

# Overture

online

GRAMMY  
Museum®  
Presents:



## MUSIC in our SCHOOLS MONTH

*#WhyUnion?  
Share Your Answers!*

*Announcing the Inaugural  
AFM Local 47 Jazz Festival*



# Overture

online

- Official monthly electronic magazine of the  
American Federation of Musicians Local 47 -

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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.

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](http://afm47.org/directory) or call 323.462.2161. Thank you!

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# President Stephanie O’Keefe



“What’s new?

How is the world  
treating you?”

*-Johnny Burke (1939)*

The best parts of my days are the conversations I have with musicians. It is through my interactions with members that I learn of problems to be addressed, contracts that aren’t being enforced or are being administered improperly, and new projects for which agreements can be made.

It is vitally important for me to know the needs of professional musicians working in the field. And it is as essential for me to hear your concerns and complaints as it is to hear your triumphs.

Please don’t ever hesitate to contact me – my door is always open to you.

I have been extremely busy with negotiations this month. I am pleased to announce that we have reached agreements with Palm Springs Opera and the Los Angeles Chamber Orchestra, and have negotiated collective bargaining agreements with two brand new employers – HVS Conservatory and CMS Productions.

Additionally, we have signed a new, “custom made” collective bargaining agreement with Jacaranda, who had previously been signed to the Metropolitan and Community Orchestras agreement.

Jacaranda management asked to sit down with me and create an agreement that truly reflected the projects and concerts they produced. Together, we were able to create an agreement that provides musicians with fair wages, benefits, and working conditions, and is completely workable for the ensemble.

Another development is the launching of the first Local 47 Jazz Festival, a project close to my heart. We are blessed to include many world-class jazz musicians in the membership of Local 47. It is an honor to be able to feature some of them performing for Jazz Appreciation Month this April in our new event space, the Captain Greg Welch Gathering Place.

We are beginning to work with the Los Angeles County Federation of Labor on another project very dear to me – the formation of a consortium of entertainment unions. I feel it is key that we stand together, even as we face the many difficulties in our respective fields. For together, we create perhaps the only American product that is not being made better or more cheaply somewhere else.

American films and television shows are immensely popular around the world – few other American products approach their level of selling power. I’ve often thought that the Federal government should be pouring money into Hollywood, asking us to double and triple our output.

In the meantime, we will continue our work to provide you the Local you truly deserve, and to support you in your professional and artistic goals.

In Solidarity,  
Stephanie



## Vice President Marc Sazer



Growing up in a household filled with both great music and social and political awareness was a gift. My parents, including my father, cellist Victor Sazer, helped us understand how few women and people of color were able to achieve full career success in the studios, in the pits and on stage. Several great role models were held up to us; [Elayne Jones](#), who just recently passed away, was the first woman, and the first Black person of any gender to be the timpanist in a major U.S. orchestra. Eudice Shapiro was the first woman to be a major concertmaster in the Hollywood studios, and Sandy De Crescent was the first woman to be a major contractor. March is Women's History Month. Progress has been led by courageous people from above and below. We can't stop now!

Fairness is central to our contract goals as we demand residuals for streaming content in TV Videotape and Motion Picture and TV Film. Even as the musicians in our studios and scoring stages grow more diverse, our ability to make a sustainable living from the work is falling away, undermined by the dramatic growth of streaming shows that don't provide us an industry standard residual. A session singer on a show produced for Disney+ or HBO Max makes a bit more up front than the playing musicians on the show, but the singer will go on to enjoy years of residual payments that are denied to us — from the same music, the same show, the same composer, the same licensing fees, etc. For us as a labor union, social fairness is about economic fairness. After all, what Elayne Jones and other pioneers sought all along was access to the same economic life as their predecessors.

We are busy day in and day out taking care of the "business" of our union. We've made progress on late payments for musicians creating a pathway for musicians to [crowdfund providing information](#) to staff for when AFM sessions take place. We've expanded access to our rehearsal rooms, and our beautiful large room downstairs. We've worked to retrieve unpaid residuals for musicians in Videotape, get contract information correct for streaming shows, develop our new database system, make necessary repairs on our building in Burbank, and more. We have our limitations, but be assured that we are working tirelessly on your behalf, and for the betterment and growth of our union.

By the time this column is published, President O'Keefe and I will have returned from the AFM Western Conference, a sort of mini-AFM Convention in Vancouver, B.C. We will be carrying these messages with us in an effort to gather support from throughout the AFM. These engagements with the wider American Federation of Musicians are necessary for you and your future; the AFM is made up of many Locals from all over North America, and accomplishing our goals requires coalition-building on an ongoing basis. We have also taken our work and our messages to the LA County Federation of Labor and the California Labor Federation. We're reaching out to our adjacent entertainment industry unions as well as the wider labor movement, building relationships. These labor relationships can be spearheaded by us, your Officers, but they become meaningful when people meet and support each other. When we invite you to participate in, for example, the annual Labor Day Parade, your presence strengthens those bonds between unions. Participate! We are always stronger together.



### Interim Secretary/Treasurer Gail Kruvand



When I became your Interim Secretary/Treasurer on January 17, my predecessor had been out of the office for over a week. I had no transition period or benefit of their experience to help me transition into the office.

