

Overture

online

Pride

AFM LOCAL

47

Month

**“IT TAKES NO COMPROMISE TO GIVE
PEOPLE THEIR RIGHTS...IT
TAKES NO MONEY TO
RESPECT THE INDIVIDUAL.
IT TAKES NO POLITICAL DEAL TO GIVE
PEOPLE FREEDOM. IT TAKES NO
SURVEY TO REMOVE
REPRESSION.” - HARVEY MILK**

In Memoriam: AFM EMSD
Director Patrick Varriale

Juneteenth:
A Day to Reflect

Overture

online

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AFM LOCAL
47

Message From the Editor

Please be aware that until further notice, AFM Local 47 will not be publishing, due to cost-saving measures, a print Overture Magazine. We will continue to publish our monthly digital e-magazine, Overture Online, and will continue email blasts and our Local 47 Beat email newsletter.

Additionally, officer reports will now be published quarterly, rather than monthly.

In order to better serve you, Local 47 is looking at every possible way to cut costs and save on administrative expenses. One simple yet effective step all members can take to help us reduce expenses is to add your current email address to your Directory profile. This allows us to ensure that you receive timely updates from Local 47 in the most cost-effective way possible.

Please update your Directory profile with your current email and notification preferences by filling out the update form at afm47.org/directory or call 323.462.2161. Thank you!

AFM LOCAL 47 EXECUTIVE BOARD & COMMITTEES

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Demi Lovato



Juneteenth: A Day to Reflect



AFM Local 47 Membership Drive:
Spread the Word - Ends June 30!



Support the American Music Fairness
Act

DO WE HAVE ROYALTIES FOR YOU?



More than \$550 Million Distributed to Musicians & Vocalists

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Their Performance on Songs Played on Satellite Radio, Non-Interactive Streaming Services,
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AFM Mourns the Loss of EMSD Director Patrick Varriale

*A Message From the American Federation of
Musicians of the United States and Canada:*

We are deeply saddened to announce the sudden loss of our esteemed colleague and friend, Pat Varriale, Electronic Media Services Division Director and Assistant to the President, who passed away Friday, May 13.

Pat had been a valued member of our team since he was first hired in October 1974 into what was then known as the recording department by Bob Crothers. Throughout his career with the Federation, Pat worked to improve the lives of musicians throughout the US and Canada. There are hundreds of thousands of musicians who do not know Pat by name, but his work enabled them to receive the money they deserved for their electronic media recordings and performances.

His decades of dedication, diligence, care, determination, and doggedness to protect our members and get them paid was unmatched.

We are indebted to his wife, Patricia, and his son, Nick, who shared Pat with us for nearly 50 years. We are all better for it. We will all miss him more than words can express.

"Pat was an extremely helpful, patient, kind, and competent man. These past 16 months, he was a consistent guiding force as we undertook the process of completely rebuilding the Local's Electronic Media Division. Several of us were fortunate enough to speak with him on an almost daily basis.

"While we are absolutely devastated by this loss, perhaps we can best honor Pat by continuing to do the good work, as he did — protecting our members, enforcing contracts, and ensuring that professional musicians are treated with dignity."

-Stephanie O'Keefe
President, AFM Local 47

President Stephanie O’Keefe



#WhyUnion, Indeed?

When I was a rank-and-file member, I often wondered what went on at the Local all day and why it took so many staff to accomplish it. When I took office, I set out to answer that question and to examine the organization from the inside out.

As I have mentioned in previous columns, I interviewed each staff member, asking them about their job, their specific duties, and what ideas they had regarding efficiency and organization.

I was soon able to isolate the two basic actions that — if executed properly and in great enough frequency — would bring about an efficient, thriving Local, whose members would feel they were being listened to, attended to, and protected.

These two actions are:

- 1) The negotiation of agreements that provide the best possible wages and benefits
- 2) The enforcement of those agreements

Negotiating is done through the President’s Office, along with the participation of the Divisions, either Live or Electronic Media, that will be administering those agreements. For local agreements, the Local runs the entire negotiation. For a national agreement, the Local’s officers participate, along with officers from other AFM Locals.

Negotiation can be a long process — or not — depending on many factors. It requires administrative staff to schedule meetings, compile and send proposals, and ensure that new agreements are properly written and ultimately ratified. Local 47 attorneys are often involved in this process as well.

Enforcing agreements involves the business representatives, who coordinate with employers and contractors to ensure that the terms of the agreements are followed. They also provide information to employers who are planning projects and seeking to enter into agreements.

Data Entry staff also play a key role, as they make certain that accurate records are kept so that any future payments resulting from work performed are calculated and distributed correctly.

Membership and work dues, security, reception, communications and media, IT, even facilities and human resources all serve to facilitate and contribute to these two basic actions, as without the duties they perform, the Local would be unable to function.

So what are the results?

In May, the first checks correcting underpayment for remote recording arrived in members’ mailboxes, an example of the business representatives and data entry staff working together to enforce agreements. This was a major effort, requiring numerous personnel examining many session reports in order to correctly identify those members who had been underpaid, and determine what they were owed.

The Electronic Media Division has facilitated the execution of agreements for countless recordings, films, and television shows. EMD personnel have also collected overtime on numerous sound recording sessions, delinquent wages from employers who were violating their agreements, and additional monies for members whose recorded product was used outside the scope of the employer’s original agreement

Also in May, a number of new collective bargaining units were ratified — the Wallis Annenberg Center for the Performing Arts, the El Portal Theatre, Music at Westwood, the California Philharmonic, and the Los Angeles Jazz Society— and several more are, as of this writing, out for ratification. All told, my office has negotiated more than 20 collective bargaining agreements in the last 16 months — several with brand new employers — and we currently have 30 negotiations in progress.

Why does any of this matter?

