



# Central California Upbeat

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

## **Congratulations to Our New Local 12 Audition Winners!**

### **Modesto Symphony**

**Kathleen Balfe, Principal Cello**  
**Jonathan Flaksman, Assistant Principal Cello**  
**Aidan Hogan, Section Cello**

### **Sacramento Philharmonic and Opera**

**Annamarie Arai, Section Violin**  
**Johnny DeMartino, Section Bass**

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## **Local 12 Bylaw Amendment Election Results**

**Combining Offices of Secretary and Treasurer**

**Yes: 85**

**No: 3**

**Effective date of change: July 1, 2024**

# 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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## General Membership Meeting

Plus: New Member Orientation

Monday, June 17, 7PM on Zoom

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

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## **Western Conference Report** by Tom Derthick, President, and Simon Holland, Secretary

(Additional credit to Tammy Noreyko, Local 7 Secretary/Treasurer, and Nate Omdal, Local Local 76-493 President)

The recent Officer Education Session (OES) & 2024 Western Conference of Locals was an incredible experience. Many delegates walked away inspired and determined to see our industry make the changes that have been long overdue. The issues brought to light out of NY Local 802 left many deeply disturbed about the very real perception that is taking hold in the minds of people across the country. The delegates set to work on unpacking the issues that surround sexual assault, labor law and its application. At the OES, Rochelle Skolnick, Director of Symphonic Services, was unwavering in her leadership as she guided the group of officers through some incredibly difficult subject matter, and the complicated intersections with fair representation and our role as union officers who have obligations to EVERYONE.

On the first day of the OES (Wednesday), we met Natasha Tony, who guided us through her presentation and discussions on being an inclusive leader. Chairs were set up in a semicircle, with no tables, as in a group therapy session. We walked through identifying people that have been marginalized and those that have enjoyed privilege. As the day progressed, it was clear the issue top of mind was that of sexual harassment and mistreatment of women in our industry. Those present shared stories, opinions and asked questions. It was a very vulnerable, yet safe space.

The next day (Thursday), EMSD Director John Painting presented information on the theories and history behind the AFM electronic media agreements. It was a short respite from the previous session.

Rochelle Skolnick moderated the next portion. A hypothetical situation was presented regarding harassment of a woman by a male colleague. The group worked through the obligations and options Local officers would have/need to process a scenario that seemed similar to the case with the NY Phil.

The session ended with a question posed to the attendees: What should we do as a Union going forward?

We pulled together in a circle and seriously considered what actions we, as a Union, should take together. The following is a list of some items we felt were important action items:

- Make it known, advertise how someone can report an incident of harassment
- Create a video that includes what to expect when reporting
- National Triage Hotline – with trained experts answering the phone, not necessarily a union rep.
- Create a culture wherein friends/colleagues report or call out each other
- Union led training for members, instead of employer-sponsored training regarding anti-harassment
- Union offer training to all members, not just employee members
- Peer Review Panel
- Code of Conduct recited at all meetings, gatherings
- Include such training at member orientations
- After attending trainings, include an Oath of Obligation to each other, to uphold good behavior
- Share resources with other performing unions and organizations such as the Sphinx Organization, National Alliance for Audition Support, etc.
- Build relationships/trust between union leaders and members so they feel safe to reach out to them
- Provide public statements to clarify perception issues

We feel it is important to:

- Create a resource center dedicated to the issues of assault, sexual assault and rape, and harassment, in order for these vital facts to be disseminated for the decades of victims who have felt their lives and livelihoods were on the line; one that includes steps to take, where to safely report violations and what to expect from such reports.
- The need for a web page to list the employment, civil, criminal, and union resources available nationally;
- The need for captioned training videos for Local officers (ideally with translations into French and Spanish, at a minimum, available) also going over these resources to help meet a variety of learning styles for training;
- Regular and expanding training be made available to board members of locals who would need to weigh in on whether to continue grievance procedures for victims or accused perpetrators;
- The potential need for a hotline for resources as well that would allow a victim to be able to get this information without having to file a formal complaint, and anonymize any data to help the IEB of the AFM make better decisions about this issue, but allow for specific questions to be asked.
- National leadership has already identified and has plans to train locals with symphonic CBAs to modify their tenure track for positions to allow for safer workplaces and easier reporting of abuse without retaliation.
- The OES attendees were in full support of moving towards the criteria and goals set by organizations such as NAAS and Sphinx.
- The very real need for the AFM to communicate that women and marginalized groups are valued, will be cared for in every way that is prescribed for unions to accomplish by US and Canadian law needs to be promptly and regularly communicated to our members and public at large. We should be holding ourselves to the same standards as any employer in America - and the officers and delegates present in AFM leadership roles would like us to exceed them.