However, what I did have was my own experience as a professional musician with a career spanning decades, years as an elected Local officer, and as a continued a rank-and-file trustee on our AFM and Employers' Pension Fund. In this capacity as trustee, I attend annual educational seminars where we hear from the best and the brightest in the world of benefits funds. The AFM-EPF Board of Trustees meets quarterly to hear investment reports and updates from the Fund staff, review financials and more. We rely on financial professionals, actuaries, Fund staff and legal counsel to inform the decisions that we face at each meeting.

As a bassist in New York, I worked under just about every Local CBA as well as our AFM national media contracts. I ran, sometimes literally since the only wheels I owned were on my bass, from job to job. I knew that just as I did my job, showed up to work on time, prepared and with a well-maintained instrument, my Local officers were doing the same at the union. Over time I learned that enforcing and defending contracts on behalf of musicians and being good stewards of the trust that members have in their union were just the beginning. Local officers must comply with all requirements of oversight by the U.S. Department of Labor, create annual budgets, negotiate contracts, manage staff and maintain relationships with musicians. And those are just the broad strokes. The full roles and responsibilities of all elected officers and boards as well as appointed committees are described at length in our Local 47 Bylaws, which are available in the members section on our website.

Our AFM Local 47 budgeting process is well underway. It's a complex set of calculations which involve making assumptions regarding revenue while trying to anticipate the unexpected. You can expect more information at the next General Membership Meeting on April 24.

It's a busy time of year with members renewing for 2023, and we are aware that our Membership Department is understaffed. Please be assured that our Membership/Work Dues Specialist is receiving your phone calls and emails and doing her best to respond in a timely way. The quickest way to make a membership dues and/or work dues payment is to visit [afm47.org/dues](https://afm47.org/dues) and log in to your online member account. In the event you need assistance setting up your account or resetting your password, please send an email to [webmaster@afm47.org](mailto:webmaster@afm47.org) and our website staff will be happy to assist you.

You may always reach out to my office with any questions. All members in good standing are welcome to observe weekly Executive Board meetings. We meet virtually on Zoom every Tuesday at 10 a.m. Please contact me at [gail.kruvand@afm47.org](mailto:gail.kruvand@afm47.org) for the link.

My door is open, and I want to hear from you!





## MUSIC in our SCHOOLS MONTH

### GRAMMY Museum Announces Initiatives to Celebrate Music In Our Schools Month

The GRAMMY Museum is celebrating Music in Our Schools month this March by being the ultimate destination for all things music education.

The month kicks off with the 3<sup>rd</sup> Annual GRAMMY in the Schools Fest, a free festival celebrating music and music education, taking place March 6-10, 2023 at the GRAMMY Museum in Los Angeles. Each day will feature artist performances along with engaging, educational panels, workshops and clinics by artists and other music professionals. Woven throughout the festival will be lessons and other valuable information provided by top practitioners across the broad spectrum of music and music education. Lesson plans and study guides will be made available free of charge to all teachers around the country who register their students to participate.

This year marks the first ever in-person event, which will also be streamed online for free on the GRAMMY Museum's streaming platform, COLLECTION:live. Students can register for GRAMMY In The Schools Fest [here](#).

Alongside GRAMMY In The Schools Fest, the GRAMMY Museum is launching The Learning Hub, a free, online resource available on COLLECTION:live. The Learning Hub is the GRAMMY Museum's premiere platform to view music education-related content. Beginning February 27, the Learning Hub launched with videos ranging from vocal techniques to Careers Through Music. Previous GRAMMY In The Schools Fest sessions can be replayed on the Learning Hub, with additional content added on a regular basis. The collection can be viewed at [collectionlive.com](https://collectionlive.com).

The Music Educator Award was created to recognize and celebrate the affirming role that music teachers play in the lives of their students. Each year, one recipient is recognized for their remarkable impact on student's lives, attends the annual GRAMMY Awards, and receives a \$10,000 honorarium for themselves with a matching grant for their school. Texas choir director Pamela Dawson has just been named the 2023 recipient of the award, and was highlighted in a [CBS Mornings segment](#). The deadline to nominate a teacher for next year is March 15, 2023, and the deadline to apply for the award is March 31, 2023. Teachers do not need to be nominated in order to apply. You can find the application [here](#).

Industry SESH will begin on March 13. The six-week session is a program for adults and students, designed to introduce, educate and equip our community with skills, knowledge and resources used throughout the music industry. In this spring SESH, the GRAMMY Museum will be hosting sessions surrounding songwriting, music production, music business and artist development.

Additionally this month, the GRAMMY Museum will be partnering with the Musician's Institute to host weekly workshops every Thursday of March. Workshops include "Creating Ableton Live Loops and The Drum Set," "World Beat Rhythms," and "Hook, Line and Sikers - A Pop Lyric Writing Workshop." Find the schedule [here](#).

GRAMMY Camp® will take place this year from July 16-22, 2023, expanding from five to seven days. The beloved summer program is for high school students interested in having a career in music. Students can apply for one of the eight offered career tracks taught by a faculty of music professionals as well as guest industry professionals, providing valuable insight to give campers the best chance at achieving success in their chosen career. The deadline to [apply](#) is March 31, 2023.