For me, the answer is simple, but profound.

Our profession is central to all of civilization — what we create has been an integral part of every culture for all of recorded history.

However, we are not always afforded the dignity and respect we deserve.

My aim is to make certain that no one devalues musicians or the music they create.

Stephanie

Vice President Marc Sazer



Two of the most important roles of our union are administering and ensuring compliance with our collective bargaining agreements, and organizing. The business of “the business” takes incredible resources. Time and energy from Officers, staff, legal counsel must all focused on negotiating contracts with organizations large and small, for-profit and non-profit. Processing and mailing checks, working with the Pension Fund and other important funds, engaging with employers who don’t follow the contract; every musician depends on us to take care of business.

Business unionism takes care of the past and the present; organizing is how unions build the future. Member education, helping musicians find common ground, identify critical goals and then jointly plan how to achieve those goals is essential work. This is how contracts can be improved so that musicians can make a real living when they go to work, how non-union work can be brought on contract, and how we build capacity for the future.

I’m very happy to share that last month our Executive Board committed to support the hundreds of musicians preparing for film/TV negotiations with the major studios in the fall. We will be hiring a full-time organizer, and assisting musicians who have already, on their own, launched a national survey, and a national petition.

At each step, the combination of business unionism and organizing unionism have to be in sync. Through a powerful organizing campaign, the musicians who work in Live TV/Videotape were able to win an historic new streaming residual in late 2020, but it required the contract enforcement of Local 47 and the AFM to get the companies to pay up. These musicians are now beginning to enjoy the rewards of having acted collectively to achieve an important goal.

Musicians working together with their union representatives can make things happen. Just this past week, we got a call from a member who had been contacted to sideline on an independent film here in Los Angeles. Our member had been told that musicians had to go on a SAG-AFTRA, rather than AFM contract, which would have been a tremendous economic loss. We were able to act as a team; our member worked with AFM Contract Administrator Matt Allen who spoke directly with the production company, and ultimately an AFM contract was signed. Not only will those musicians participate in the residuals and other economics of the film, but as a result of their taking a stand, the scoring of the movie will also bring good AFM jobs to our community.

A basic characteristic of all of these efforts is how interconnected we all are. If you play for a theater company your work is affected by the Broadway contract as well as those of other LA area theaters. Symphonic contracts feed off of each other even when the economics and seasons are completely different; patterns matter. Film, TV, sound recordings, streaming and more are all connected through contract terms and bargaining histories. We move in different work and social circles, but ultimately we are all in this together!

Secretary/Treasurer Danita Ng-Poss



Photo by Mustafa Sayed

Hello fellow musicians,

A busy 2nd quarter of the year with audits and all financial matters, and membership in the Secretary/Treasurer's office.

Here are a few highlights:

1. PPP Loan Forgiveness application was granted. Total amount forgiven: \$379,132.
2. 2021 Financial Statements for Local 47 and Musicians' Club are being finalized at the time of writing this report.
3. Membership Department hired an additional part-time help to assist Membership / Work Dues Specialist Amber O'Donnell.
4. Attended May Pension Fund Trustee quarterly meeting.
5. Upcoming Orchestration classes for 2022: afm47.org/orchestration
6. Membership Drive: Now ongoing through end of June. For more info, go to: afm47.org/join

To new members, a reminder to [register for your Orientation online](#), per Local 47 Bylaws:

Article V, Section 1. New Applicants: *Each new applicant for membership shall complete an application form provided by the Local and submit the same... together with an Initiation Fee of \$75 (plus the Federation Initiation Fee when applicable) and the current annual or semi-annual Periodic Dues. Minor applicants shall be required to furnish a bond or security signed by a responsible adult approved by the Executive Board ensuring that such minor will abide by the Bylaws of the Local. All membership applications shall be subject to the approval of the Executive Board. Within 30 days of this approval, each new member shall be required to complete an orientation which meets guidelines established by the Federation and the Local.*

At the time of writing, I am still processing the sudden passing of AFM Electronic Media Services Division (EMSD) Director / Assistant to the President Pat Varriale. I am honestly lost for words. Thank you, Pat, and your family for years of service and work you had done for AFM to better the lives of musicians. Many musicians may not know Pat, but your pocket book does due to his career at the AFM which spanned almost 50 years. Rest In Peace, Pat. We miss you.



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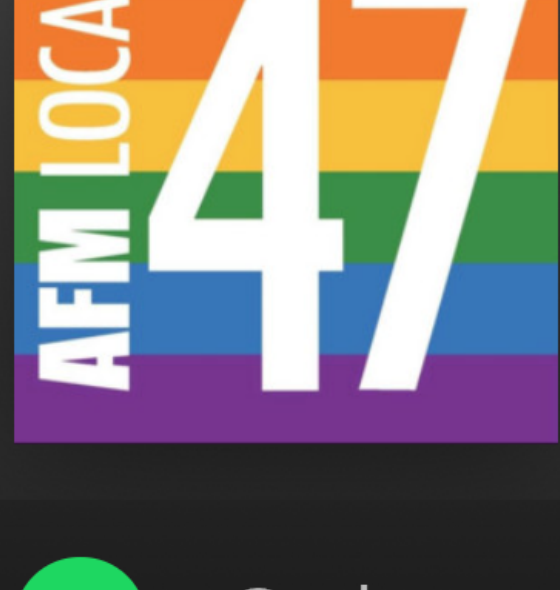
Pride AFM LOCAL 47 Month

Happy Pride!

June is Pride Month, and our AFM Local 47 musical community is proud to encompass a richly diverse and talented group of LGBTQ+ members and allies.

Our [#AFM47 Pride Playlist](#) highlights a mix of prominent artists who belong to the LGBTQ+ community, along with those who are outspoken allies. These songs feature empowered lyrics and danceable rhythms that inspire pride and equality for all! And of course, all of these anthems were recorded union in Los Angeles with AFM Local 47 musicians.

