

Overture

online

Happy Holidays!



from the
Musicians Union
of Los Angeles

Members: Vote in the AFM Local 47 General Election!
December 11, 2018 - Polls open 9am - 9pm
3220 Winona Ave. Burbank CA

Publisher:

AFM Local 47

3220 Winona Ave.

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Overture Online is the official monthly electronic magazine of the American Federation of Musicians Local 47.

Formed by and for Los Angeles musicians in 1897, our members united together to advocate for fair wages and working conditions, oppose the forces of exploitation through solidarity and collective action, and preserve the dignity and respect deserving of all professional workers.

As proud member of the AFL-CIO, we work alongside our fellow labor unions at home and abroad to champion social and economic justice for all workers.

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TO HELP A MUSICIAN IN NEED

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please consider a donation
to help musicians who
have fallen upon hard
times to get back on
their feet*

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Reminder: Membership Dues are due January 1



Backing up your performance with ours!

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We can help.

Emergency relief for musicians in need

‘Tis the Season:

Helping Musicians in Need

AFM Local 47 administers many funds that benefit our members and musicians in our local community in need of emergency relief due to natural disasters, sudden illness, and other financial hardship.

This holiday season, please consider a donation to help local musicians who have fallen on hard times to get back on their feet.

Emergency Disaster Relief for Musicians

Musicians affected by the recent California wildfires may apply for disaster relief through the **Local 47 Relief Fund** and the **Music Fund of Los Angeles**. (Find detailed information on how to apply for these funds below.)

The Actors Fund offers assistance nationally to everyone who works in performing arts and entertainment, including actors, musicians, and many more. Visit actorsfund.org/GetHelp

to apply and for referrals to area resources.

Donate to the Labor Community Services Disaster Relief Fund

The Los Angeles County Federation of Labor is accepting donations through its 501(c)3 nonprofit, [Labor Community Services](http://LaborCommunityServices.org), to assist union members affected by the fires.

To send a donation please make checks payable to “Labor Community Services” with Memo: Disaster Relief Fund and mail to:

Labor Community Services
2130 W. James M. Wood Blvd.
Los Angeles, CA 90006

Local 47 Musicians Relief Fund

The Musicians Relief Fund is used to provide relief to members of AFM Local 47 for immediate situations, such as illness or injury that prevents them from working, or the lack of funds to pay for necessities such as food and rent.

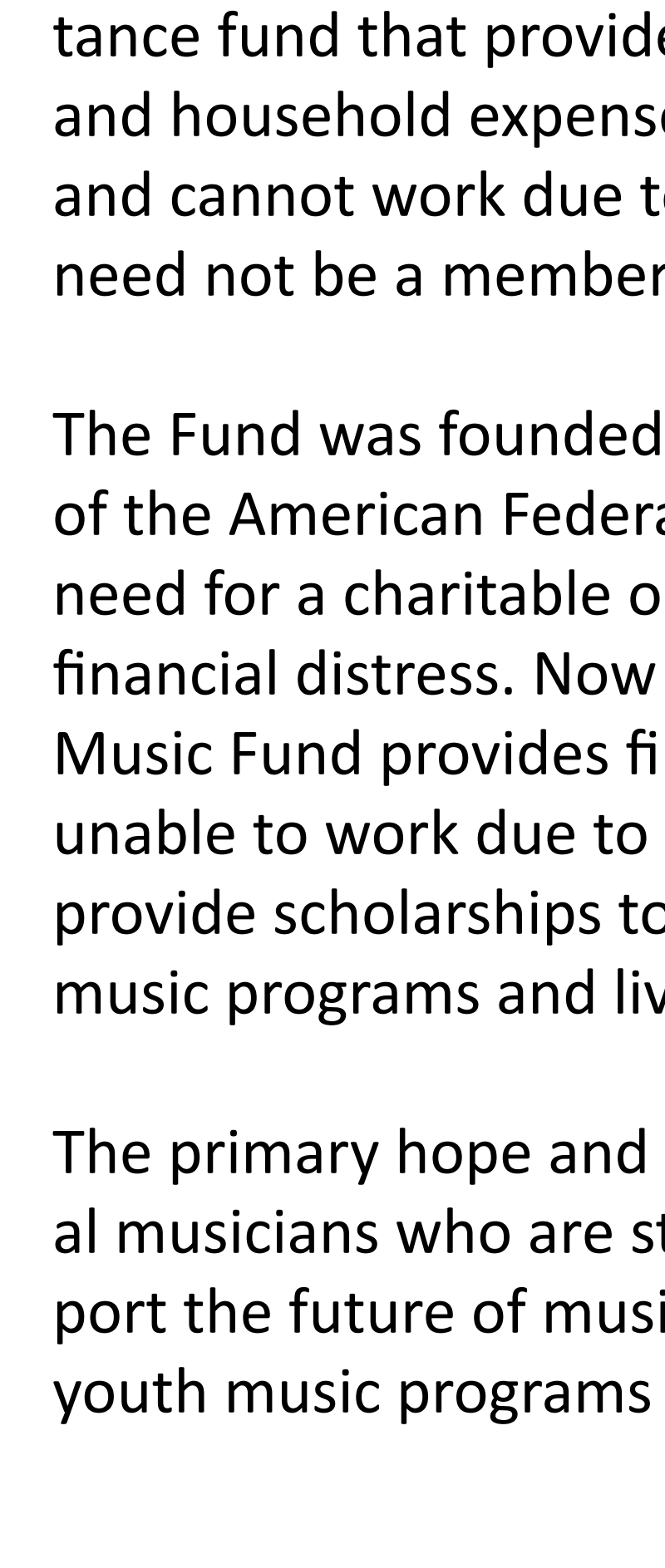
Guidelines for Applying for the Musicians Relief Fund:

- Applicant must be a member in good standing for at least one year
- Applicant must be making regular payments towards work dues
- Subsequent relief will not be granted for at least one year
- Maximum award per applicant is \$500. Executive Board may grant exception in case of a catastrophic event or illness
- Applicant must submit bills or medical records. Relief Fund checks will be issued directly to creditors
- Secretary/Treasurer’s office will refer applicants to other relief sources when applicable

If you need assistance from the Local 47 Musicians Relief Fund, please fill out and submit the [Relief Fund Application](#) and mail to the address below or send by [email](#).

Make a Donation

Contributions and applications may be mailed to:
Local 47 Musicians Relief Fund
3220 Winona Ave.
Burbank CA 91504



Music Fund of Los Angeles

Music Fund of Los Angeles

The Music Fund of Los Angeles is a 501(c)3 emergency assistance fund that provides a resource to help cover daily living and household expenses when a musician is in financial distress and cannot work due to a sudden illness or injury. Musicians need not be a member of the union to apply.

The Fund was founded in 2007 by Hal Espinosa, then-President of the American Federation of Musicians Local 47, who saw a need for a charitable organization that could help musicians in financial distress. Now headed by President John Acosta, the Music Fund provides financial assistance to musicians who are unable to work due to sudden illness, poverty or other distress, provide scholarships to students of music, and to sponsor youth music programs and live music events throughout Los Angeles.

The primary hope and mission of the Fund is to help professional musicians who are struggling to maintain their dignity, support the future of music by providing scholarships, and sponsor youth music programs and live music events in Los Angeles.

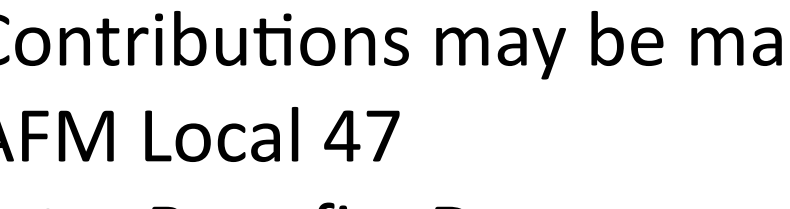
Apply For Aid

You may download the application at musicfundla.org. You may also request a hard copy of the application by calling (323) 993-3159 or sending a message to info@musicfundla.org.