These important initiatives draw attention to the broad spectrum of educational programs championed by the GRAMMY Museum, which launched the Campaign for Music Education last fall, with the objective of eliminating the financial burden to access music education and fostering the next generation of music's creators and leaders.

The funds raised through the Campaign for Music Education would more than double the number of students who have access to the Museums' galleries each year, and would greatly expand their education and community programs which have served more than 435,000 students through the GRAMMY Museum's educational programs. For more information please visit [grammymuseum.org](https://grammymuseum.org).





# AFM LOCAL 47 #WhyUnion?



## #WhyUnion?

### Share Your Answers!

So often, people ask why they should join the Union, why a project should be placed under a Union contract, or even why, once joining, they should remain a Union member.

We're asking the members of Local 47 who, year in and year out, renew their membership, bring projects to the Local to be placed under contract, and perhaps encourage their friends and colleagues to join or remain in the Local, to answer.

Local 47's #WhyUnion? campaign features members from every part of our profession, answering in their own words, this question: "Why Union?"

[Share your answer here!](#)

# AFM LOCAL 47 #WhyUnion?



**Aaron Smith**

Trumpeter

"The bottom line, together we are stronger. The Union, when functioning optimally, helps set fair base rates and protections so that all members are properly compensated for our services. For peace of mind, I'm a fan."

— Aaron Smith, Trumpeter

Member since 2013

# AFM LOCAL 47 #WhyUnion?



**Kathleen Robertson**

Violinist

"The Musicians Union protects its members in that it sets the standard of pay and allows for the benefit of health care and pension. History has shown that without these standards it is extremely difficult if not impossible to maintain a safe working environment and a fair working wage."

— Kathleen Robertson, Violinist

Member since 1991

# AFM LOCAL 47 #WhyUnion?



**Jim Self**

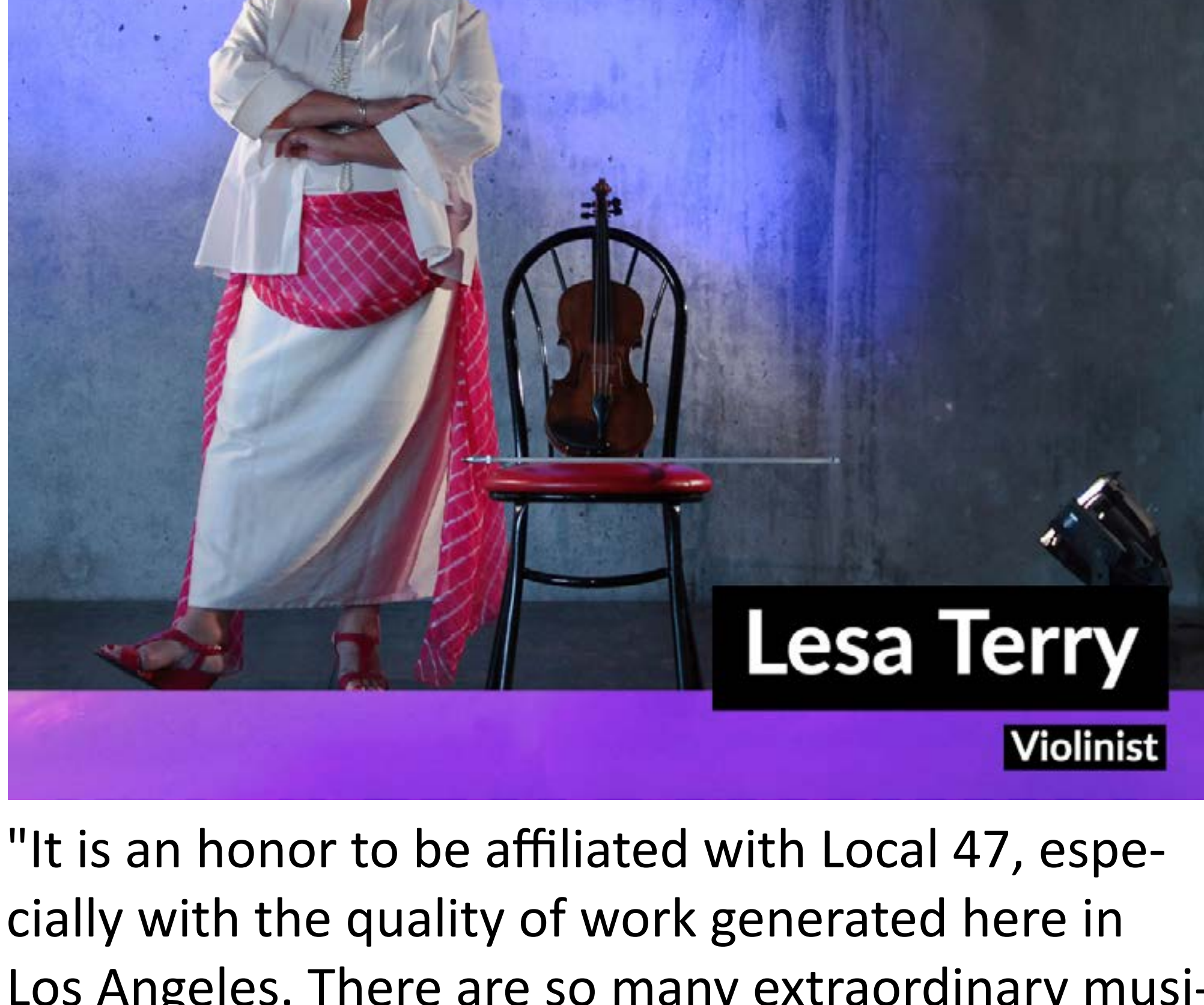
Tubist

"The AFM protects each musician's legal rights, guarantees payment, provides pension and health care and most of all, assures that those on a job are all the best professionals."