Click/tap the playlist below to listen:



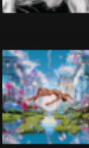
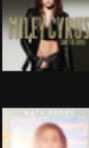
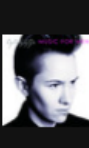

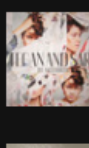
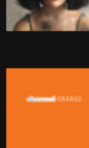
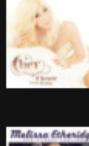

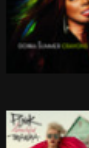
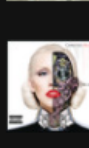
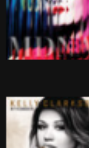

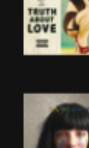
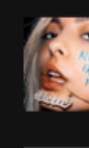
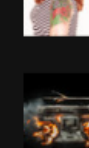
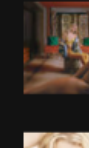
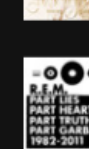

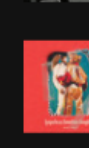











PUBLIC PLAYLIST

Pride Playlist

Featuring a mix of prominent artists who belong to the LGBTQ+ community or who are outspoken allies, these songs feature empowered lyrics and danceable rhythms that inspire pride and equality for all. Recorded union #AFM47 in Los...

47 AFM47 • 1 like • 29 songs, 1 hr 51 min

⏸ ⬇ + 👤 ... 🔍 Custom order ▾

#	TITLE	ALBUM	DATE ADDED		
1	 Born This Way Lady Gaga	Born This Way (Special Edit...	May 9, 2019	♥	4:20
2	 THATS WHAT I WANT Lil Nas X	MONTERO	18 minutes ago	♥	2:24
3	 Who Owns My Heart Miley Cyrus	Can't Be Tamed	13 minutes ago	♥	3:35
4	 Double Rainbow Katy Perry	PRISM (Deluxe)	May 9, 2019	♥	3:52
5	 Love and Let Love Gossip	Music For Men	May 9, 2019	♥	3:31
6	 Talk About You MIKA	No Place In Heaven	May 9, 2019	♥	3:24
7	 We Belong Together (feat. ... Vampire Weekend, Danielle Haim	Father of the Bride	May 9, 2019	♥	3:11
8	 Closer Tegan and Sara	Heartthrob	May 9, 2019	♥	3:29
9	 Bird Set Free Sia	This Is Acting (Deluxe Versi...	May 9, 2019	♥	4:12
10	 Forrest Gump Frank Ocean	channel ORANGE	May 9, 2019	♥	3:15
11	 I Don't Have to Sleep to Dre... Cher	Closer to the Truth (Deluxe ...	May 9, 2019	♥	4:42
12	 Shout Now Melissa Etheridge	4th Street Feeling	May 9, 2019	♥	3:17
13	 Winner Pet Shop Boys	Elysium	May 9, 2019	♥	3:50
14	 I'm A Fire Donna Summer	Crayons	May 9, 2019	♥	7:11
15	 I Am Here P!nk	Beautiful Trauma	May 9, 2019	♥	4:06
16	 Desnude Christina Aguilera	Bionic (Deluxe Version)	May 9, 2019	♥	4:25
17	 Masterpiece Madonna	MDNA (Deluxe Version)	May 9, 2019	♥	3:58
18	 Stronger (What Doesn't Kill ... Kelly Clarkson	Stronger (Deluxe Version)	May 9, 2019	♥	3:42
19	 Brave Sara Bareilles	The Blessed Unrest	May 9, 2019	♥	3:41
20	 Blow Me (One Last Kiss) P!nk	The Truth About Love	May 9, 2019	♥	4:16
21	 Unstoppable Sia	This Is Acting (Deluxe Versi...	May 9, 2019	♥	3:38
22	 The Way I Are (Dance with ... Bebe Rexha, Lil Wayne	All Your Fault: Pt. 2	May 9, 2019	♥	3:08
23	 She Keeps Me Warm Mary Lambert	Welcome To The Age Of M...	May 9, 2019	♥	3:52
24	 Troubled Times Green Day	Revolution Radio	1 minute ago	♥	3:05
25	 Wanna Be Missed Hayley Kiyoko	Expectations	May 9, 2019	♥	3:16
26	 Don't Keep Me Waiting Britney Spears	Femme Fatale (Deluxe Versi...	May 9, 2019	♥	3:21
27	 We All Go Back To Where ... R.E.M.	Part Lies, Part Heart, Part Tr...	4 minutes ago	♥	3:35
28	 Runnin' Adam Lambert	Trespassing (Deluxe Version)	10 minutes ago	♥	3:49
29	 Sing It Loud k.d. lang, the Siss Boom Bang	Sing It Loud (Deluxe Version)	May 9, 2019	♥	5:24
30	 Now Or Never Halsey	hopeless fountain kingdom...	11 minutes ago	♥	3:35

About Pride Month

Pride Month is celebrated every June as a tribute to those who were involved in the Stonewall Riots. With parades, festivals, and concerts going on across the globe, there's always some way for you to get involved — as well as learn some important social history along the way.

On a hot summer's night in New York on June 28, 1969, police raided the Stonewall Inn, a gay club in Greenwich Village, which resulted in bar patrons, staff, and neighborhood residents rioting onto Christopher Street outside. Among the many leaders of the riots was a black, trans, bisexual woman, Marsha P. Johnson, leading the movement to continue over six days with protests and clashes. The message was clear — protesters demanded the establishment of places where LGBTQ+ people could go and be open about their sexual orientation without fear of arrest.