Donate

Make a tax-deductible donation with a credit card here:

Donate



Or send check/money order made out to “Music Fund of Los Angeles” to:

Music Fund of Los Angeles
3220 Winona Ave.
Burbank CA 91504

Anonymous Donor Program

Donations sent to Local 47 marked “Anonymous Donor Program” go specifically toward paying Membership Dues for members who have fallen on hard times.

Contributions may be mailed to:

AFM Local 47
Attn: Benefits Dept.
3220 Winona Ave.
Burbank CA 91504

Strike Fund

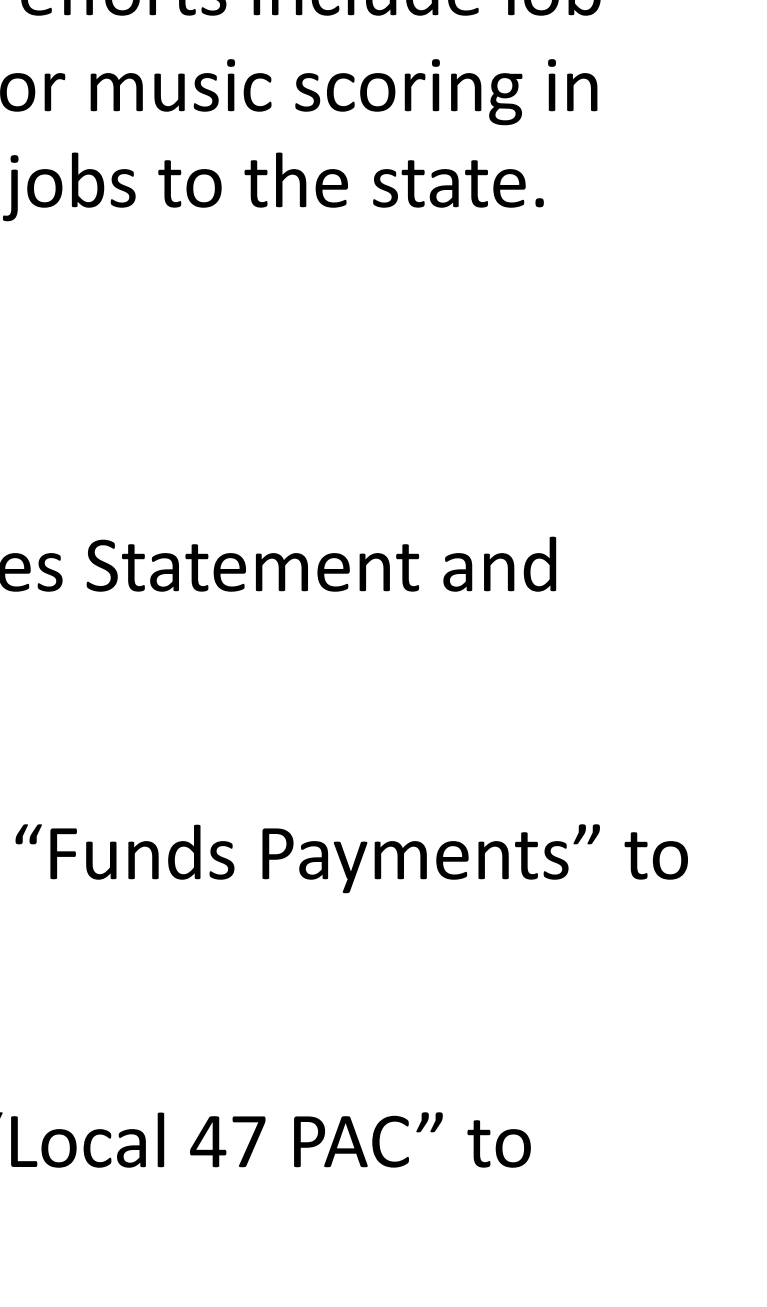
Local 47 maintains a Strike Fund with a minimum \$100,000 reserve as transferred for the purpose of providing members with emergency strike pay, or used for other strike-related activities.

This account is funded by the AFM Local 47 General Fund with a contribution of \$10,000 annually.

Let's take our voices to City Hall.

Your voluntary contribution to the Local 47 PAC supports candidates and legislation that further the goals of all musicians.

afm47.org/pac



Political Action Fund

The Local 47 PAC supports candidates and legislation that further the goals of all musicians. Our current efforts include lobbying for legislation to enable a tax credit for music scoring in the state of California to bring more music jobs to the state.

How to Donate:

- Check the “Local 47 PAC” box on your Dues Statement and write in your desired donation amount.
- Log in to your Member Account and click “Funds Payments” to make an online contribution
- Mail a check or money order payable to “Local 47 PAC” to 3220 Winona Ave. Burbank CA 91504

Be directly involved — Join the Musicians’ Political Action Committee! [Learn more here.](#)



**The Actors Fund,
for everyone
in entertainment.**

A RESOURCE FOR MUSICIANS

The Actors Fund has long supported musicians in managing the demands of a life in music. The Fund is a national organization devoted to helping performing artists and entertainment professionals in times of need, crisis or transition.

To assist musicians, The Actors Fund offers the following free and confidential services:

- Social services and emergency financial assistance
- Employment and training services
- Health insurance counseling
- Information on affordable housing

For additional information about these services, please visit our website www.actorsfund.org/services or call The Actors Fund at 323.933.9244.



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Mobile Unit	714.689.6856
North Hollywood	818.792.4500
Tarzana	818.340.3111
West Covina	909.417.3030

Inland Empire

Alta Loma	909.200.2353
Lake Elsinore	951.226.7606
Norco	951.241.8428
Ontario	909.254.4066
Riverside	951.977.8593

Orange County

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Los Alamitos/Long Beach	909.245.0780
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Fall Membership Meeting Recap

At our Fall General Membership Meeting on Oct. 22 we were honored to welcome composer and AFM Local 47 member Sid-dhartha Khosla as our special guest presenter.

As the composer and musician behind NBC's Golden Globe- and Emmy-award winning series "This Is Us" and Marvel's "Run-aways" on Hulu, Khosla delivered a fascinating multimedia presentation. He shared the methodologies and techniques behind his composing process by showcasing his works with audio and video clips, highlighted by live guitar and vocal demonstrations.

Though we did not reach a quorum, an informational discussion took place. The titled officers delivered reports covering a wide range of topics including negotiations, organizing, finances, pension, and phase 2 building construction. Election Board Chair Mark Zimoski provided an update on the Local 47 Election taking place on Dec. 11.

Be sure to join us for our next Membership Meeting, dubbed the Inaugural Meeting, and annual meeting of the Musicians' Club taking place on Monday, Jan. 14, 2019 (details below).

Inaugural Meeting

Monday | Jan 14 | 7:30pm

Open to members in good standing



Rehearsal Room 7
3220 Winona Ave.
Burbank CA 91504

On the agenda (*subject to change*):

- Presentation of 50-year Pins
- Administration of Oath of Office to New Officers
 - Officer Reports
- Old and New Business

AFM Local 47, Room 7, 3220 Winona Ave. Burbank CA 91504

Open to all members in good standing.
Food & refreshments will be served.
Review meeting policies [here](#).

[Facebook Event Page](#)

Quarterly General Membership Meetings are held at 7:30 p.m. on the fourth Monday of January, April, July, and October, except when January follows a General Election (held the second Tuesday of December in each even-numbered year), in which case the meeting is held on the second Monday.