— Jim Self, Tubist

Member since 1973

# AFM LOCAL 47 #WhyUnion?



**Lesa Terry**

Violinist

"It is an honor to be affiliated with Local 47, especially with the quality of work generated here in Los Angeles. There are so many extraordinary musicians. To sit in the middle of the string section and hear the incredible sound that surrounds me is simply sublime!"

— Lesa Terry, Violinist

Member since 1999

Read more Local 47 member testimonials — and submit your own! — at [WhyUnion.org](#)





Photos by Lucius Gallo for AFM Local 47

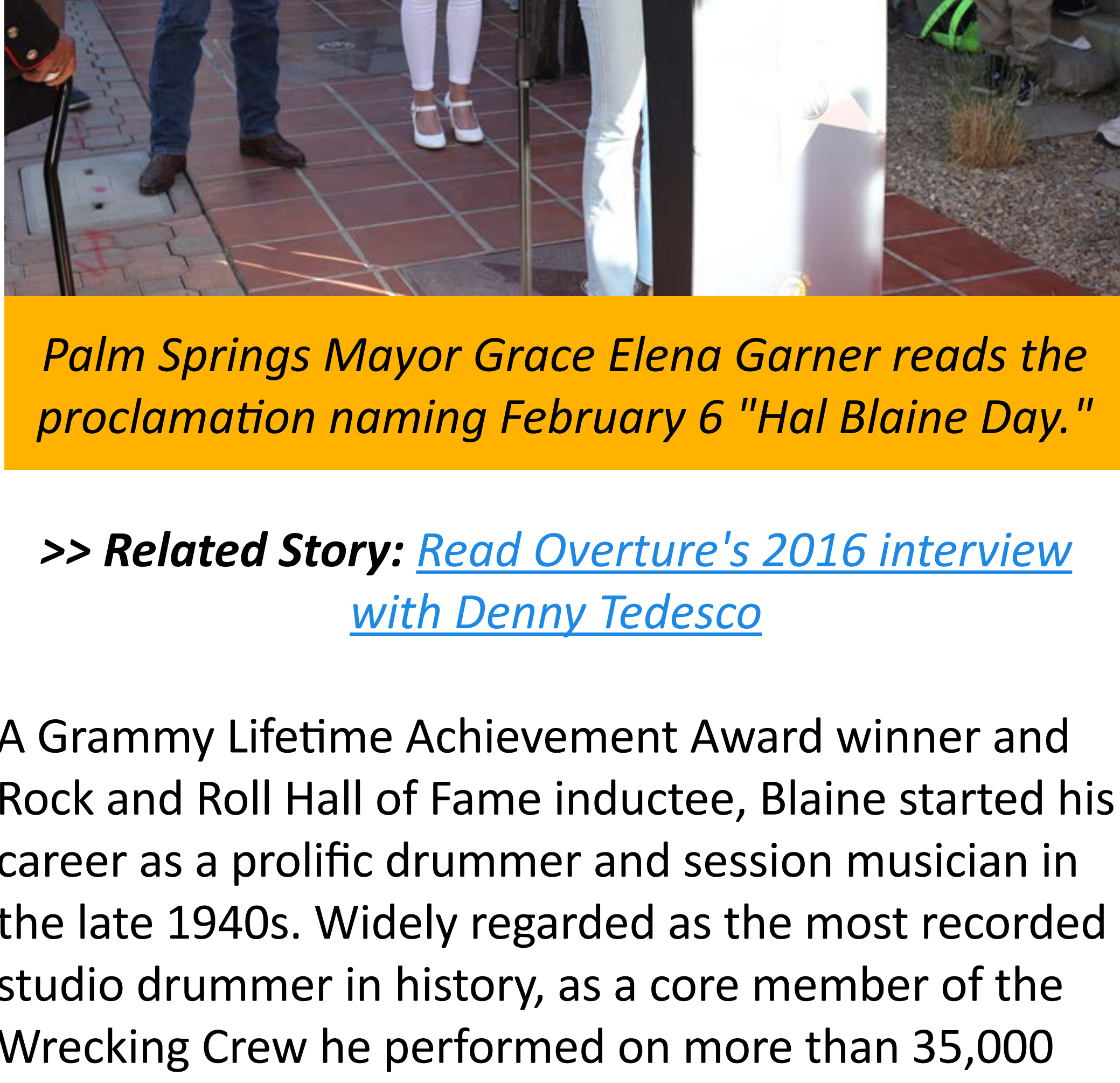
On what would have been his 94<sup>th</sup> birthday celebration, drummer Hal Blaine of the Wrecking Crew fame was honored posthumously with a star on the Palm Springs Walk of the Stars on Feb. 6. Pictured above, from left: "The Wrecking Crew!" filmmaker Denny Tedesco (son of guitarist Tommy Tedesco), drummer Clem Burke (of Blondie fame), Hal's nephew Michael Kravitz, and fellow Wrecking Crew keyboard legend Don Randi.