Pride Month is largely credited as being started by bisexual activist Brenda Howard. Known as the "Mother of Pride," Brenda organized Gay Pride Week and the Christopher Street Liberation Day Parade a year after the Stonewall Riots. This eventually morphed into what we now know as the New York City Pride March and was the catalyst for the formation of similar parades and marches across the world.

The symbol of the LGBTQ+ community, the rainbow flag was spearheaded by gay politician Harvey Milk, who asked friend Gilbert Baker to design an all-encompassing symbol to take to San Francisco's Pride March in 1978. Tragically, Milk was assassinated along with Mayor George Moscone on Nov. 23, 1978, in San Francisco City Hall by Dan White, a disgruntled former supervisor who was angry at Milk for lobbying against having him reappointed on the Board of Supervisors.

Pride Month is for everyone to embrace who they are and let the world know — in style! The rainbow aptly signifies the colorful activities and flavors of this month-long celebration. These include massive rallies, pride parades, parties, workshops, concerts, and countless more LGBTQ+ events to attract participants from all over. The Pride community takes huge pride in their movement, going all out for the festivities with elaborate costumes, makeup, and, of course, glitter — so that they sparkle for the whole world to see!

JUNETEENTH

FREEDOM DAY

MGN

Juneteenth: A Day to Reflect

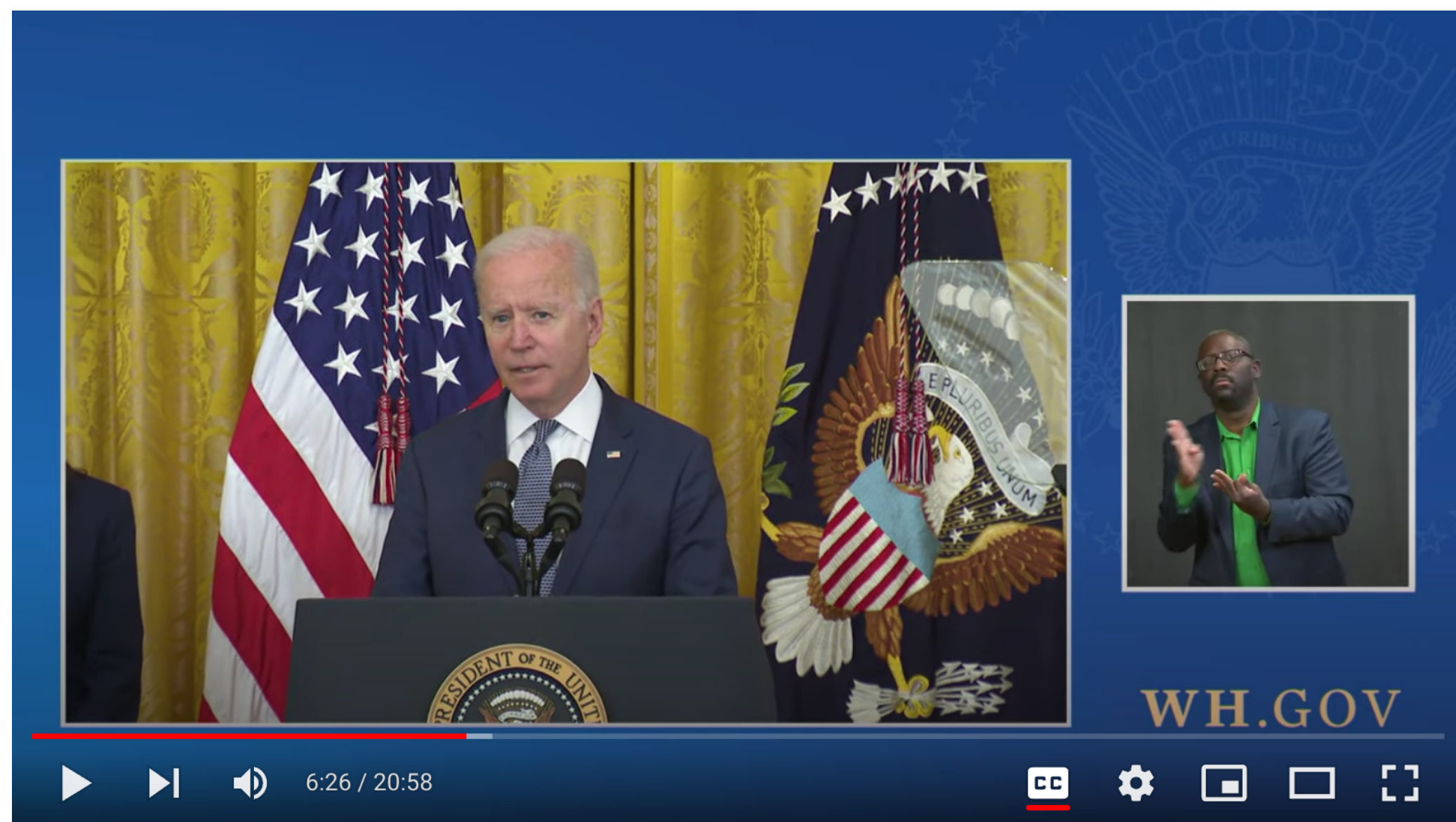
Juneteenth National Independence Day is the oldest nationally celebrated commemoration of the ending of slavery in the United States. As our nation's most recently named national holiday, signed into law by President Biden in 2021, Juneteenth commemorates African American freedom, and emphasizes education and achievement.

Juneteenth marks June 19, 1865: the day that Union Army Maj. Gen. Gordon Granger rode into Galveston, Texas, and told slaves of their emancipation. That day came more than two years after President Abraham Lincoln issued the Emancipation Proclamation on Jan. 1, 1863. Even after Lincoln declared all enslaved people free on paper, that hadn't necessarily been the case in practice.