Annual Meeting of the Musicians' Club of Los Angeles

Immediately following Inaugural Meeting

All members of AFM Local 47 are members of the Musicians' Club of L.A. Nine (9) members are needed to constitute a quorum for regular or special meetings of the Musicians' Club of Los Angeles. Club Bylaws may be viewed in the members section at afm47.org.

LIVE PERFORMANCE CONTRACT SEMINAR

Wednesday, Dec. 5, 2018

**7:30-9 PM - AFM LOCAL 47
REHEARSAL ROOM 7
3220 WINONA AVE.
BURBANK CA 91504**

All Local 47 members working in live performance are invited to join us for a free seminar and Q&A. Topics will include:

- How to identify the proper contract for your engagement
- Step-by-step presentation on how to fill out union forms
- Additional resources available from the union

PANELISTS:

- Diane Lauerman & Michael A. Ankney, AFM Local 47
Live Performance Business Representatives
- John Acosta, President, AFM Local 47

Open to Local 47 members in good standing

Register @ live-contract-seminar.eventbrite.com

EMPLOYMENT DEVELOPMENT COMMITTEE

OPEN MEETING

AFM LOCAL
47

DECEMBER 17, 6PM

@ AFM LOCAL 47
REHEARSAL ROOM 7
3220 WINONA AVE
BURBANK CA 91504

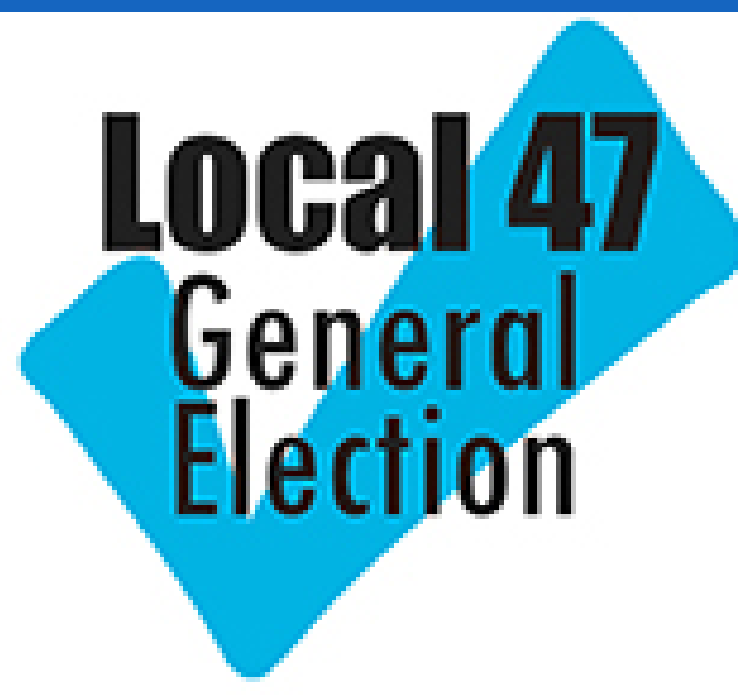
All AFM Local 47 members are invited to attend this open meeting to discuss ideas and methodologies on generating union work opportunities, increasing union density, and analyzing employment trends.

RSVP: local47edc.eventbrite.com



Local 47 2018 General Election

The next General Election of the AFM Local 47 Executive Board, AFM Convention Delegates/Alternates and Hearing Board takes place Tuesday, Dec. 11, 2018.



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Members: View the Election Special Edition of Overture arriving in your mailboxes this month containing Candidate Statements and more election news.

The Special Edition is also available digitally in the Members Section of the Local 47 website - log in [here](#).

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Request a VOTE BY MAIL ABSENTEE BALLOT

Your VOTE BY MAIL ABSENTEE BALLOT request will only be honored by completing and sending a request form to the California Elections Company.

Members may download and print out a pdf from the Local 47 website at:

afm47.org/election

PLEASE NOTE: VOTE BY MAIL ABSENTEE BALLOTS received after 9 a.m. on election day (Dec. 11, 2018) or cast in violation of instructions in accordance with Local 47 Bylaws shall be null and void per Article IX, Section 11.

Policy Governing Eligibility to Vote in the Dec. 11, 2018 Local 47 General Election

1. All Local 47 members who are in good standing as of 4 p.m. (close of business) on Monday, Dec. 10, 2018 — the last business day prior to the 2018 General Election — are eligible to cast a ballot.

2. Any Local 47 member who has been suspended or expelled for the non-payment of dues or wishing to reinstate within one year of resignation shall have until 4 p.m. (close of business) on Monday, Dec. 10, 2018 by which to clear his/her delinquency and return to full good-standing status in order to be eligible to cast a ballot. The current reinstatement fee is \$75.

3. New members or those rejoining after resignation must complete and submit a membership application no later than Monday, Dec. 3, 2018, so that their membership can be approved at the next Local 47 Executive Board meeting on Tuesday, Dec. 4, 2018. All applicable fees apply. Note: the Local reserves the right to refer applications of all persons seeking reinstatement from resignation to the International Executive Board per Article 9, Section 19 of the Bylaws of the American Federation of Musicians of the United States and Canada.

4. Life Members who hold Inactive status do not have the right to vote in any Local 47 election. Active Life Members may vote. Inactive Life Members wishing to be restored to full Life Member status may do so by submitting payment of the difference between full Life Membership Periodic Dues and Inactive Life Membership Periodic Dues for the year. For those who wish to cast their vote in the 2018 General Election, the difference owed would be \$20 and must be paid by 4 p.m. on Monday, Dec. 10, 2018.

Notice of Prohibited Campaigning

The use of Local 47 facilities, equipment or property (including stationery, telephones, stamps and stamp machines, computers, copying machines, and any other equipment or materials) by any candidate or member, for the purpose of campaigning for or against any candidate for office in the Local 47 election, is prohibited by the Local's Bylaws and is also a violation of Federal Law. Additionally, members are barred by Article IX, Section 13 of the Local 47 Bylaws from collecting nominating petition signatures while on Local 47's premises.

Questions About the Election?

Please be aware that only members of the Election Board — no Local 47 officers or staff members — are authorized to answer any questions concerning the election. Should you have any questions, please contact one of the Election Board officers:

Mark Zimoski (Chair): mzimos@gmail.com, (818) 997-7225

Michael Deutsch

Stephen Green

Scott Higgins

Kris Mettala

Paul Sternhagen

Nick Stone

AFM Local 47 Bylaws

All members in good standing of AFM Local 47 are entitled to own a copy of the Local 47 Bylaws. Bylaws may be accessed by logging into the AFM Local 47 website afm47.org, using the blue menu to select "Members-Only Scales & Documents" and going to "Local 47 Bylaws" in the rightmost column. Members may also request a printed copy from the Secretary's Office at (323) 993-3159 or by sending an email to webmaster@afm47.org.

For more information visit afm47.org/election



2019 Membership Dues

Renew by January 1

afm47.org/dues | 323.993.3116



Members: It's that time again!

2019 Annual Membership Dues are due January 1.

Please be sure to send in your payment by March 31 (within the three-month grace period) to avoid suspension. If not paid by this date, a \$75 reinstatement fee will be assessed.

Click [here](#) to renew online or call 323.993.3116.

To review detailed information about Dues, click [here](#).

UPDATE YOUR AUTOMATIC BILL-PAY

If you use automatic bill pay for your membership and/or work dues, please be sure that your financial institution has our current mailing address:

AFM Local 47
3220 Winona Ave.
Burbank CA 91504



Stay Connected



@afmlocal47



IF YOU SEE SOMETHING
WRONG OR UNSAFE, OR ARE BEING
SUBJECTED TO UNLAWFUL
DISCRIMINATION OR HARASSMENT,

SPEAK OUT.