## Hal Blaine Strikes Again! Legendary Wrecking Crew drummer receives star on Palm Springs Walk of the Stars

by Linda A. Rapka

Legendary Wrecking Crew drummer and Local 47 Life Member Hal Blaine posthumously received his star on the Walk of the Stars Palm Springs at a convivial ceremony on February 6, the day after what would have been his 94<sup>th</sup> birthday.

Hal's nephew Michael Kravitz accepted the honor on behalf of the family, and shared memories of his famed uncle. Additional speakers at the ceremony, produced by the Palm Springs Chamber of Commerce, included Wrecking Crew keyboardist Don Randi, ["The Wrecking Crew!" documentary](#) filmmaker Denny Tedesco (son of famed guitarist Tommy Tedesco), drummer Clem Burke of Blondie fame, and Palm Springs mayor Grace Elena Garner, who also declared February 6 "Hal Blaine Day."



Palm Springs Mayor Grace Elena Garner reads the proclamation naming February 6 "Hal Blaine Day."

>> **Related Story:** [Read Overture's 2016 interview with Denny Tedesco](#)

A Grammy Lifetime Achievement Award winner and Rock and Roll Hall of Fame inductee, Blaine started his career as a prolific drummer and session musician in the late 1940s. Widely regarded as the most recorded studio drummer in history, as a core member of the Wrecking Crew he performed on more than 35,000 sessions and 6,000 singles with the likes of the Beach Boys, Frank Sinatra, Nat King Cole, the Ronettes, Simon & Garfunkel, Nancy Sinatra, Jan & Dean, Herb Alpert & the Tijuana Brass, Frank Zappa, Tina Turner, the Mamas and the Papas, Righteous Brothers, Sonny & Cher, and so many more. His drumming is featured on 150 U.S. top 10 hits, 40 of which went to number one. Hal died on March 11, 2019, at age 90.

"Hal didn't want a memorial... but this isn't a memorial," said Denny Tedesco. "This is a celebration of Hal's life." When his father, the illustrious studio guitarist Tommy Tedesco, was diagnosed with cancer, Denny set out to tell his father's story, and in 2008 completed his documentary "The Wrecking Crew!" During the making of the film (officially released in 2015 after securing all the music rights), he and Hal became good friends, and as a result Denny became quite familiar with Hal's unique brand of humor.

"With Hal you could be walking down the street and see a manhole cover, he would tell a joke about the manhole cover," Denny said. "There was nothing he could not find a joke to relate to. He'd tell the same stale jokes, but there was always a new audience." He regaled the crowd with a few of Hal's most-repeated zingers:

*"What is the hardest part of being a studio musician on the job? Finding a parking space."*

*"What do you call a drummer in a suit? A plaintiff."*

*"Did you hear about the drummer that finished high school? Me neither."*

*"How many conductors does it take to screw in a light bulb? No one knows, no one ever looks at them."*

*"What's the definition of perfect pitch? When you throw a banjo in the garbage and it hits an accordion."*

Don Randi, who worked alongside Hal for many years, shared a tidbit about working in the studios with Hal. "He had one very, very special secret: He'd hear something that was conducive to the song that was being sung in that key, and out would come the drum key – and he'd start tuning the drums to make it work with the soundtrack. Most drummers never did that. They came in to play, they were great drummers, but they didn't take that little extra time to tune the drums."

Don also told a story about when he and Hal were on tour in the Midwest with the Sinatra family in 1968. At that time in Minnesota, there was a "blue law" in effect restricting alcohol sales, which meant that all of the nicer sit-down restaurants and bars closed down, and hotel room service stopped, very early in the evenings. Both famished after a long day, Don suggested to Hal that they go out for a cheap burger somewhere — but Hal had something grander in mind.

"Hal says, 'Call the kitchen, call up and say you're calling for Frank Sinatra.' So, I dial room service and I say I'm calling for Mr. Sinatra," Don said. "When room service arrives, he turns the shower on really loud, goes in the bathroom, and I hear Hal singing, 'Come fly with me, fly me through the stars...' while the steaks are delivered." When they were through, Hal intentionally left their empty trays of plates and glasses in the hallway outside their door to be sure that the other musicians caught an awed glimpse on the way back to their rooms after their fast-food dinners.

"I'm very happy, and honored, and proud to accept this star on behalf of my uncle," Michael Kravitz said. Michael told the story of how when he was in 9<sup>th</sup> grade, Hal gave him his first drum set, a red sparkle Ludwig. There was just one catch: Hal gave it to him one piece at a time, so that he wouldn't rush his learning. Michael also shared that it was his mother — Hal's sister, Marsha — who bought Hal his first drum set in the late 1930s, for \$52. "She paid it off \$1 a week for a year," Michael said. "I'd say that was a really good investment for the world of music."

Denny Tedesco delivered the following words with a sentiment shared by all: "Hal will always be missed, and he will never be forgotten."

Special thanks to Russ Wapensky, Lucius Gallo, Judy Chilnick, and AFM Local 47.

