



Central California Upbeat

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

2nd quarter newsletter

General Membership Vote

May 5-9 on Election Buddy

Resolution from President Derthick to address
Secretary/Treasurer Salary (see pg. 2)

As Presented at the March 24th Membership Meeting

Check your email for voting instructions

General Membership Meeting

Plus: New Member Orientation

Monday, May 19th, 7PM on Zoom

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

Local 12 is on Facebook!

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

simon@afmlocal12.com or derthick@afmlocal12.com

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.

On Being Hosted by Gail Edwards, Local 12 Executive Board Member

When I reflect on all the opportunities awarded to me as a musician being hosted is one that has been impactful in so many ways. Hosting programs are mutually beneficial for the musicians, the orchestras and the hosts.

There is no question about the financial benefit to the musicians but the interpersonal relationships that are borne from being hosted can be something that grows into a life-long friendship.

Most of the folks that have hosted me have been incredibly generous with their time, their wonderful homes, preparing meals in time for us to get to rehearsals/concerts and fretting about our well-being in general.

That's not including the time and energy they put into getting spaces ready and cleaned up for a guest.

Sometimes I wonder why these intelligent, successful, culturally involved, busy people would want to host a musician, especially someone they've never met before. At least in part they are curious about musicians and the lives they lead. Through hosting they learn how much passion, dedication and the many years goes into being a musician. They're surprised at our crazy work schedules and the nomadic nature of our work.

Many hosts are looking for ways to help artistic communities thrive in ways other than just financial. But one thing is invariably true about hosts: they are so very proud when they see you on stage and they are so proud to be seen with you in the lobby, at receptions or even when you're out and about around town together. They take pride in your work on stage and it is fun knowing you have someone in the audience listening to you. I've also found they like hearing you practice!!!! (And I play the piccolo).

So what is the obligation of musicians to these wonderful and generous people who open their homes and lives to us? Really there are no rules outside of common courtesy.

- **Be sure to put in your housing request early** to the organization arranging the housing. This gives everyone time to prepare.
- **Let the host know in advance your schedule.** This may mean going to their house before rehearsal
- **When you arrive, gently inquire about house rules to avoid any misunderstandings.** This could mean observing whether or not you should take your shoes off indoors or if you should keep your phone away from the dinner table.
- **Be mindful of your noise level when coming in after rehearsals.** It is not unusual for the hosts to already be in bed when you return so turning on the TV or hanging out in the kitchen/living room may be disruptive to their sleep.
- **A grateful guest always brings their host a gift**—a little something to show their gratitude. However, there's no need to haul something huge or extravagant all the way there. A local treat from your hometown bakery, a beautiful coffee table book, flowers, a nice candle, or bottle of wine all work perfectly.
- **Be sure to say thank you.** Sending a note in the mail is a sure winner.

Orchestras that provide housing amenities are going above and beyond their obligations to the musicians and providing housing is another way they take care of their orchestra members. It is a lot of work for the orchestras to find hosts and pair people up for which the musicians should be grateful.

Orchestras who do provide housing are always looking for more hosts so if you know someone who would be interested in housing a musician please be sure to share that information with your orchestras. Hosts can be found many places outside of musical or artistic communities like retired teachers or family, friends and work mates.

Thank you to the all orchestras that further support their musicians by providing housing.

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

Two years into my tenure as Principal Bassist of the former Sacramento Symphony, the musicians were in an uproar. An unpopular Music Director had decided to use the Collective Bargaining Agreement language for dismissal for musical deficiency on four of our colleagues. Two of these musicians had only received tenure a year earlier, and another cited was the Chair of the Orchestra Committee.

Most CBA's have language for an Appeals Committee, where an elected committee of tenured musicians hears testimony from the Music Director and witnesses for the employer and musician in the case of a dismissal or reseating for musical reasons. A majority vote of musicians on the appeals committee can overturn a dismissal or reseating. (The Music Director has no vote.) Sacramento has always had this, and Local 12 just achieved a true peer review appeal process in Fresno this past negotiation. In 1984, the Sacramento appeals process also required an audition (something the Local 12 and the AFM has been trying to remove from such processes, now out of the current FPO and SPO agreements).

Often the Union hears from employers that musicians will always vote with their colleagues no matter what, as a means of undermining (or seeking to remove) the appeals process. In 1984, the Sacramento appeals process did overturn the recently tenured musicians' firing, but in a very honest and brave move, upheld the firing of their own Committee Chair. The remaining members of that Committee immediately resigned, leaving no one representing the musicians.

Worst of all, the musicians faced an upcoming negotiation where the President of Local 12, Tom Kenny (also the Vice President of the AFM International Executive Board), sought to negotiate the new agreement without any input or representation from the members of the orchestra.

A new Committee was elected, and I was chosen by that Committee as chair. My first task assigned by my colleagues: investigate decertifying Local 12 as our bargaining representative. I called the AFM in New York City, and told them our intention. "Please hold" said the operator, and a few seconds later, "this is Lew Waldeck..." The brand-new Symphonic Services Division had just started up, and I was speaking to its founder. I explained our situation, and again was asked to hold while Lew went down the hall to speak to his boss, AFM President Victor Fuentealba.