CONFIDENTIAL HOTLINE:

323.993.3151

[AFM47.ORG/REPORT](https://afm47.org/report)



Office Closures

Dec. 24 - Day Before Christmas

Dec. 25 - Christmas Day

Dec. 31 - New Year's Eve

Jan. 1 - New Year's Day

Live Performance Contract Seminar

Dec. 5, 7:30 p.m.

Local 47 General Election

Dec. 11, 9 a.m. - 9 p.m.

Employment Development Committee Open Meeting

Dec. 17, 6 p.m.

Inaugural Meeting

Jan. 14, 7:30 p.m.

Executive Board Meetings

Local 47 Conference Room

Tuesdays, 10 a.m.

New Member Orientation

Local 47 Conference Room

Third Thursdays, 2 p.m.

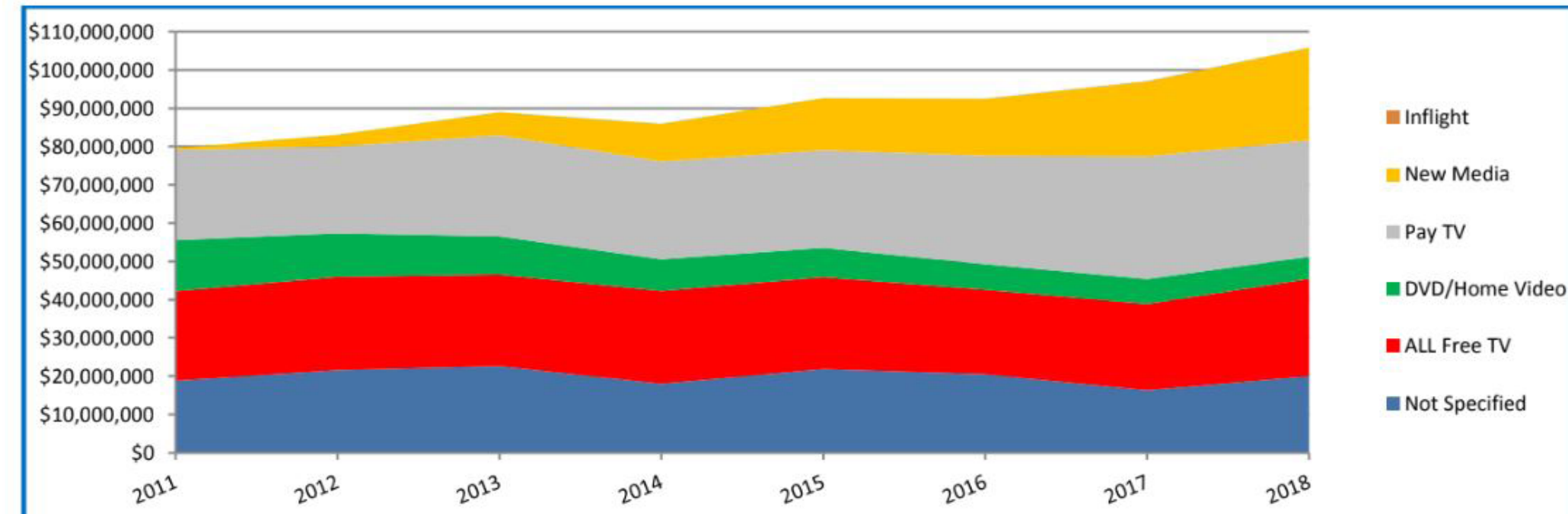
More info @ afm47.org/calendar

FILM MUSICIANS SECONDARY MARKETS FUND

EST. 1972

The Film Musicians Secondary Markets Fund (FMSMF) works to serve the film, television and music communities and meet the needs of film musicians whose talents fuel the industry. To this end, the FMSMF is pleased to provide ongoing updates to Overture for the benefit of AFM Local 47 members:

Secondary Market Exploitation of Film and Television Continues To Grow! The FMSMF closed its 2018 fiscal year with the highest level of contributions in FMSMF’s history: for the first time, residual contributions broke the \$100 Million threshold. FMSMF received residuals of more than **\$107 Million during FY18**, surpassing the record of \$98.4 Million set in FY17. Two major factors contribute to this continuing growth trend: First, the Fund has continued to make progress in expanding its compliance and collections program. Second, despite the reduction in residuals attributable to revenue from the distribution of DVDs, the growth in residuals attributable to revenue generated from “new media” – particularly SVOD – has, so far, made up for the losses in DVD-based residuals as depicted in the chart below.



Residuals paid into FMSMF each year are a function of consumer demand and the financial success of films, television programs and new media projects in their respective secondary markets. Although there is no guarantee that the upward trend in residuals will continue in subsequent years because it is affected by a variety of external factors, FMSMF continues to work hard to ensure that residuals due to covered musicians are paid accurately, and paid in a timely fashion. As of this writing, the first six months of the fiscal year ending 3/31/2019 has reported in. Based upon a month-to-date comparison through September 2018, FY2019 is slightly outpacing FY2018. Again, even though there is no guarantee, we are hopeful this trend will hold by the time we reach the close of FY2019 in March.

FMSMF remitted over 15,900 payments to musicians and their beneficiaries in its 2018 annual distribution.

Secondary Market Residuals Support the AFM Pension Fund:

FY18 was the first fiscal year in which FMSMF forwarded a payment to the AFM-Employers Pension Fund (“EPF”) as now required by the 2015 AFM-AMPTP collective bargaining agreements in order to support the health and funding status of the EPF. This payment, which allocates 1.5% of the annual residual contributions received by FMSMF and interest earnings to the EPF, became effective for the FMSMF on October 1, 2017. As a result, FMSMF’s payment of more than \$827,000 to the EPF covered the 3rd and 4th quarters of the FMSMF’s 4/1/17-3/31/18 fiscal year.

FY19 will reflect a full twelve-month allocation and remittance to the EPF from the FMSMF. The continued growth in secondary market residuals, if sustained and expanded in the future at levels consistent with the experience in recent years, will benefit all Pension Fund participants by supporting the EPF’s funding.

“New” Films, “New” Musicians: FMSMF received residuals for more than 230 new titles during FY18. “New titles” refers to titles paying into FMSMF for the first time. Most of these newly reported titles were films and TV shows first released in 2015, 2016 or 2017, although some were older films and series that generated secondary market receipts and residuals for the first time. A complete list of the FY18 “new” titles is posted on the FMSMF website at www.fmsmf.org/filmtitles/new-films.php.

935 musicians were credited with residuals for the first time: 831 musicians as a result of work on original scoring sessions and 104 first timers as a result of “new use” of prior union covered sound recordings in a film or television program. During the past several years, between 800-1,000 new musicians have been added each year as FMSMF participants because they were credited with residuals for the first time.

Reminder: Be Sure to Update your Beneficiary Designation!

The Fund’s beneficiary policies and procedures were updated in December 2017 to better empower participant musicians, protect their wishes and ensure their intentions were clearly documented and verified. The updated policy provides that musicians can now name both the beneficiary the musician wants to receive residuals after his/her death and to name an individual as the “Musician’s Final Beneficiary” (“MFB”) to receive residuals after the death of his/her beneficiary. If you haven’t updated your beneficiary designation to take advantage of the new policies and procedures, please don’t delay: [click here](#) for more information.

Stay Informed! FMSMF continues to provide information via *Music Notes*, the Fund’s e-newsletter which is sent to participants several times each year, and has worked to keep its social media presence more current on its Facebook page, including updates on FMSMF’s community outreach partnerships with Columbia University, ASCAP, SxSW and the American Film Market. On November 5, FMSMF presented a panel entitled “Score It Great!” featuring panelists Paul Broucek (president of music, Warner Bros. Pictures), Germaine Franco (composer and music producer) and Kim Roberts Hedgpeth (FMSMF executive director), moderated by Dennis Dreith, chairman of Transperance Entertainment Group.