>> [continued on next page](#)



# HAL BLAINE STRIKES AGAIN!

*(continued from previous page)*



PUBLIC PLAYLIST

## The Wrecking Crew!

Your favorite hits from the 1950s, '60s and '70s recorded by the legendary AFM Local 47 studio musicians in Los Angeles.

**47 AFM47** • 60 songs, 2 hr 56 min

⏸ ⬇ 👤 ... 🔍 Custom order ▾

#	TITLE	ALBUM		
1	 <b>Be My Baby</b> The Ronettes	Be My Baby: The Very...	♥	2:41
2	 <b>I Get Around</b> The Beach Boys	50 Big Ones: Greatest...	♥	2:14
3	 <b>Windy</b> The Association	Just The Right Sound:...	♥	2:55
4	 <b>Aquarius/Let The Sunshine In (...)</b> The 5th Dimension	The Age Of Aquarius	♥	4:49
5	 <b>These Boots Are Made for Wal...</b> Nancy Sinatra	Boots	♥	2:48
6	 <b>I Got You Babe</b> Sonny & Cher	Look At Us	♥	3:10
7	 <b>Surf City</b> Jan & Dean	Surf City And Other S...	♥	2:27

*Listen to our [#AFM47 playlist, "The Wrecking Crew!"](#)*



*Photo by Linda A. Rapka*

## After-Party With Don Randi and Friends

After the ceremony, Don Randi held an after-party and concert down the street at Oscar's restaurant. Performers included Don on keys, Clem Burke on drums, John DePatie guitar, Jerry Watts on bass and bass ukulele, and Bobby Furgo on violin. Don's children Leah Randi and Justin Randi delivered guest vocals, along with Cara Lee and Marty Ross.



*Photo by Lucius Gallo*



*Photo by Linda A. Rapka*

*Nancy Sinatra, who worked closely with the Wrecking Crew on the biggest hits of her career, delivered a special surprise at the after-party.*

Joining in the festivities, '60s icon Nancy Sinatra – whose work with the Wrecking Crew included the unforgettable duets "Somethin' Stupid" with her father Frank Sinatra and "Some Velvet Morning" with Lee Hazelwood, – delighted the crowd by performing an impromptu rendition of her biggest hit, "These Boots are Made for Walkin'."



*Photo by Lucius Gallo*

*Live Performance Business Representative Diane Lauerman, former Live Rep Michael Ankney, and Communications Director Linda Rapka – all members of AFM Local 47 – were proud to represent the union at the ceremony and festivities.*