We are very proud of the work we did and there was much discussion as our Conference progressed that our work was transparent. As we identified solutions, we immediately identified pitfalls that would plague any program or idea that wasn't founded in understanding and equity.

On Friday, all delegates arrived for the official start of the Western Conference. Of greatest note was the first presentation by our new International President, Tino Gagliardi. His brisk twenty-minute address highlighted virtually all the bullet points addressing workplace safety and respect discussed during the OES the previous day. President Gagliardi also reported on the recently ratified Motion Picture and TV agreement, describing the moment where 60 rank-and-file musicians showed up on a moment's notice to the very last bargaining session, helping carry the day (or night, as the session ended past 2AM). He also highlighted the recent Pamphlet B settlement that fixed health insurance concerns for touring Broadway musicians and captured ancillary payments for the Pension Fund.

We also heard from our new International Secretary/Treasurer Ken Shirk on the state of AFM finances. He celebrated our tenth consecutive year in the black, with last summer's Convention clear request for more resources for organizing now in line to be funded. One immediate concern is the loss of our insurance broker AMBA (providing liability insurance for band leaders and individual members), and indicated that another insurer is now in the process of setting up, hopefully for later this year.

Conference reports were delivered by the representatives of ICSOM, ROPA, RMA and TMA. John Painting and Rochelle Skolnick gave informative reports, as did Dan Beck of the Music Performance Trust Fund (MPTF). MPTF has grown from 1846 events and \$634K in 2017-8, to 4821 events and \$4.9M in 2023-24, all since streaming began paying into the Fund. Current Fund revenue is flat as more signatories move to Indie labels.

We also met the new AFM Director of Organizing, Gabriel Kristal, who spoke passionately about the never-ending work of organizing for success. Local 12 looks forward to engaging Gabriel in our efforts to organize symphonic musicians in Bakersfield, Merced, Chico/Redding and elsewhere, along with the vast majority of casual musicians in other genres who could benefit from membership.

Most importantly, our annual Conference, along with monthly Western Conference and bi-weekly California Conference Zoom meetings, enable Local Officers to exchange ideas and experiences with each other and with Federation staff (in particular Steve Pearson, International Rep for the West), allowing for quick access to solutions and strategies for growth and organizing.

### **Remembering Victor Fuentealba, International President Emeritus (1923-2024) by Tom Derthick**

Victor Fuentealba was about halfway through his decade as AFM International President, after three decades of service to Local 40-543 in Baltimore (see his obituary in the May *International Musician*), when he changed the lives of working musicians in Sacramento.

In 1984, musicians of the then-Sacramento Symphony were in conflict with Local 12 and its President Tom Kenny over negotiations for a new CBA. (This was a common occurrence back then, with Local officers seeking to keep CBA musicians from real input on negotiations.) As a new Orchestra Committee Chair, my membership gave me direction to seek to decertify Local 12 as our bargaining representative, so I contacted the AFM in NYC to let them know our intent. I was connected to a brand-new office just established by President Fuentealba, and I found myself on the phone with the new Director (and Founder) of the Symphonic Services Division, Lew Waldeck.

I explained to Lew our circumstances, and he quickly said “let me call you back.” Lew went down the hall to the President’s office and explained to Mr. Fuentealba the situation, which was complicated by the fact that the Local 12 President (Kenny) was also International Vice President of the Federation, second in line to President Fuentealba.

President Fuentealba told Lew Waldeck, “I’ll take care of Tom Kenny, you go help the musicians with their contract.” In that one meeting, professional symphonic musicians in Local 12 were given their voice. We owe that to Victor Fuentealba.

That summer, the musicians of the Sacramento Symphony became charter members of the Regional Orchestra Players Association (ROPA) at their first Conference that August in Columbus, OH. ROPA sought to do for regional orchestra musicians what ICSOM did for major orchestras, and what later Player Conferences (RMA for recording, TMA for theater) would do: give musicians their Union back.

Looking back, it is hard to believe now that relationships were so divisive back then, given how close and collaborative the Federation, Locals and Player Conferences have been for more than a generation. It took bravery and vision for Victor Fuentealba to stand up for his members over his Vice President. We are forever grateful.

# 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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Sacramento, CA 95819

## President

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## Treasurer

Maryll Goldsmith

## Secretary

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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.

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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 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.

## 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)

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## 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         |

## 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!*