The Fund will also present a panel at South by Southwest (SxSW) in Austin, TX in March 2019. Exact date and time is still TBD, but if you’re planning to be in Austin for the 2019 SxSW Festival, we hope you’ll join us.

If you’re a Fund participant, we hope you will subscribe to *Music Notes*. If you have any questions, please feel free to email us at participantservices@fmsmf.org. Whether or not you’re a Fund participant, we hope you’ll keep current on FMSMF activities by following (*and liking*) us on Facebook!

With the holidays approaching, all of us at the Fund wish you and yours a very happy holiday and all the best in 2019!

THE LABOR WAVE: HOW UNIONS CARRIED THE MIDTERMS



Midterm Elections Show Big Gains for Labor

by Art Pulaski, President, California Labor Federation

As the final votes are being counted, the results taking shape in the recent Midterm Elections are nothing short of historic.

In addition to the big wins we knew about the day after the election like defeating the harmful Prop 6 and electing Gavin Newsom as Governor, LABOR achieved or is trending towards other huge victories as well. Several million votes are still being counted but here's what we know so far:

Superintendent of Public Instruction and Insurance Commissioner

After trailing on election night, Tony Thurmond has made up ground on the charter school billionaire candidate Marshall Tuck every day. Tony is now leading by a slim margin and is expected to win! This is a HUGE victory for parents, teachers, kids and all working people. Congratulations to all the unions, especially the education unions, who fought so hard to elect Tony in the face of massive spending by the billionaires. The race hasn't been called yet but looks very good at this point.

Prop 6, the Republican effort to wrongly corner Democratic candidates on taxes was exposed as an attempt to wreck the funds to fix our roads. It was beat down by a relentless effort, led by the State Building Trades, and supported by the Federation and many unions.

Despite big spending by Republican-in-Independent-clothing Steve Poizner, we won the Insurance Commissioner's race. The Federation, SEIU and other unions did a late IE on Lara's behalf that helped push him over the top. Our members also played a big role in delivering this office to Lara.

Congressional races

We've won outright in four districts: CA-49 (Mike Levin), CA-48 (Harley Rouda), CA-25 (Katie Hill) and CA-10 (Josh Harder). In CA-45 (Katie Porter) we pulled into the lead yesterday and in CA-39, Gil Cisneros continues to gain. And since last week, in CA-21, TJ Cox has made up major ground against incumbent David Valadao, making that race too close to call. All told, we expect to pick up at least five congressional seats and maybe as many as seven. This is an astounding result. Democrats will hold as many as 45 or 46 of 53 seats.

The result was driven by labor. Together we intensely targeted ALL of these seats over a year ago, with strong field operations beginning in October of last year, working with a number of unions, with NextGen America, central labor councils and community groups including California Calls, Working America, Planned Parenthood and Equality California. Tom Steyer helped by matching our contributions to build the sizable field operations in each district. Member program in these districts was off the charts, too.

What made this program unique was its focus on field. We used our Million More Voters targeting technology which scored all 19 million voters on their shared attitudes with unions to target precisely the voters we needed to win. We had hundreds of thousands of conversations at the door. Just another reminder that there's no substitute for person-to-person contact. That's more true now than it's ever been.

State Senate and Assembly

We have made significant gains in the legislature. The right-wing had hoped to use Prop 6 and the gas tax as an issue against our endorsed candidates, but they failed to take out a single one of them, thanks to the intensive campaign of the Building Trades. In the state senate we picked up two seats and regained a supermajority. In the Assembly we picked up at least four seats and are waiting on more results in one final race that is too close to call in AD 16.

The election results will be certified on December 7. The California Labor Federation will send out another update with final results then and will also include some thoughts on next steps to ensure these historic victories equal bold policy to advance the interests of working people in California.

Got Something to Share?

We want to hear from you!



Letters to the editor are limited to a maximum of 400 words and are subject to editing. The editors do not necessarily agree with or support the views expressed in submissions to the Overture. Not all letters submitted will be published. Letters must be attributed only to the writer(s) involved. Anonymous or unsigned submissions will not be printed.

overture@afm47.org

Overture Online Letters
3220 Winona Ave.
Burbank CA 91504



PROTECT YOUR PENSION!



Musicians Pension
Action Network

AFM LOCAL **47**

AFM Pension Update

In February 2018, Congress established a bipartisan Joint Select Committee on the Solvency of Multiemployer Pension Plans. This Committee was tasked with producing legislation by November 30, 2018 to address the dire solvency issues facing over 100 multiemployer pension funds across the U.S., such as the American Federation of Musicians and Employers' Pension Fund (AFM-EPF).

We want to express a huge THANK YOU to all of you who took the time to make phone calls, send emails, and write letters to your members of Congress and the Joint Select Committee urging them to act this year to produce and pass legislation that fully and fairly solves this crisis.

For the most up-to-date information about the state of the Fund, visit and bookmark the AFM-EPF website:

www.afm-epf.org



Nazareth Gevorkian Violins

New location!

**15041 Lemay Street
Van Nuys CA 91405**

by appointment

818-486-3539



I specialize in repairs and restorations on violins, violas, cellos and bows, as well as carrying a selection of instruments, bows, strings and accessories. As an experienced violinist also having an extensive background in jewelry making and designing, I have achieved the highest quality work on instruments and bows. You'll get the best quality work, services and prices on the West Coast!



Paul Cressey

YOLA at Camino Nuevo musicians

LA Phil Announces Newest Youth Orchestra LA Site:

YOLA at Camino Nuevo

The Los Angeles Philharmonic announces YOLA at Camino Nuevo, the fourth site of LA Phil Music & Artistic Director Gustavo Dudamel's Youth Orchestra Los Angeles program, through which the LA Phil and its community partners provide free, high-quality music training and academic support to over 1,200 students from vulnerable communities.

YOLA at Camino Nuevo serves hundreds of students in the Westlake/MacArthur Park area of Los Angeles and is home to the first in-school YOLA model, democratizing access to a rigorous sequential music-education-through-the-school environment, with additional music enrichment in after-school hours. Currently serving students in grades K-3, YOLA at Camino Nuevo will, over time, serve students in grades K-12 at the Kayne Siart campus and Miramar campus of Camino Nuevo Charter Academy.

YOLA at Camino Nuevo is also the site of a five-year research study by the Brain and Creativity Institute (BCI) at the USC Dornsife College of Letters, Arts, and Sciences. Titled Music Education and Human Development, the study is aimed at investigating the effects of music training on the emotional, cognitive, social, and neural development of children. This research – led by Drs. Antonio Damasio and Hanna Damasio, directors of the Brain and Creativity Institute and the Dana and David Dornsife Cognitive Neuroimaging Center at USC, and project director Dr. Assal Habibi, assistant research professor of psychology at the Brain and Creativity Institute – offers the possibility of assessing the impact of musical training on human development, from childhood to adolescence, and answering a critical question: what is the role and place of music education in school curricula?

Through rigorous research, evaluation, and documentation, YOLA at Camino Nuevo will serve as an advocacy project communicating the benefits of a K-12 music education, and as a learning laboratory and model for school districts interested in developing a progressive, sequential music education program for their students. The study is made possible by a generous grant from GRoW @ Annenberg – a philanthropic initiative led by Gregory Annenberg Weingarten, a vice president and director of the Annenberg Foundation – and by the continued collaboration and support of the LA Phil.

The new study extends the Brain and Creativity Institute's prior efforts to examine child development and music education. Results obtained to date from a study launched in 2012 and carried out in collaboration with the LA Phil and YOLA at Heart of Los Angeles (HOLA), suggest that after two to three years of music training, six- to seven-year-old children show enhanced mental and behavioral skills. Their level of brain maturation is also shown to be higher than in a comparable group of children who did not receive music training.