“Juneteenth is not only a celebration of freedom, but also one of opportunity, equity and access,” said AFM Local 47 President Stephanie O’Keefe. “We are delighted and proud that this significant date in our nation’s history is finally receiving its proper recognition and amplification. While the fight for equity and justice for Black Americans continues today, we recognize the importance of honoring June 19 as a date for commemoration, reflection, and celebration.”

AFM Local 47 offices are closed on Juneteenth in observance of the holiday.

At the bill-signing ceremony making Juneteenth an official holiday in 2021, President Joe Biden delivered the following speech:



[\(tap image to view on YouTube\)](#)



A Message From the AFM Local 47 Diversity Committee

The DEI Committee applauds the national effort to celebrate Pride Month and Juneteenth. Juneteenth affords us the opportunity commemorate the emancipation of enslaved black Americans. Pride Month is our chance to acknowledge our LGBTQ+ community.

Our support of these celebrations represent the kind of freedoms that must be a part of our workplace and private lives.

- The DEI Committee

Member Spotlight



Member Spotlight: Demi Lovato

Vocalist, guitarist and songwriter Demi Lovato, a member of AFM Local 47 since 2015, is also a proud member of the LGBTQ+ community.

In May 2021, they shared on Twitter that they identify as non-binary. The artist also came out as pansexual earlier that year.

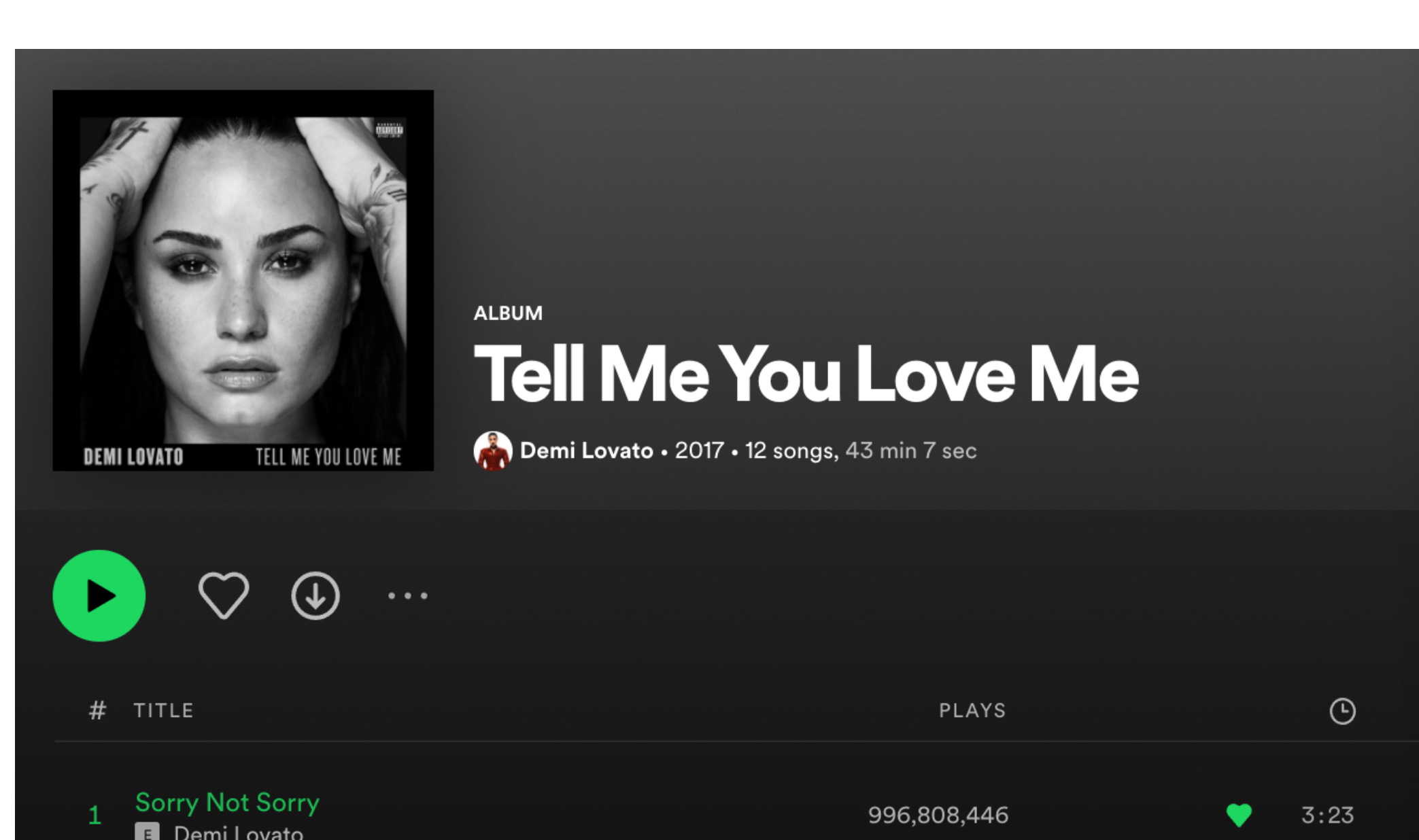
"Today is a day I'm so happy to share more of my life with you all," Demi shared on Twitter in May 2021.

"I am proud to let you know that I identify as non-binary & will officially be changing my pronouns to they/them moving forward."

Demi said they came to understand their gender identity after spending time doing "healing and self-reflective work" over the past year. Using they/them as pronouns "best represents the fluidity I feel in my gender expression."



Demi started out as a child actor on "Barney & Friends" before moving on to roles in shows like "Sonny with a Chance" and the film "Camp Rock." Meanwhile, they launched a successful recording career with the release of their debut album, "Don't Forget," in 2008 (and recorded in Local 47 jurisdiction). They followed this release with the union-recorded albums "Unbroken," "Confident" and "Tell Me You Love Me," scoring hits with singles like "Sorry Not Sorry."