President Fuentealba asked Tom Kenny to step aside (Kenny died of a heart attack within the year), and Lew was assigned to assist us directly in our bargaining. Lew invited me to a new player conference that summer in Columbus, OH, and out of that meeting came ROPA (Regional Orchestra Players' Association), of which I am proud to be a founding delegate. Hearing the so-called "dog and pony show" about orchestra organizing from the founder was inspiring.

Lew spent much time in 1985 in Sacramento at our bargaining table, and was there when the Symphony walked out of negotiations and locked us out. Lew and I were authorized to stay in contact with Symphony management throughout the 19-week lockout. He returned in December when negotiations broke down for good, and we were sitting at the old Mansion Inn bar when new Local 12 President Jerry Murphy asked us to try once more to make a short-term deal. The result: a deal for the remainder of the season, with an immediate 25% pay raise. (Yes, you read that correctly.)

I left the committee immediately after the deal was struck, needing time for my personal life, to heal from a brutal year. It would be nearly twenty years before I returned.

American Music Fairness Act

Add your voice to those calling for passage of this act in Congress:

<https://www.afm.org/what-we-are-doing/american-music-fairness-act/>

Modesto Symphony Viola Auditions

Auditions for Assistant Principal Viola and Section Viola advertised here and in the IM are postponed until the fall. We will post the new dates in a future Local 12 newsletter when they are announced.

Congratulations to the Fresno Philharmonic Audition Winners!

Alex Gavriilidis-Petrin, Michelle Sheehy, Yiran Yao and Jacqueline Ching, Violins

Isabel Tannenbaum and Alexandra Simpson, Violas

Western Conference: Outrage and Action by Tom Derthick, Local 12 President

Secretary/Treasurer Holland and I attended the annual Western Conference of Locals in Tacoma the first weekend of April.

It was last year at this Conference that the outrage over the New York Philharmonic's criminal mishandling of sexual assault against musicians by other musicians was breaking news. So much has changed across the AFM and our industry since then, progress easily subsumed by the current economic catastrophes of tariffs, layoffs and the destruction of due process by the Trump Administration.

President Gagliardi spoke passionately about the current administration crises that "cannot be ignored." Speaker after speaker addressed our relations with our fellow AFM members from Canada, and in fact the two Canadian Locals who are part of WC chose not to attend in person due to concerns with the border crossing. I was commissioned to draft a letter of solidarity on behalf of the WC to our Canadian colleagues, and we stand together as One Union, an International Union in resistance to the destruction of government employment, the violations of free speech and due process, and the outrageous and destructive tariffs that have caused so much economic damage to working Americans and the world economy.

Symphonic Services Director Rochelle Skolnick followed up on the progress made on the **#notme** app for reporting harassment, and the creation of sample contract language to reform the probationary process for greater transparency, but she too brought the Conference back to the menace of the Trump dismantling of FMCS (all mediators laid off) and the NLRB, as well the efforts to end collective bargaining for government employees. A call to action for working Americans (including Musicians) to stand up to the dismantling of systems of justice and due process was a recurring theme for all Federation officer and staff reports.

Despite the dark cloud of federal action hanging over us, there was much to celebrate. The player conferences (ROPA, ICSOM, RMA, OCSM, TMA) and department heads (recording, organizing, legislation) and committees (diversity) all brought informative and engaging reports and activities. The Federation, as is the case with Local 12, is in better functional and financial condition than at any time in recent memory, but concerns about the well-being of our members, our fellow citizens and the economy remain foremost in our minds and will do so in our future actions.

This year's conference will be my final one. I am retiring as President of Local 12 in December after two terms as President and 4+ terms as Vice President, and many years of committee and steward service. My colleagues, officers and staff of the AFM are musicians, wonderful people who really care about the lives and wellbeing of their fellow musicians. Serving with them has been a great honor, but also fun and very rewarding. Reach out to me if serving our Local on the Board, as an officer or trustee, or on a committee, might be of interest.

Organize!!

Letter from the Delegates of the AFM Western Conference of Locals To Our Canadian AFM Member Colleagues

April 5, 2025

Dearest Canadian Members of the
American Federation of Musicians of the United States and Canada,

We the delegates of the AFM Western Conference write today in support of our Canadian colleagues during the upheaval between the United States and Canada, caused by the illegal and disrespectful actions of the Trump Administration.

We as musicians create art that knows no borders or boundaries. As members of one Union, an International Union of Professional Musicians of both of our nations, we join you in standing against the actions and policies of the Trump administration, actions that serve to divide our nations and harm our fellow citizens.

We pledge solidarity with the Canadian people in opposition to our current government, and the acts of that government that hurt our nations' employment, economies, and relations as neighbors and friends on this continent.

We are one Union and stand together for all musicians. Together, we are the power that can change the world. We join you in opposition to President Trump and to any despot who would divide us.