AFM LOCAL

47



**JAZZ**  
**FESTIVAL**

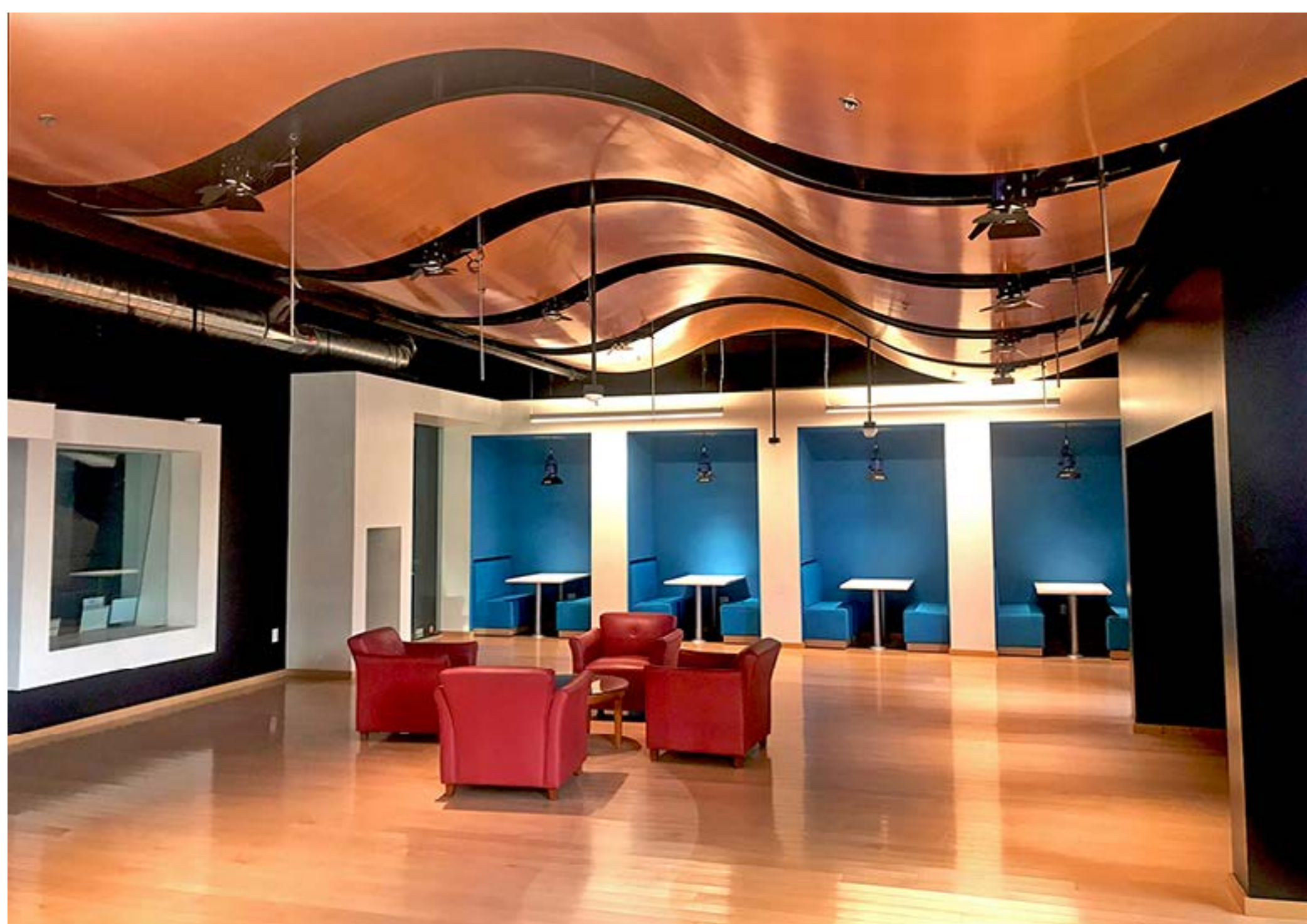
**SUNDAY, APRIL 2**

AFM LOCAL 47 CAPTAIN GREG WELCH  
GATHERING PLACE  
3220 WINONA AVE. BURBANK CA

FREE FOR ALL AFM MEMBERS!

## **Save the Date: Inaugural AFM Local 47 Jazz Festival**

April is Jazz Appreciation Month, and to celebrate, AFM Local 47 is launching our first-annual Jazz Festival! The inaugural concert series takes place Sunday, April 2 in our Captain Greg Welch Gathering Place (time TBA soon). FREE for all AFM members to attend!



*AFM Local 47 Captain Greg Welch Gathering Place*





### **Holiday Office Closure**

Friday, March 31 - César Chávez Day

### **Save the Date: Inaugural Local 47 Jazz Festival**

Sunday, April 2 - time TBA

AFM Local 47 Captain Greg Welch Gathering Place

### **Next General**

### **Membership Meeting**

Monday, April 24, 7:30 p.m.

AFM Local 47 Captain Greg Welch Gathering Place

### *Ongoing Events:*

### **Executive Board Meetings**

Tuesdays, 10 a.m. via Zoom

Members welcome as observers

### **New Member Orientation**

Third Thursdays, 10 a.m. via Zoom

Required of all new members.

[afm47.org/orientation](http://afm47.org/orientation)

*View our full calender of events  
@ [afm47.org/calendar](http://afm47.org/calendar)*



## 2023 Wage Scale Book Now Available



The AFM Local 47 Live Performance/  
Music Prep for Live Performance  
Wage Scales have been updated for  
2023. Print books are now available.

Please email [live2@afm47.org](mailto:live2@afm47.org) to request a complimentary copy (one per member). A digital copy of the book is also posted in the [members-only section](#) of our website (login required).



## MEMBERSHIP DUES REMINDER

# Renew by March 31 to avoid late penalties!

[afm47.org/dues](https://afm47.org/dues)

# IS YOUR BENEFICIARY CARD CURRENT?



Visit:  
[afm47.org/beneficiary](https://afm47.org/beneficiary)

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 visit [afm47.org/beneficiary](https://afm47.org/beneficiary).

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: This benefit is not payable to a beneficiary if the member was suspended, expelled or had resigned at time of passing.*

## Claim Your Money!

The musicians listed [here](#) have not responded to notices of checks in escrow at Local 47. If your name is listed or you know the whereabouts of these musicians or their beneficiaries, please contact our Finance Department:

323.993.3146, [bookkeeping@afm47.org](mailto:bookkeeping@afm47.org)

## HELP ELIMINATE LATE PAYMENTS



The AFM and Local 47 want to make certain that musicians are being **paid on time**.

Please scan the code above or visit [bit.ly/session47](https://bit.ly/session47) when you receive a session call and let us know – anonymously – when it is to occur. Once we have that information – something not always provided to the Union – we can “start the clock” and track payments to musicians, assessing late penalties when appropriate.

If you have any questions, please contact Electronic Media Division Administrator Rebecca Gurnee at [emd@afm47.org](mailto:emd@afm47.org) or 323.993.3143.



# Go Paperless!

Sign up to receive work dues statements  
online @ [afm47.org/paperless](https://afm47.org/paperless)





## American Music Fairness Act Reintroduced in Congress

Early last month, the Senate and House reintroduced of the Music Fairness Act (AMFA) in what proponents are hailing as positive step toward achieving respect and equity for music creators.

The move reflects how momentum is building to finally rectify a decades-long injustice: the refusal of broadcast corporations to pay creators for AM/FM radio plays.

"Music creators have been forced to give away their work for far too long," said Michael Huppe, President and CEO of SoundExchange. "It is time for Congress to demonstrate that they stand behind the hard-working Americans that provide the music we all love by finally passing the American Music Fairness Act. This bill has the broad support of artists, labels, small broadcasters, unions, and others because it strikes a fair balance by respecting creators for their work and protecting truly local broadcasters. No more excuses, no more waiting in line for their turn. Music creators demand the economic justice AMFA provides."