Click play button above to listen to "Sorry Not Sorry"

In 2012, Demi took on a new role by joining "The X Factor" in its second season as a judge. In 2013 they landed a recurring role on the hit musical series "Glee." They also appeared on then-boyfriend Wilmer Valderrama's show "From Dusk Till Dawn: The Series" in 2015 and continued to contribute to reality TV competitions, serving as a guest judge on "RuPaul's Drag Race" in 2015, and "Project Runway" and "The Voice of Germany" in 2017.

Shortly after making their debut as a guest star on "Will & Grace" in January 2020, Lovato was tapped to perform at the Grammy Awards and sing the national anthem at Super Bowl LIV.

Events



Office Closures

Monday, June 20 - Juneteenth (observed)

Next General Membership Meeting

Monday, July 25, 7:30 p.m.

Location: TBA

Open to all members in good standing

Advanced Orchestration Classes

With Dr. Norman Ludwin

Thursdays, Aug. 4-25, 7-10 p.m. via Zoom

Free for all members in good standing

[More info](#)

Executive Board Meetings

Tuesdays, 10 a.m.

Members welcome as observers

New Member Orientation

Third Thursdays, 10 a.m.

Required of all new members.

For details please visit afm47.org/orientation

Please Note: While our offices remain closed due to Covid, meetings are currently held via Zoom unless otherwise noted. View our full calender @ afm47.org/calendar



ADVANCED ORCHESTRATION

WITH DR. NORMAN LUDWIN

Free classes exclusively for AFM Local 47 members!

AFM Local 47 members are invited to gain a unique hands-on learning experience using real film scores with an industry professional.

Classes focus on film music using contemporary scores and classics of the genre.

Classes held 7-10pm Thursday evenings
via Zoom, August 4, 11, 18, 25 - 2022

AFM Local 47 membership will be verified prior to the start of classes.

REGISTER: [AFM47.ORG/ORCHESTRATION](https://afm47.org/orchestration)

At the Local



AFM LOCAL 47

American Federation of Musicians Local 47

**MEMBERSHIP
DRIVE**

Pay **ZERO** initiation fees
through June 30!

afm47.org/join

Now is the perfect time to become a member of the American Federation of Musicians of Los Angeles.

Now through June 30, 2022, new and returning members pay ZERO initiation fees — a savings of \$140!

Spread the word! Tell your friends and colleagues about the great benefits of union membership and encourage them to join today.

afm47.org/join

Rehearsal Rooms Update: Now Offering Expanded Scheduling

After a long pandemic closure, our rehearsal rooms are currently open Monday through Friday, 10 a.m. to 12:30 p.m. Since reopening last month, we are now offering expanded scheduling options; please contact us for details. Covid-19 protocols will be in place for your safety. To view our rental rates and safety procedures, please [click here](#). Rooms may be scheduled by contacting 323.993.3172 or booking@afm47.org.

Work Dues Billings

Local 47 is currently processing work dues — previously unbilled — based on wages paid directly during the pandemic years 2020 and 2021.

The Local, faced with a severely reduced staff, chose to focus on making sure wages and benefits were paid, deferring work dues billing.

Thank you for your patience.

2022 Live/Prep Wage Scale Books Have Arrived

The AFM Local 47 Live Performance/Music Prep for Live Performance Wage Scales have been updated for 2022. Print copies are now available upon request from the Live Performance office: 323.993.3156, live@afm47.org

A digital copy of the book is now available in the [members-only section of our website](#) (login required).



Make sure your contact info is up-to-date with our Directory Department to ensure timely delivery of dues statements and important news updates.

afm47.org/directory
323.462.2161

AFM LOCAL **47**

Members-Only Documents Online

Members may log in to the [members section at afm47.org](#) and navigate to the "Scales and Documents" page to view members-only documents including Executive Board minutes, CBAs, Local 47 Wage Scales, Bylaws, Suspended/Expelled member lists, Hearing Representative reports, and more.



Go Paperless!

Sign up to receive work dues statements online @ afm47.org/paperless

Update Your Beneficiary Card

Your beneficiary card designates the recipient of the Local 47 \$1,000 death benefit. If you need to change your beneficiary, update beneficiary information, or if you just can't remember who you have listed, please contact our Benefits Department for a new card:

(323) 993-3159 | benefits@afm47.org

If you have any change of beneficiary or contact info updates, be sure to also to report them to:

AFM Pension Fund (AFM-EPF) – (800) 833-8065

Film Musicians Secondary Markets Fund –
(818) 755-7777

Sound Recording Special Payments Fund:
(212) 310-9100

AFM & SAG-AFTRA Intellectual Property Rights
Fund: 818-255-7985

Please note: The Local 47 Death Benefit is not payable to a beneficiary if the member was suspended, expelled or had resigned at the time of passing.



Support the American Music Fairness Act

The National Endowment for the Arts (NEA) and National Endowment for the Humanities (NEH) are critical to the recovery of the arts and entertainment industries. The NEA and NEH support job opportunities for union members in every state, as well as for local economies devastated by the COVID-19 pandemic. An NEA study found that the arts sector shrank twice as much as the rest of the economy during the pandemic.

Right now, decisions are being made in Congress that will affect next year's funding for the NEA and the NEH. We can increase NEA and NEH funding to \$204 million next year if there is enough support in Congress. Please join us in urging Congress to invest in the arts.

[Click here](#) to contact your representatives in Congress today.

Make sure your Congressional representatives know that you support increased funding for the National Endowment for the Arts and the National Endowment for the Humanities.



This monthly column is your one-stop-shop for information about all the benefits provided by your union membership. Got a question? [Ask us](#) to have the answer featured here.