The launch of YOLA at Camino Nuevo is part of the LA Phil's Centennial initiatives aimed at doubling the number of YOLA students by 2021. In addition, in East Los Angeles, what began in 2014 as YOLA at LACHSA in partnership with the L.A. County Office of Education and with support from Supervisor Hilda L. Solis, is continuing this school year at East L.A. Performing Arts Magnet at Torres High School. Now known as YOLA at Torres, the program establishes a long-term relationship with LAUSD and Beyond the Bell, and allows more students in East L.A. to be served by the program.

Youth Orchestra Los Angeles (YOLA)

Through Gustavo Dudamel's Youth Orchestra Los Angeles (YOLA) program – inspired by Venezuela's revolutionary El Sistema – the LA Phil and its community partners provide free instruments, intensive music training, and academic support to over 1200 students from vulnerable communities, empowering them to become vital citizens, leaders, and agents of change. YOLA provides each student, from the ages of 6 to 18, with a strong musical and social foundation through participation in 12-15 hours of programming each week.

With YOLA sites in South L.A., the Rampart District, Westlake/MacArthur Park, and East L.A., YOLA engages students from more than 200 schools in L.A. County. Music study is complemented by leadership development opportunities, parent workshops, and performances. YOLA's young musicians have performed on great stages all over the world, including the LA Phil's two iconic venues, the Hollywood Bowl and Walt Disney Concert Hall; in many other locations throughout Southern California; on national and international television broadcasts; and alongside the greatest artists.

On August 15, the Los Angeles Philharmonic unveiled the architectural design by Gehry Partners, LLC, for its new Judith and Thomas L. Beckmen YOLA Center @ Inglewood: YOLA's first permanent, purpose-built facility.

For more information, please visit laphil.com/yola.

The Recording Industry's



ENRICHING LIVES THROUGH

MUSIC

Dec 2	7:00PM/Barnum Hall	Santa Monica Symphony	Guido Lamell	12
	7:00PM/Hall of Liberty/Forest Lawn	Tuba Christmas Concert	Scott Wilkinson	14
Dec 7	1:00PM/West Hollywood Community Day School	Saturday Night Bath	Howard Rich	7

APPLY FOR A GRANT TO PRESENT
A FREE PUBLIC CONCERT
IN YOUR LOCAL COMMUNITY!



This year the Music Performance Trust Fund celebrates providing grants to help create free music performances for the public’s entertainment and education for its 70th year.

Its funding is meant to ensure that the professional musicians who are performing are reasonably paid on par with local scale, while assuring that there is no cost to enjoy the music. The idea is to enhance our communities and enrich lives through music. Co-sponsored events run the gamut of musical styles, from classical and opera, to Dixieland, pop, rock, country, jazz, and R&B. Events often introduce musical styles that are not easily accessible, and many times include an educational element.

MPTF events are held in parks, schools, and public halls, as well as in hospitals and at retirement centers across the U.S. and Canada.

How to Apply

The easiest way to apply for a grant in Los Angeles is to seek the assistance of the American Federation of Musicians Local 47. Our staff is experienced in our application process and can also be helpful in planning and organizing the musical aspect of your event. For more information please visit afm47.org/mptf.

In Memoriam

Danny Pucillo

Drum Set

8/13/1932 - 11/1/2018

Survived by son

Alex P. Roseff

Life Member. Saxophone

8/1/1934 - 9/24/2018

Survived by spouse & children

Alan I. Robinson

Life Member. Horn

11/26/1929 - 10/28/2018

Survived by son

Roderick Van Horn

Life Member. Bass

2/23/1921 - 11/11/2018

Survived by spouse & children



Send your Final Notes
remembrances to:

overture@afm47.org

Local 47 Overture Online

3220 Winona Ave.

Burbank CA 91504

Photos are welcome.

Submissions are due the
15th of the month.

What Makes a Great Client?

A message from Stephen W. Kramer

People are my business, and it's my goal to serve each one of those people, my clients, to the best of my ability. However, I've come to realize my "best" is not only a function of skill but also the result of what the client brings to the conference room table. In this respect, I've noticed the distinct caliber of caring, organization and dedication exhibited by clients from Musicians Local 47. Without fail and before our first meeting, each one inquire what preparation might be useful. Generally, this includes knowledge of what their Estate (such as ownership of home, bank accounts, etc.), details regarding themselves and family plus ideas of how they imagine their future. The initial meeting can last an hour or more, time enough for me to gauge their commitment to the process of creating an Estate Plan. The level of this kind of collaboration allows me to work with my client to best achieve his or her goals. Not only does this satisfy my professional expectations but it also hopefully meets (or exceeds) the expectations of my client. And this last is the most meaningful part of my job.

KRAMER
LAW GROUP

STEPHEN W. KRAMER
5858 WILSHIRE BOULEVARD,
SUITE 2015
LOS ANGELES, CA 90036-4521
PHONE (323) 964-7100
WWW.KRAMERLG.COM



Fright Fest @ Six Flags Magic Mountain

In October, Six Flags Magic Mountain once again presented its spooktacular Halloween-themed Fright Fest with an all-union roster of musicians.

Pictured above, top: The Cursed Band - Bryan Archer (guitar/leader), Taylor Carrol (lead male vocals), Greg Garman (drums), Brendan Coyle (keyboard), Michelle Zarlenga (lead female vocals), Michael Stang (bass), and AFM Local 47 Live Business Rep Michael A. Ankney.

Pictured above, right: Voodoo Nights drummer Mark De La O with Ankney.





AFL-CIO Launches ‘State of the Unions’ Podcast

Bringing the voice of labor to the web-waves

The AFL-CIO has launched another tool to bring you the issues and stories that matter to working people. Their new podcast, [“State of the Unions,”](#) debuted in October with an interview with Dr. Mona Hanna-Attisha, the pediatrician who helped expose the Flint, Michigan, water crisis.

One in four Americans listen to podcasts on a monthly basis. “State of the Unions” will capture the stories of workers across the country. It’s hosted by two young and diverse members of the AFL-CIO team: Political Mobilization Director Julie Greene and Executive Speechwriter Tim Schlittner. A new episode will drop every other Wednesday featuring interesting interviews with workers and our allies across the country, as well as compelling insights from the podcast’s hosts.

[“State of the Unions”](#) is available on iTunes, Google Play, Stitcher and anywhere else you can find podcasts.

Do Not Work For...

[This list](#) contains the names of employers with whom Local 47 currently has disputes.



If you have any questions about this list please contact the President's Office: 323.993.3182

Notice of Strike Sanctions

On June 24, 2015, strike sanctions were approved by the Los Angeles County Federation of Labor against:

**Cinema Scoring
Collective Media Guild
Peter Rotter Music Services**

If and when any of the aforementioned parties calls a non-union engagement, other labor unions have agreed to stand in solidarity with Local 47 and not cross our line.

If you are being pressured to participate in non-union work or take financial-core status and quit the union, know that it is illegal for employers or employers' representatives to coerce, pressure or otherwise influence any employee to take fi-core status under the National Labor Relations Act. Should this happen to you, call 323.993.3130.

Your Union will take action — with legal counsel if necessary — on your behalf to ensure your rights as a union worker are protected.

7:30 PM Wed. Dec 5, 2018

ASMAC TOWN HALL

The Business Of Making Music

Credit Where Credit is Due

Arranger's Rights

Contracts

Royalties

Defining the role:

Orchestration - Synth Production - Music Preparation

Committee Members:

Richard Niles**Ira Hearshen****Hummie Mann** (Via Skype)

Featuring:

Liz Finch**Marc Mann****Richard Bronskill****L.A. Valley College**

Music Department

5800 Fulton Ave. Valley Glen, CA
Building at Corner of Fulton & Oxnard

ASMAC Town Hall

The Business of Making Music

Credit Where Credit is Due

The ASMAC Committee for Arranger's Rights will host a town hall style meeting addressing the advancement of rights for the creators of music arrangements and discuss the definition of various industry roles including orchestration, music preparation, synthesizer production and other digital music creation giving credit where credit is due.

