In conformity with U.S. election law, the Canadian members of the IEB recused themselves from participating in the endorsement vote.*

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## **ROPA at Forty** by Tom Derthick, Local 12 President

Forty years ago, the musicians of the former Sacramento Symphony were in open dispute with Local 12 and President Tom Kenny, who was also International Vice President of the AFM. I was tasked by my colleagues with seeking relief for our Musicians from the Federation, and came to meet Lew Waldeck, the founder of AFM Symphonic Services. (See the article from our last newsletter for the complete story of musicians being empowered by our Federation back then.)

Lew invited our orchestra and 12 others to a seminar in Columbus, OH in September 1984, and the Regional Orchestra Players Association was born. These orchestras did not qualify for membership in ICSOM (too little annual salary or too few salaried musicians), but Lew convinced the International Executive Board that regional orchestras deserved their own conference within the AFM. Nathan Kahn (then of the Nashville Symphony) was elected the first ROPA President.

Fast forward forty years: now with 96 member orchestras with 6500 musicians, ROPA is the largest of the AFM player conferences. Well over 10% of AFM members are in a ROPA orchestras. ROPA orchestra representatives, along with Local and Federation officers and staff, gathered in San Francisco July 29-August 1 for our annual conference. Three of the founders from 1984 were present: Nathan Kahn (now retired after a distinguished career as a symphonic negotiator), Jane Owen (still working as an AFM negotiator), and yours truly.

More connections to the past: ROPA's annual award for service, the Nathan Kahn Award, was presented by Nathan himself to former Local 6 President David Schoenbrun for his service to Local 6 as well as serving as a freelance negotiator for the AFM for many years. Local 12 members were the beneficiary of David's abilities and passion in negotiations he led with Broadway Sacramento and the Sacramento Philharmonic in the mid-2000's.

A word about AFM Conferences: our Conferences were formed by constituencies within the Federation to share information and support specific to their needs. Originally, the only Conferences were regional groups of Locals (Western, Southern, etc.). In the 1960's, major orchestra symphonic musicians, feeling that their Locals did not always allow them a voice in their professional lives, formed the International Conference of Symphony and Opera Musicians (ICSOM). ICSOM quickly grew influential with the AFM as their share of work dues paid nationally became the single largest source of revenue for many Locals. AFM's formation of their Symphonic Services Division (SSD) in 1984 was a significant turning point in AFM member history, as the Federation devoted more resources to organizing and representing symphony and opera musicians than had been the case in the past, while building relationships between Conference-member orchestras and Locals where sometimes there had been distrust in the past.

Along with ICSOM and ROPA, other AFM Player Conferences include RMA (Recording Musicians Association), TMA (Theater Musicians Association) and OCSM (Organization of Canadian Symphony Musicians). Talks are now underway about forming a Freelance Musician Conference, which would take the AFM full circle as it was Freelance Musicians who once controlled the AFM and most Locals for the majority of our history. Today, many Freelance Musicians outside of the symphonic and recording world are not members of the AFM, and their representation in Local and Federation governance has declined.

## **ROPA Report** by Caitlin McSherry, Fresno Philharmonic ROPA Delegate

This summer the annual ROPA Conference was held in San Francisco and was hosted by AFM Local 6. I attended on behalf of the Fresno Philharmonic and was there for three days of interesting presentations and discussions that I have summarized below. I highly encourage clicking on the provided links that include the full presentations along with additional resources.

### **PRESENTATIONS**

#### **#NotMe and the Change the Culture Committee- Karen Suarez Flint, Founder and Chair**

This new committee is leading the charge to provide meaningful policies, reporting structures, and preventative education in the realm of discrimination, harassment and sexual assault. The goal is for the AFM to set out in no uncertain terms what is unacceptable behavior in the same way that virtually every other major labor union has already done. A set of guidelines has been approved unanimously by the AFM, and is in the process of becoming official. An app, [#NotMe](#) has been developed as a tool for reporting incidents as well as providing useful resources.

#### [6 Guidelines](#)

#### [Change the Culture Presentation](#)

#### **Artistry and Accommodation: Assisting Colleagues at the Intersection of Artistic Discipline and the ADA- Rochelle Skolnick, Director, SSD**

Many musicians targeted for artistic discipline are also dealing with some kind of disability. The Americans with Disabilities Act (ADA) is a federal statute that prohibits discrimination against people with disabilities, on the basis of disability. And since this is a federal law it governs all workplaces including our orchestras. Being aware of the rights and accommodations offered by the ADA can be an invaluable resource to many. It can help with simple accommodations like needing enlargements of music, or it even can be used to stop an artistic dismissal process. This detailed presentation was full of information and suggestions, please read through these slides for more on this important topic.

#### [Artistry and Accommodation Presentation](#)

#### **Workplace Harassment and Misconduct: Rights and Responsibilities of Employers, Unions and Workers- Naomi Bensdorf Frisch, ROPA Legal Counsel**

This presentation was an overview of how there are many federal, state, and municipal laws that can protect employees from discrimination and harassment in the workplace. We were reminded that the Union Steward and our orchestra's Players Committees are in place to help members in need get connected with the resources they need. Please encourage colleagues to speak up about issues they encounter. Our employers are responsible for providing a safe working environment for their employees. This was another detailed presentation with a lot of useful and specific information provided. Please read through these slides for more on this topic.