Your Health Care & Pension Benefits at a Glance

HEALTH CARE BENEFITS

PROFESSIONAL MUSICIANS LOCAL 47 AND EMPLOYERS HEALTH & WELFARE FUND

The Professional Musicians Local 47 and Employers Health & Welfare Fund is administered by PacFed Benefit Administrators. AFM Local 47 negotiates benefits on behalf of our members. The Health & Welfare Trust provides medical, dental, vision, chiropractic, acupuncture, prescription drugs and life insurance to musicians who qualify for benefits based upon contributions received on their behalf in accordance with Local 47 and AFM contracts and collective bargaining agreements.

Eligibility

Eligibility for enrollment in the Health & Welfare Fund is based upon contributions the Fund receives on musicians' behalf from Participating Employers. A Participating Employer, or an Employers' Payroll Designee, has entered into a Collective Bargaining Agreement (CBA) with the Union which calls for contributions to come to the Health & Welfare Fund. All contributions must come from a Participating Employer; musicians may not "self-pay" into the Health & Welfare Fund.

Coverage

A musician may qualify at one of three levels: Level A (\$1,500+ contribution), Level B (\$1,200-\$1,499 contribution), and Level C (\$700-\$1,199 contribution). Currently the Health & Welfare Fund has contracted with the following benefit providers: Blue Shield, Kaiser Permanente, Landmark Healthplan, Delta Dental, MES Vision underwritten by Gerber Life, and the Prudential Insurance Company of America ("Prudential Life"). To review the Summary Plan Description (SPD), please click [here](#). Any questions regarding a participant or dependent's eligibility and coverage should be directed to the Health & Welfare Fund.

Contact

The Health & Welfare Fund staff can help you with enrollment, coverage and HMO claims. The Health & Welfare Member Services department is available Monday through Friday, 8:30 a.m. to 5 p.m. at 1-800-753-0222 or by email at musicians@pacfed.com.

Website: pacfed-musicians.com

ENTERTAINMENT INDUSTRY FLEX PLAN

The Entertainment industry Flex Plan is an employee benefit plan which combines both Employer Contributions and Employee Contributions to fund benefits including medical, dental, vision, disability, group term life insurance, and dependent care assistance for union members working in Motion Picture and Television. The Flex Plan was established in 1985 to provide Health and related benefits for "Daily-Hire" Union employees working under Collective Bargaining Agreements in the Entertainment Industry.

Eligibility

The Flex Plan covers each person who is employed by an Employer who has entered into a Collective Bargaining Agreement (CBA) with a Local Union providing for Employer Contributions to the Flex Plan. If you are unsure if a specific employer participates in the Flex Plan, contact the Flex Plan. For a complete summary of benefits and information on Employer contributions and Employee contributions, view the Flex Plan Summary Plan Description (SPD).

Coverage

The Plan offers a flexible "cafeteria style" benefit option list in which you design your individual plan according to your needs. If you elect coverage from the Flex Plan Providers, the Flex Plan will make monthly premium payments on your behalf to the carrier(s) you select (provided your account balance is sufficient to pay all of the premiums). Please refer to the Flex Plan Summary of Benefits for descriptions and monthly costs of the coverages offered. If you do not have sufficient funds in your account to pay your premiums, the Flex Plan allows you to "self-pay" the necessary premiums for a period of 12 months.

Contact

Call the Flex Plan Member Services Department at 888.353.9401 (Monday through Friday) between 7:30 a.m. and 5 p.m. (PT). You may also contact the Flex Plan electronically here. Website: flexplan.com

SELF-PAY HEALTH CARE

If a musician does not qualify for coverage under the Health & Welfare Fund or the Flex Plan, Covered California offers individuals and small businesses residing in California to purchase private health insurance coverage at federally subsidized rates. For information about coverage outside of California, visit healthcare.gov. AFM Local 47 members may also contact Mark Cormany of French Cormany Insurance Services at 949.975.1155.



BENEFITS CORNER

AFM LOCAL
47

PENSION

AMERICAN FEDERATION OF MUSICIANS & EMPLOYERS' PENSION FUND (AFM-EPF)

One of the most important benefits your job provides you with is the ability to receive pension benefits when you retire. Even though you can collect Social Security at retirement, your retirement years will be more financially secure if you also receive pension benefits. The American Federation of Musicians and Employers' Pension Fund (AFM-EPF) is a defined benefit multi-employer pension plan for members of the American Federation of Musicians.

Under a collective bargaining agreement with the AFM and its Local unions, or other written agreement acceptable to the Board of Trustees, your employer has agreed to make contributions to a pension fund to provide pension benefits to you and other employees working as musicians. The Pension Fund is operated by the AFM-EPF Board of Trustees, which consists of an equal number of Federation Trustees and Employer Trustees.

You should keep in mind that you are not guaranteed a pension just because a pension fund has been established to which your employer contributes. The Pension Fund has rules about how you begin to participate, how can you earn a right to your pension, how much you might receive and when you can start getting payments, what happens to your pension if you die before or after retirement, and many other issues. For more information, please contact the Pension Fund office.

Contact

If you have any questions about your pension, contact the AFM-EPF Office at 800.833.8065.

Website: afm-epf.org



- AFM NOTICE -

**Ella: Live at the Hollywood Bowl -
The Irving Berlin Songbook**

We have been advised that there is the possibility that a performance of Ella Fitzgerald from the Hollywood Bowl from August 1958 may be released in the sound recording format. This would generate additional payments for the musicians that accompanied Ms. Fitzgerald and Paul Weston who was the conductor of the live performance. However, at this juncture we have been unable to access a copy of the live performance contract.

If you can provide information on any of the musicians that participated on this live performance please contact Jamie Vespa at Local 47, at 323.993.3170 or jamie.vespa@afm47.org.