The event will feature committee chair Richard Niles with Ira Hearshen and Hummie Mann (via Skype). Special guests include industry specialists Elizabeth Finch, Richard Bronskill and Marc Mann.

The discussion will outline a number of issues that have faced arrangers since the dawn of the 20th Century, resulting in arrangers becoming "Invisible Artists." The first is to reach an agreement with the AFM that the Arranger becomes a line-item on Union contracts, separate from Orchestrator. A number of more controversial issues will be raised, promising an exciting meeting. As Niles says, "Hold on to your hats, folks!"

Niles has written books and articles about the art, craft and the business of the musical arranger including "The Invisible Artist: Arrangers in Popular Music 1950 - 2000."

Wednesday December 5, 2018

7 p.m. - Hangout & Registration

7:30 p.m. - Event

ASMAC Members - FREE

SCL & Students - \$5

Non-Members/Public - \$10

Valley College - Music Building

5800 Fulton Ave. Valley Glen

(southeast corner of Fulton & Oxnard)

asmac.org

Open Mic



We want to hear from you! Overture welcomes submissions from our members. Share about your latest union recording, performance or event by sending in your story (and photos!) to overture@afm47.org.

Deadline is the 15th of each month preceding issue date. Please review our submissions guidelines [here](#).



Pay Dues Online

View statements and make
payments @ afm47.org

Gig Junction: The Musicians Referral Service of Los Angeles

GigJunction.com exists to recommend to employers the world's best musicians - Local 47 members! - with no fees or commissions attached.

This service boasts the best database of professional musicians in Southern California across all styles of music available for most any type of situation.

From solo piano to hot band-swing; from rock, pop, jazz, salsa, mariachi, and to classical; and everything in between. You name it, we'll get you connected!



Local 47 Members: Join Today!

To participate in Gig Junction - a free program for Local 47 members - simply register with the Referral Service and keep your Local 47 membership current. Members must sign and date the Referral Service Rules & Regulations and Website Agreement. Once signed, please return it with an intact handwritten signature in one of the following ways:

* as a scanned attachment in .jpg or .pdf format

contact@gigjunction.com

* by standard mail to:

Gig Junction Attn: Michael A. Ankney
3220 Winona Ave.
Burbank CA 91504

When sending this signed document, please also email or call Gig Junction at 323.993.3174 to get more information on setting up or updating your Referral Service profile for our online and internal database.

Professional Musicians & Employer's

Health & Welfare Fund

ELIGIBILITY & ENROLLMENT INFORMATION



The Fund began mailing Eligibility and Enrollment information to all eligible participants mid-November. The enrollment materials advise each participant of the level at which they qualified (A, B or C).

The qualifying levels are as follows:

Level	Employer Contribution Amount
A	\$1,500 plus
B	\$1,200 to \$1,499
C	\$800 to \$1,199

In order to be covered by one of the Fund's benefit plans, for the coverage year beginning January 1, 2019, you must (A) have accumulated a minimum of \$800 in employer contributions, for covered work performed between October 3, 2017 through October 2, 2018, and (B) remit, to the Fund's Administrative Office, a completed enrollment form along with the proper co-premium, no later than December 20, 2018.

Information about the Benefit plans, including Summaries of Benefits and Coverages, is posted on the Fund's website:

www.pacfed-musicians.com

The Professional Musicians, Local 47 and Employers' Health & Welfare Fund's website contains information, documents and forms that are helpful to Fund participants. Most of the information is provided in PDF format to allow for easy download, to save or print, etc.

What Benefit Levels Are Available

The Welcome page on the Fund's website shows the various benefit levels that a musician may obtain based upon proper contributions from a Participating Employer. A Participating Employer is one that has signed a valid collective bargaining agreement that requires the Employer to contribute — on behalf of all engaged musicians — to the Professional Musicians, Local 47 and Employers' Health and Welfare Fund. Thus, an Employer "properly" contributes to the Fund where (A) the contributions to the Fund are remitted for actual work that was performed and (B) the applicable AFM or Local 47 collective bargaining agreement requires the Employer to contribute, on behalf of all engaged musicians, to the Fund.

What Benefits Does The Fund Offer?

The Fund offers a variety of benefits and benefit options. To view these benefits — when at the Fund's website — select the **Benefits** link associated with each benefit level; on this page, you may view the array of benefits offered to musicians who qualify for coverage under the Fund's rules and regulations and for the specific level of qualification (e.g., \$800-\$1,999; \$1,200-\$1,499; \$1,500 and above). Also located on the Fund's website is the "Summary of Benefits": this document is a brief summary of the various benefits sponsored by the Fund. The other important downloadable document perched within the Fund's website is the Explanation of Coverage (EOC): this is a larger booklet, issued by the insurance companies which actually provide and administer the benefits the Fund has contracted for, and which have detailed coverage information regarding the precise benefits each carrier provides. You are entitled to receive the EOC for the coverage you enroll in.

How Do I Enroll?

The Fund will send you a notice in the mail advising you of your eligibility level. If you receive a notice of eligibility, log onto the Fund's website — at www.pacfed-musicians.com — to view the benefits for which you may be eligible. After reviewing the benefit information, select the benefit that best suits your situation and applies to your qualification level, complete the enrollment form that is included in with the eligibility notice the Fund mailed to you and return the completed enrollment application, along with the proper co-premium (very important! The Fund cannot process your enrollment application without the co-premium remittance) to the Fund office at:

Professional Musicians, Local 47 and Employers'
Health & Welfare Fund
c/o PacFed Benefit Administrators
1000 N. Central Ave., Ste. 400
Glendale, CA 91202

What Does It Cost?

When at the Fund's website, select the Rates link to view the monthly premium rates for the eligible participant, dependents for all levels of coverage. As many of you are aware, in addition to qualifying for and enrolling in the benefit plan, you must pay a portion of the premium (called the "participant co-premium").

How Can I Contact a Fund Representative?

When at the Fund's website, select the **Contact** link to obtain information about how to contact the Fund. The Fund is administered by PacFed Benefit Administrators and on the Contact page you will find the Administrator's location, telephone numbers, fax number and email address.

How Do I Find an In-Network Doctor or Dentist?

When at the Fund's website, select **Providers** on the menu to find a provider affiliated with one of the Blue Shield, Kaiser or Delta Dental plans. The **Providers** page has instructions on how to find a provider for the benefit plan in which you are enrolled.

Frequently Asked Questions (FAQs)

The FAQ page connected to the Fund's website has information on how to use your HMO or PPO health plan. The FAQ page also has information on Family and Medical Leave Act (FMLA), Health Insurance Portability and Accountability Act (HIPAA) and Consolidated Omnibus Budget Reconciliation Act of 1986 (COBRA).

What Happens If You Do Not Receive a Notice of Eligibility

If you believe that you performed enough covered work to have sufficient employer contributions to make you eligible for benefits, but you did not receive an eligibility notice, call the Fund's Administrative Office at (818) 234-0222 to speak to an eligibility specialist.

Should you exhaust your avenues through the Fund's Administrative Office and believe that your eligibility issue has not been resolved, you may file a written appeal with the Fund's Board of Trustees. For more information on how to file and when to file an eligibility appeal, please check the **"Policies"** page on the Fund's website.