#### [Workplace Harassment and Misconduct Presentation](#)

#### **Injuries and Drugs... Life as a Musician???- Dr. Jeremy Stanek, Stanford University**

According to recent studies, an estimated 76% of orchestral musicians have injuries that negatively influence their ability to perform. Dr Stanek spoke of the importance in addressing injuries early on, as well as in finding a doctor that understands and specializes in performing arts medicine. The Performing Arts Medicine Association (PAMA) has an online resource center and doctor database at [artsmed.org](#). There was also discussion on the rising use, but only recent study, of drugs like painkillers and beta-blockers being used by performing artists.

There was advice offered on things like the importance of warming up and cooling down before and after playing to avoid injury, and the importance of bringing your instrument to a doctor's appointment if you are addressing a playing related injury so you can effectively address the problem. If needing help or possible referrals, feel free to email Dr. Stanek at [stanek@stanford.edu](mailto:stanek@stanford.edu).

## [Health and Wellness for Musicians Presentation](#)

### **The Entertainment Community Fund: A Resource for Musicians- Tina Hookom, LCSW, Director of Social Services, ECF**

Formerly known as The Actors Fund, this organization moved to a digital platform during the pandemic and now provides resources to people in the entertainment community all across the country. They offer many free workshops and online resources that include financial assistance, housing opportunities, health insurance resources, career transition counseling, and much more.

#### [Entertainment Community Fund Presentation](#)

### **Surveys: What Does My Orchestra Want?- Kevin Case, ICSOM Legal Counsel**

This presentation was a close look on how to sculpt surveys to find useful answers from your orchestra. Remember what the primary purpose of the survey is, and use it to ask questions that lead to meaningful answers and determine the actual priorities of your membership. There are many specific and useful suggestions that I encourage reading through if any of you are putting surveys together.

#### [Surveys Presentation](#)

### **Sphinx Orchestral Partners Auditions (SOPA) Program- Sam Andrew, League of American Orchestras**

The National Alliance for Audition Support (NAAS) is a national initiative to increase diversity in American orchestras and involves Sphinx, New World Symphony, and the League of American Orchestras to offer Black and Latinx musicians a customized combination of mentoring, audition preparation, financial support, and audition previews. Their Sphinx Orchestral Partners Auditions (SOPA) Program specifically focuses on auditions and is an excerpt competition that offers cash prizes and helps to connect participants to orchestra positions around the country. Orchestras interested in getting involved as adjudicators to the competition and to have access to the SOPA database of musician participants can find information online at [NAAS](#).

#### [SOPA Presentation](#)

### **ROPA EDI Workgroup- Alana Wiesing**

This committee focuses on equity, diversity and inclusion in ROPA orchestras. They are actively working on compiling and developing resources that include unconscious bias training, audition and tenure review guidelines, fellowships, contract language, an EDI data chart, and an EDI advocacy survey that can be referenced, utilized, and/or negotiated into collective bargaining agreements. Their goal is to have a representative from every organization within ROPA. If anyone is interested in getting involved with this workgroup, please email [alana.drums@gmail.com](mailto:alana.drums@gmail.com).

### **Electronic Media Update- Debbie Newmark, AFM Director of Symphonic Electronic Media**

There is a newly negotiated Integrated Media Agreement (IMA) that will be in effect until 2026. The media division is actively in the process of moving the 124 IMA signatory orchestras into this new agreement. There have also been changes and updates to the SSD resource center, and current resources on electronic media and the new IMA can be found there.



**Second Clarinet**

Mon, January 20, 2025

Sacramento, CA

**Second Oboe**

Wed, January 22, 2025

Sacramento, CA

Application and resume deadline for all auditions: Fri., January 10, 2025

For more info, or to apply online, visit [www.SacPhilOpera.org/auditions](http://www.SacPhilOpera.org/auditions)

The SP&O is a per service orchestra with 38 services per season

Section Rate: \$165.00 per service 2024-2025 Season



MODESTO SYMPHONY ORCHESTRA  
Principal Trombone  
2<sup>nd</sup> Trombone  
**AUDITIONS**

MODESTO  
SYMPHONY  
ORCHESTRA  
NICHOLAS HERSH  
—MUSIC DIRECTOR—

Trombone auditions will be held at the  
**Gallo Center for the Arts** in Modesto, CA  
Audition Date: October 28, 2024  
Application Deadline: October 15, 2024

2024-2025 BASE SERVICE PAY: \$158

PRINCIPAL: \$197.50

ASSISTANT PRINCIPAL: \$173.80

Additional information and  
repertoire can be found by scanning  
the QR code or visit our website:



[WWW.MODESTOSYMPHONY.ORG/EMPLOYMENT-AND-AUDITIONS](http://WWW.MODESTOSYMPHONY.ORG/EMPLOYMENT-AND-AUDITIONS)  
FOR FURTHER INFORMATION CONTACT  
HAUK GRAHAM AT 209-523-4156 x 109



# Central California Upbeat

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

## Mailing Address:

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## President

Tom Derthick

## Secretary/Treasurer

Simon Holland

## Board of Directors

Geoff Roach  
Gail Edwards  
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Cynthia Stuart  
Julian Dixon

## Trustee

Mark Tulga

## 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.

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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)

[Maryl@afmlocal12.com](mailto:Maryl@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