This live recording should not be confused with the studio recording that was released under the same name that took place earlier in 1958.



Greg Good: The People's Candidate for Council District 11

*A Message from LA County Federation of Labor
President Ron Herrera:*

Dear Brothers & Sisters,

I want to share with you an op-ed that I drafted with Adrian Martinez in support of one of our endorsed candidates, Greg Good. We have a unique opportunity to elect a true labor champion who has the heart, compassion, and skill to move a pro labor agenda in the City of LA. Please see the op-ed below, and please share the medium link on social media with your friends, family and coworkers.

[Read the article here.](#)



In Memoriam

Ralph A. Fera

Life Member. Trumpet

1/6/1922 - 4/9/2022

Member since: 9/12/1943

John C. Hall

Life Member. Trombone

1/16/1929 - 1/12/2022

Member since: 12/29/1953

Clarence K. McDonald

Member. Keyboard

2/24/1945 - 7/21/2021

Member since: 6/16/2006

Glenn A. Mitchell

Life Member. String Bass

7/26/1941 - 4/6/2022

Member since: 2/16/1966

Send your Final Notes remembrances using our online submission form at: afm47.org/overture

or you may send to:

overture@afm47.org

Local 47 Overture Online

3220 Winona Ave.

Burbank CA 91504



Allan Lasky

Life Member. Alto/Tenor Saxophone
6/15/1937 – 3/18/2022

On March 18, 2022, Allan Lasky passed away at the age of 84.

He was a proud member of Local 47 and a professional musician for over 65 years. He played all the woodwinds: sax, clarinet, and flute.

Allan's career led him around the world, and he played with many different bands. While on the road working, he met the love of his life, Vi. They were married for 53 years until her passing in 2016.

Allan has two children, David Lasky and Sharon Miller. He also has four grandchildren whom he loved very much: Megan, Rachel, Nolan. and Nick.

For those of you who knew Allan, he was a very humble person with an amazing sense of humor. He will be missed.



share YOUR story
with
the Overture

OPEN MIC!



Got a Story to Tell?

Let us know! Overture welcomes submissions from our members. Share about your latest union recording, performance or event by sending us your story (and photos!) using our online submission form at afm47.org/overture.

Letters



We want to hear from you!

Send in your Letters to the Editor:

overture@afm47.org

3220 Winona Ave.

Burbank CA 91504

*Please keep within a maximum of 400 words.
For full submission guidelines, please [click here](#).*

Membership Dues Policy

Membership Dues Fees

Regular Member

Annual Dues: \$210

Semi-Annual Dues: \$110

Life Member

Annual Dues: \$110

Inactive Life Member

Annual Dues: \$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 by phone at 323.993.3116 or at afm47.org/dues

Dues Schedule

Annual and Semi-Annual Membership Dues for Regular, Life and Inactive Life Members are due **Jan. 1** of each year. Payment must be received by **March 31** (three-month grace period) to avoid suspension. If not paid by this date, a \$75 reinstatement fee will be assessed. **Payment must be paid by June 30 to avoid expulsion.**

Likewise, Semi-Annual Membership Dues for Regular Members are due **July 1** and must be received by **Sept. 30** (three-month grace period) to avoid suspension. If not paid by this date, a \$75 reinstatement fee will be assessed. **Payment must be paid by Dec. 31 to avoid expulsion.**

Please note: Inactive Life Members do not have all of the same rights as privileges as Regular and Life Members, such as the right to vote in Local elections. Please review the AFM Local 47 Bylaws for complete information.

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.

Resignation Policy

In order to resign in good standing, you must submit 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.

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. If you wait, you will be required to pay another half year’s dues and/or clearance fee.

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.

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.

Members may download the rebate form from the international AFM website [here](http://afm.org) (afm.org login required; locate the rebate form under "Miscellaneous" in the Document Library).

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.*

Do Not Work For...

The list published at afm47.org/donotworkfor.html 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: 323.993.3181

Notice of Strike Sanctions

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

**Cinema Scoring
CMG Music Recording
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 323.993.3181.

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



THE SANTA BARBARA
SYMPHONY

Nir Kabaretti, Music & Artistic Director

FOURTH HORN

AUGUST 22-23, 2022

Application Deadline:

July 11, 2022

Online Application Form

thesymphony.org/auditions

Employment will begin as soon as mutually agreeable to both the winner and the Santa Barbara Symphony.



LOS ANGELES *Youth Orchestra*

LOS ANGELES YOUTH ORCHESTRA JOB OPENINGS

EXECUTIVE DIRECTOR

ORCHESTRA MANAGER

FULL TIME POSITIONS INCLUDING HEALTHCARE REIMBURSEMENTS

The Los Angeles Youth Orchestra (LAYO) is a 501(c)(3) non-profit music education organization that serves students ages 8-18 years old throughout the greater LA area. LAYO consists of three ensembles, the Ruth Borun Concert Orchestra (intermediate), the Symphony Orchestra (advanced), and the Contemporary Adventure Ensemble (advanced) led by Artistic Director and Conductor Russell Steinberg. LAYO rehearses on Sunday afternoons from August through November and January through April at the Encino Community Center in Los Angeles, with concerts in November and April. Additional rehearsals occur as needed for tours, special events and salons.

Visit our website for more information: www.losangelesyouthorchestra.org

For Specific Job Requirements and Information:

LAYO EXECUTIVE DIRECTOR

ORCHESTRA MANAGER

To apply: Send cover letter and resume to Russell Steinberg at layolist@gmail.com

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WITH AFM LOCAL 47!

Overture Online App

—Released monthly—

The Local 47 Beat

—Emailed biweekly—

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*For information on posting auditions, please visit
afm47.org/auditions.html*