In solidarity,

Delegates to the Western Conference of the
American Federation of Musicians of the United States and Canada

(Signatures of all voting delegates here)



#NotMe

not-me.com



#Not Me—A New Platform for Reporting Workplace Misconduct

Report Anonymously, Protect Your Rights, and Contribute to a Better Work Environment for All

*by Rochelle Skolnick, AFM Symphonic Services Division Director and Special Counsel
and Jonathan Ferrone, AFM Chief of Staff and Assistant to the President*

Reports of sexual harassment, assault, and other abusive practices within our industry have become more public over the past few years. The AFM strives to ensure a safe, comfortable, and productive work environment for all members. Our union, after all, belongs to all of its members, and an injury to one is an injury to us all. Unfortunately, we have learned that some members may not have felt comfortable reporting sensitive situations to their union and some were unaware that their union could help in such cases.

In addition to adopting a new Code of Conduct (see pages 8-9) that reaffirms our commitment to a union in which discrimination and harassment are not tolerated, the AFM is partnering with NotMe Solutions to make the #NotMe app and website available to AFM members. It is a secure and encrypted platform where AFM members can report a range of concerns, including harassment, contract or policy violations, unresolved payroll discrepancies, and instances of feeling unsafe in any way.

How Does #NotMe Work?

The AFM and its locals support musicians, and we hope that everyone feels comfortable directly sharing their concerns. We recognize, though, that not everyone has the same level of comfort. To help ensure that every member has a communication channel through which they feel comfortable connecting with support from the AFM, we have implemented the #NotMe app. The #NotMe app is 100% free to all AFM members, and is available in English, French, and Spanish.

With #NotMe in place, we hope to encourage a union culture and work environments free from misconduct by ensuring that musicians' concerns are taken seriously. We expect our members to uphold our collective

responsibility to stop harassing conduct whenever possible, support those who speak up, and report offensive conduct whenever possible.

When a report is submitted through the Speak Up tab, it is reviewed by a dedicated team of AFM legal counsel. AFM members can expect to receive a timely initial response and regular updates. When creating a report, the app asks members a series of questions to help describe the incident being reported. There are a variety of preselected answers to choose from or members may describe the situation in their own words.

You can report anonymously or on behalf of someone else, and you can choose your level of comfort. The chat feature may be used anonymously, and you may submit photos or other supporting documents as evidence. For more informal reports, the “Just Sayin” tab may be utilized.

Speak Up Safely

You own your reports:

- • All account data is saved on NotMe Solutions servers, not on the AFM server
- • You decide when you're ready to share your report
- • All notifications go to your personal (not work) email
- • You can keep track of your reports and view them at any time, even if you leave the AFM

You choose your anonymity:

- • Anonymous reporting is available, or you can give your name
- • You may use an anonymous two-way chat with your investigator to continue the discussion
- • Reveal your name/information when you're ready

The app and web platform are designed to be intuitive and easy to navigate, and submitting a report typically takes less than five minutes. Note: Locals 10-208 (Chicago, IL) and 802 (New York City) have already adopted their own #NotMe app. Members of those locals are free to use either their local's or the AFM's version.

And remember, the AFM:

- • Cannot course correct, if you do not speak up
- • Cannot engage in a meaningful conversation with you if it does not know what is happening
- • Cannot protect you, if and when protection is warranted, if it does not know about issues

Change the Culture Committee

We would like to take this opportunity to thank Local 10-208 Secretary-Treasurer Karen Suarez Flint and the Change the Culture Committee for introducing the AFM to NotMe Solutions, and for their continued dedication to equally protecting all members.

Members of the Change the Culture Committee include:

Karen Suarez Flint, Change the Culture Committee founder, Local 10-208 secretary-treasurer

Jennifer Arnold, Black Orchestra Network founding and steering committee member, Local 99 (Portland, OR) member

Heather Boehm, Theater Musicians Association president, Local 10-208 member

Marta Bradley, Local 161-710 (Washington, DC) secretary-treasurer

Tammy Noreyko, Local 7 (Orange County, CA) secretary

Stephanie O'Keefe, Local 47 (Los Angeles, CA) president

Rochelle Skolnick, AFM Symphonic Services Division director/special counsel

Amanda Swain, Regional Orchestra Players Association vice president, Local 65-699 (Houston, TX) member

Ellen Trainer, Local 77 (Philadelphia, PA) president

Melinda Whitley, International Conference of Symphony and Opera Musicians, Local 257 (Nashville, TN) member

Michele Zapf-Belanger, Organization of Canadian Symphony Musicians and Local 591 (Thunder Bay, ON) member

The AFM needs and wants every member to engage in building a culture where all musicians are included, welcomed, and appreciated. Please use the QR code to download the #NotMe app today, so when you see something, you're ready to speak up!

Resolution to Address Salary of the Secretary/Treasurer, January 16, 2025

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 of Local 12 on January 16, 2025,
Thomas Derthick, President

m/s/p by the Local 12 Executive Board, President and S/T abstaining, on January 16th

Presented to membership at the March 24th meeting

To be voted on by secret ballot by the membership, May 5-9

Central California
Upbeat

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

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Simon Holland

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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

Office Hours

By appointment:

Derthick@afmlocal12.com

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