



# Central California Upbeat

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

2025 First Quarter Newsletter

## General Membership Meeting

Plus: New Member Orientation

Monday, March 24th, 7PM on Zoom

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

Agenda Item: Proposal from President Derthick to address  
Secretary/Treasurer Salary (see pg. 2)

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**Sac Phil and Opera Auditions**  
**Modesto Symphony Auditions**  
**Oakland Symphony Auditions**  
(details inside)

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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 for Jazz Appreciation Month gigs in April  
Covering 100% of Musician Wages and Benefits!

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

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## **Motion to Address Salary of the Secretary/Treasurer (Agenda item for March 24<sup>th</sup> Membership Meeting)**

**Whereas**, historically, the Secretary/Business Agent had been the primary full-time salaried officer at Local 12 until the purchase of the new hall on Del Paso Boulevard in the 1990's;

**Whereas**, the President became the primary full-time salaried officer when responsibilities for rental and administration of that space became part of their job along with CBA administration, with the then-Secretary and Treasurer salaries and duties substantially decreased;

**Whereas**, the duties of both the President, Secretary and Treasurer changed after the sale of the Del Paso building, with the President taking on greater responsibility for CBA bargaining and organizing, and the Secretary and Treasurer taking on greater responsibility with the release of paid office staff due to budget constraints, and further with the demands of maintaining our digital profile;

**Whereas**, the duties and hours of both the President and the now-Secretary/Treasurer are now roughly equal as compared to the past two decades, but the Secretary/Treasurer salary remained much lower by comparison;

**Whereas**, Local 12 was in a deficit-position extending from 1995-2020 due to the loss of our only full-time CBA, the loss of revenue and equity in the Del Paso building, and the loss of more than half of our membership during this period;

**Whereas**, since 2021 Local 12 has been in an annual surplus budgetary situation in the tens of thousands of dollars as a result of increasing our membership to levels not seen since the 1990's, and to moving to a virtual office resulting in great savings on rent and associated costs;

**Whereas**, the current surplus situation is a direct result of the efforts of the Secretary/Treasurer in enforcing Union Security clauses and making our digital interface to the membership more effective;

**Whereas**, the current Secretary/Treasurer salary, even after recent increases, is far below a professional wage for their duties;

**Whereas**, Local 12 has the funds on hand to justify an increase in salary to the Secretary/Treasurer immediately, and to make said increase ongoing;

**Therefore, be it resolved that** subject to a vote of both the Executive Board and the membership per the bylaws, Local 12 shall increase the salary of the Secretary/Treasurer to an amount equal to that of the President; that medical insurance be covered for the Secretary/Treasurer as it is for the President; that these increases be effective July 1, 2025; and that COLA per the bylaws be applied to the new base wages per the bylaws starting January 1, 2026.

Respectfully submitted to the Executive Board on January 16, 2025, Thomas Derthick, President

**Motion adopted by the Executive Board January 16<sup>th</sup>  
To be presented to the Membership Meeting March 24<sup>th</sup>, and voted on by the Membership  
by secret ballot in Spring 2025**

## **Standing Strong** by Julian C. Dixon, Local 12 Executive Board Member

Wherever we place our attention or whatever distracts us from our focus, whether it be politics, technology, cultural divisions, economics, environmental conditions, **we will always be confronted with uncertainty and change.**

These days, the uncertainty and chaotic change can seem unrelenting, creating feelings of hopelessness and despair. But take note, when has there ever been a time without uncertainty and change?

In this article I hope to show how AFM Local 12 can help inoculate us from the negativity around us and to bring us some welcomed relief.

The AFM Local 12 serves as a valuable resource capable of that can be an immediate means to that healing. We are serving to help protect our rights to a life of liberty and the pursuit of happiness.

Let us start by focusing on changing our perspective of life to see things in a more positive light and be open to the possibilities that may bring.

In these particularly challenging times, we are truly tested to reveal who we are, the depths of our character, our strengths, our determination, perseverance, and resiliency.

### **Who is AFM LOCAL 12?**

Local 12 is not just an Executive Board of a handful of dedicated representatives.

We are much bigger! We are a part of an INTERNATIONAL FEDERATION (Yes, that includes Canada, a sovereign country!)

Take solace that you are not alone. That you are a part of something greater that gives you added strength.

#### **WE ARE STRENGTH IN NUMBERS!**

- We are ORGANIZED
  - We are a vibrant and viable COLLECTIVE
  - We are PROTECTORS of rights
    - We bargain collectively for the protection of our membership.
  - We are in FELLOWSHIP with each other
  - We are COMMUNICATORS
    - We touch all hearts and minds through the power of our music
  - We are UNITERS
    - We represent and embrace many voices across various genres and styles of music and cultures
    - We strive to be INCLUSIVE & OPEN to all
  - We are COMMUNITY BUILDERS
  - We are the FACILITATORS of Cultural Expression
  - We are PATIENT, PERSISTENT, PRACTICAL
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- We are CREATIVES, PROBLEM SOLVERS, VISION MAKERS, and DREAMERS
  - We are PROFESSIONALS

### **What ACTIONS can we take?**

1. Practice what we preach
  - Apply our methods of good practice also to areas outside of music
2. Engage - Get involved, Stay involved
3. Stay healthy

4. Look out for each other
  - o Get to know each other
  - o Make the time to reach out and connect
5. Listen - We are professional listeners
  - o Stay informed. Keep our heads up with eyes and ears open
6. Remember to ask ourselves WHY we do what we do

Words are powerful. Words convey meaning and thought. Words bind our society. These words may be a great tool to ease our stress and burdens. But what gives them power and meaningful impact?