Membership Dues Policy

Annual Membership Dues

Regular Member

Full Year: \$210

Half Year: \$110

Life Member

Active Life Member: \$110

Inactive Life Member: \$90

Make checks or money orders payable to:

AFM Local 47, 3220 Winona Ave.
Burbank CA 91504

You may also make payments with
VISA, MasterCard, Discover, AmEx

**Suspended and Expelled members are subject
to a \$75 reinstatement fee.**

For further information, please contact the Dues/Membership
Department: (323) 993-3116, dues@afm47.org

Work Dues Notices

At its Dec. 9, 2014 meeting, the Local 47
Executive Board passed the following
motion:

“As a matter of policy, Local 47 will no longer mail checks to members or non-members whose delinquent work dues liability is in excess of \$1,000. When the Local receives a payroll check for anyone who has such a delinquency, the member or non-member shall be contacted by the Secretary/Treasurer’s office. Checks within 14 days of expiration will be deposited in the Escrow Fund.”

If you fall into that category, you will receive a postcard informing you that your check is in the office. You can call the Secretary/Treasurer’s office at (323) 993-3159 to discuss your work dues delinquency and to make arrangements to pick up your check.

Notice From the Executive Board: Work Dues Delinquency and Suspension

- 1) Local 47 members whose work dues delinquency exceeds \$500 shall be suspended; and
- 2) Non-Local 47 members whose work dues delinquency exceeds \$500 shall be referred to the IEB as provided in the AFM Bylaws.

In order to reinstate membership, a \$75 reinstatement fee will be assessed.

AFM Local 47 Refund/Return Policy

Unless otherwise specified, Membership and Work dues payments made to AFM Local 47 are not refundable. Merchandise or other items purchased directly from AFM Local 47 may be returned within fourteen days of purchase upon return of the item(s) in the condition in which you received said item(s). To request a refund and return content, please contact AFM Local 47, Attn: Vice President’s Office, 323.993.3172, merchandise@afm47.org, 3220 Winona Ave. Burbank CA 91504, to receive instructions on returning your product(s).

HELP A MUSICIAN IN NEED

Be an anonymous donor to the Local 47 Musicians Relief Fund. Send contributions to the Secretary’s office or call (323) 993-3159 for more information.

Resignation Policy

TO RESIGN IN GOOD STANDING:

In order to resign in good standing, you must email, mail or fax your written request to Local 47 before your membership is suspended. Though dues are due Jan. 1 and July 1, current grace periods extend to March 31 and Sept. 30, respectively; suspensions are posted April 1 and Oct. 1. The reinstatement fee is \$75.

In addition to membership dues, all other financial obligations, Local and International, must be paid prior to resignation. Your letter of resignation will be presented at the following Executive Board meeting and a written response will be mailed to you. Don’t wait! If you wait, you will be required to pay another half year’s dues and/or clearance fee.

Overture Submissions

Submissions may be sent to:
AFM Local 47, Attn: Overture
3220 Winona Ave. Burbank CA 91504
ph (323) 993-3162
overture@afm47.org

[View our submission guidelines & editorial policy here](#)

Multiple-Card AFM Member Rebate

Did you know? If you hold membership in three or more Locals throughout a full calendar year, you are entitled to a rebate from the AFM.

Under the rebate program, membership in a base of two Locals must be established in order for a member to qualify for a rebate. The International Secretary/Treasurer’s office has determined that a musician’s membership in his or her “Home Local” and the subsequent Local of longest tenure shall be designated as the two base Locals. The Secretary/Treasurer’s office will then rebate the appropriate per capita dues for membership in the third Local and any other Local(s) beyond three to which a member belonged for the entire previous calendar year.

To petition for a Multiple-Card Member Rebate, members should fill out the form and return it to the Secretary/Treasurer’s office together with copies of all their paid-up membership cards, receipts of canceled checks for annual dues from all Locals, or a letter from each Local stating that the petitioner was a member in good standing of the Locals for the full year prior. Rebates will be issued after Jan. 1.

[Download the Rebate Form here](#)

Local 47 Property Notice

Notice to All Persons Entering or Utilizing the Property of the Musicians’ Club* of Los Angeles:

The premises of the Musicians’ Club of Los Angeles are reserved for the exclusive use by the officers, employees, and Full, Youth, Life or Inactive Life Members in good standing of AFM Local 47 and the American Federation of Musicians. All other persons must receive written permission from the office of Local 47’s president to enter or utilize these premises. Local 47 reserves the right to remove and to cite for trespass any party found on these premises who does not fulfill the above conditions of occupancy. (Note: This notice is not applicable to those making deliveries to AFM Local 47, or customers of and those making deliveries to tenants of the Local 47 headquarters.)

** The Musicians’ Club of Los Angeles, Inc., is a California Non-Profit Corporation incorporated in 1926. It owns all land and improvements where AFM Local 47 conducts its business. The Corporation rents space to other tenants, mainly industry related. All members of AFM Local 47 are also members of the Musicians’ Club of Los Angeles.*

santa barbara
symphony

Nir Kabaretti, MUSIC AND ARTISTIC DIRECTOR

Announces auditions for the following

SECTION VIOLA
(2 POSITIONS)

FEBRUARY 19, 2019

Application Deadline

Tue January 8, 2019

Online Application Form

www.thesymphony.org/auditions

Employment will begin as soon as the winner's availability and the Santa Barbara Symphony schedule allow.

HOLLYWOOD BOWL ORCHESTRA

CONCERTMASTER

BASS TROMBONE

February 9, 10 and 11, 2019

Résumés must be received by Friday, January 4, 2019

Auditions will be held in Los Angeles.

For audition repertoire and further information,
please send a PDF copy of your one-page résumé to
Tina Kane, Auditions Coordinator, at:
HBOAuditions@gmail.com

Please specify your instrument on your résumé and in the email subject line.
Please include an email address and phone number on your résumé.
Please note that correspondence will take place primarily by email.
Repertoire information will not be given over the telephone.
Résumés by fax will not be accepted.

Employment to commence upon winners' availability
and according to the Hollywood Bowl Orchestra schedule.

For more information on the Hollywood Bowl Orchestra,
please visit www.hollywoodbowl.com.

*The Hollywood Bowl Orchestra and Audition Committee
reserve the right to dismiss immediately any candidate
not meeting the highest professional standards at these auditions.*

*The Hollywood Bowl Orchestra is a project of the Los Angeles
Philharmonic Association, which is an equal opportunity employer.*



Openings & Auditions

VIOLINS, VIOLAS, CELLI, BASSES

(There are no auditions for section string players. There are auditions for concertmaster, principal and assistant string positions)

and Auditions For:

**2nd Horn, 3rd Horn (Acting), Bass/3rd Trombone,
2nd & 3rd Oboe, Principal Oboe**

All Auditionees: Please send a one-page resume describing qualifications and experience, via email to info@symphony47.org. Open to all union members and students. All union musicians will receive union compensation for performances. Learn more about the orchestra at symphony47.org.

Symphony 47 was founded on the principles of community, tolerance, diversity, and the highest levels of extraordinary artistic excellence. Through our concerts, we will reach members of the Southern California community who have never heard classical music before. We deeply appreciate any financial contributions you could make.

For more information about the orchestra, contact Dr. Janice Foy, Orchestra Liaison, at info@bravo-la.com. For audition and booking information, contact Michael Goode, Artistic Coordinator, at info@symphony47.org. To make a donation to the orchestra, contact Karolyn Berkman, Treasurer, at kberkman@hotmail.com.

There is no fee to post an audition notice in Overture Magazine & Overture Online for orchestras that have a current CBA with Local 47. For orchestras outside of Local 47's jurisdiction offering union employment, the fee is \$100.

Submission deadline: 15th of the month preceding issue date.

Submit Audition Notices to: advertising@afm47.org

ADVERTISE

WITH AFM LOCAL 47!

We offer print
& digital
solutions to fit
any budget &
schedule

Overture Magazine

—Printed quarterly—

Overture Online App

—Released monthly—

The Local 47 Beat

—Emailed biweekly—

»»» —————> RESERVE TODAY <————— «««

Karen Godgart, Advertising Director

323.868.5416, kgodgart@afm.org