**The PEOPLE!** It is the character of the person who speaks them, does good by them, and lives by them, is what makes words matter.

### **WHO IS AFM LOCAL 12??**

Look in the mirror.... YOU!

Every member in Local 12 is a change agent and the means to a solution we seek.

**We, the members of AFM Local 12, are our greatest resource.**

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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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## **Forty-five Years: a Career of Service to Local 12, Part One** by Tom Derthick, President

I moved to Sacramento in September of 1980, a month before my 21<sup>st</sup> birthday. In the spring of 1980, I took my first Union professional orchestra auditions and won them both: a section position in the Long Beach Symphony, and Assistant Principal in the former Sacramento Symphony.

The reason I auditioned here and accepted this gig: one of the great pedagogues of Double Bass, Murray Grodner, had moved to Sacramento in 1979 after 30 years on the Indiana University faculty because he missed playing in the orchestra, hated the “mid-worst” winters, and could be both Principal Bass in the Symphony and Professor at Sac State simultaneously. I had planned to do grad study at IU with Murray after meeting him at a 1975 workshop, but the opportunity to start sooner in Sacramento and finish my undergrad here was even better. That undergraduate work would not allow me to accept the full-time Assistant Principal job I had won, but fortunately there was a section position open (last chair) so I gladly took it. That month, I joined the AFM for the first time, at the old Local 12 office on J Street.

Less than two years later, Murray had soured on the Sacramento Symphony (they reneged on his contract where he had been able to take a lot of time off), so he made plans to return to IU in the Fall of 1982. Having just gotten married, Lisa and I faced the following options: following Murray to Indiana (a grad assistantship awaited), returning to LA (where USC also offered a grad assistantship), or to audition for Murray’s job as Principal of the Symphony. With nothing to lose, I took the audition, and played last in the finals at 12:30 in the morning (the end of a very long day). Because of the late hour, I was not permitted to play my concerto in that round, while all other candidates had done so. The result: I was the only finalist to receive votes, but was one vote shy of qualifying.

My life and career have always been motivated by a strong sense of justice, of merit winning out over favoritism. I decided to read the Collective Bargaining Agreement between Local 12 and the Symphony, and sure enough, it required that each candidate play the same materials in each round, that the concerto could not be dropped from one candidate if all others performed it.

Angered by not being allowed a level playing field in the finals, I contacted the Orchestra Committee chair, who blew me off. “No one ever wins a grievance here. Give it up” is what I was told. I would have none of it, so I called Jay Allen, then the Secretary/Business Agent of Local 12. Jay had me come down to the old office, and I sat there as he called the new CEO of the Sac Symphony, David Wax. Jay explained what had happened, that we would be filing a grievance to have the audition overturned. Without hesitation, Wax replied “you are quite correct. We will hold another audition.” Just like that, I had won the grievance, the first time in Local 12 history that a musician had done so.

Three months later, I would win the second audition. At age 22 my career as a Principal Bassist had begun, but so had a career of Union activism.

# Oakland Symphony Auditions

**March 17th (application deadline 11:59pm, Feb 24)**  
**Principal Clarinet**

**March 18th (application deadline 11:59pm, Feb 25)**  
**Section Second Violin (seats 6 & 9)**

**March 21st (application deadline 11:59pm, Feb 28)**  
**Principal Cello & Section Cello (seat 7)**

**March 24th (application deadline 11:59pm, Mar 3)**  
**Section Viola (seat 4)**  
**Section Bass (seat 6)**

Apply by the relevant deadline (three weeks before each audition date) by emailing your resume to [auditions@oaklandsymphony.org](mailto:auditions@oaklandsymphony.org). Resumes should include primary instrument(s), email address, and mobile phone. Up-to-date details are posted here: <https://www.oaklandsymphony.org/about-us/careers-and-auditions/>

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# Sacramento Philharmonic & Opera Auditions

**Principal Keyboard Monday, June 2<sup>nd</sup>**  
**2<sup>nd</sup> and 3<sup>rd</sup> Trumpet Tuesday June 3<sup>rd</sup>**  
**All auditions in Sacramento**  
**Resume Deadline May 23<sup>rd</sup>**

For more info or to apply online, visit <https://www.SacPhilOpera.org/auditions>

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# Modesto Symphony Auditions

**Assistant Principal Viola and Section Viola May 6<sup>th</sup>**  
**Application Deadline April 22<sup>nd</sup>**

For more information and repertoire:  
<https://www.modestosymphony.org/employment-and-auditions>

## 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

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Simon Holland

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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

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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.

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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 fifteen  
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)

### 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         |