Championed in the Senate by Alex Padilla (D-CA) and Marsha Blackburn (R-TN), and in the House by Darrell Issa (R-CA) and Jerry Nadler (D-NY), AMFA ensures that creators are paid for AM/FM radio plays, requires billion-dollar corporations such as iHeart to pay their fair share for the music they play, and protects small and college radio stations by capping what they would have to pay to as little as \$10 to \$500 a year. The legislation also levels the music playing field across terrestrial and digital platforms. Creators are currently paid when their music is played on streaming services such as SiriusXM – but receive no compensation from AM/FM radio stations.

The cause for music fairness made significant progress last year with the House Judiciary Committee approval of the legislation, which had to overcome a multi-million dollar lobbying and advertising campaign by corporate broadcasters to thwart it. During that markup, even long-time skeptics of the legislation acknowledged that it wasn't fair for music creators to be paid nothing when their music is played on AM/FM radio. Americans overwhelmingly agree: By a four-to-one margin, they support Congress requiring broadcasters to pay artists when their music is played on AM/FM radio, according to a musicFIRST coalition survey conducted late last year.

The AFM stands as one of the founding members musicFIRST, which comprises a long list of music organizations, entertainment unions and industry leaders, working together to ensure music creators get fair pay for their work on all platforms and wherever and however it is played.

To learn more about the movement for music fairness, visit [musicfirstcoalition.org](https://musicfirstcoalition.org).





*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](mailto:musicians@pacfed.com).

Website: [pacfed-musicians.com](http://pacfed-musicians.com)

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#### 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](http://flexplan.com)

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#### 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](http://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](http://afm-epf.org)





*Photo by Sidney Hopson*

*AFM Local 47 President Stephanie O'Keefe speaks before the House of Labor on February 27.*

## House of Labor Unanimously Passes Resolution in Favor of Union Musicians

At the Feb. 27 House of Labor meeting of the Los Angeles County Federation of Labor, delegates voted unanimously in favor of a resolution put forward by AFM Local 47 President Stephanie O'Keefe calling for all musicians hired for LA Fed events to be union musicians.

Further, the resolution calls for the LA Fed to ask all constituency groups and the California Federation of Labor to pass a similar resolution.

The complete text of the resolution is as follows:

### **A Call for Union Musicians at Los Angeles County Federation of Labor Events**

The American Federation of Musicians represents almost 6,000 musicians in the greater Los Angeles area – these musicians play rock and roll, hip-hop, mariachi, classical, jazz, and more. They record the songs you hear on the radio and the music for the movies and TV shows you watch. They perform at weddings, concert halls, parties, graduations, church services, funerals, and any other event at which Angelenos gather. And when these musicians perform or record, they are working under a union contract. Our industry standard collective bargaining agreements cover all of these different areas.

Through the power of collective bargaining, the AFM has won fair wages, benefits, and working conditions, allowing musicians to earn a living wage, receive healthcare, and a retirement pension.

AFM Local 47 is a proud affiliate of the Los Angeles County Federation of Labor and stands shoulder to shoulder with all affiliates, including our fellow entertainment unions, to advance a mission of economic justice for all workers. We inherently know that the best pathway toward meeting our overarching goal of an equitable economy for all is through a union contract and collective bargaining agreement, and we want to ensure that musicians hired for events produced by and for unions and the Labor Community are covered by a union contract.

#### ***Therefore, be it resolved that:***

All Los Angeles locals are encouraged to pass motions calling for their union to only hire musicians working under an AFM contract, whenever possible.

The Los Angeles County Federation of Labor will hire musicians working under an AFM contract for their events and will refer any requests for musicians for Labor Community events to AFM Local 47, whenever possible. If a production company is utilized, the production company will be notified that any musicians hired will be covered by an AFM contract.

#### ***Be it further resolved that:***

The Los Angeles County Federation of Labor will ask all constituency groups and the California Federation of Labor to pass a similar resolution.





*Photo by Stephanie O'Keefe*

# LA Federation of Labor Names New Local 47 Delegates

AFM Local 47 Interim Secretary/Treasurer Gail Kruvand, Director John Lofton, and member/activist Sidney Hopson were designated as our newest delegates to the Los Angeles County Federation of Labor on February 27.

They join fellow delegates President Stephanie O'Keefe, Vice President Marc Sazer, Trustee Bonnie Janofsky, and Communications Director Linda Rapka as our union's official representatives to the House of Labor. Each month, official representatives from affiliate unions and worker organizations discuss and vote on the current issues and direction of the Los Angeles labor movement.





*Proudly representing AFM Local 47 at the LA Fed 2023 MLK Breakfast (from left): Member/activist Sidney Hopson, Communications Director Linda Rapka, President Stephanie O'Keefe, Interim Secretary/Treasurer Gail Kruvand, and Vice President Marc Sazer.*

## 'Civil Rights are Forever Right' LA Fed 2023 MLK Breakfast

After a two-year hiatus, the Los Angeles County Federation of Labor was able to host the 2023 Annual MLK Breakfast live and in person, with all of the movement's greats in one place, at the Intercontinental Hotel in downtown Los Angeles on January 14.

Our AFM Local 47 contingent was proud to join with over 1,200 sisters and brothers from our Los Angeles labor movement in celebrating the "Past, Present and Future" of the Civil Rights and Labor Movements and recommitting ourselves to the idea that "Civil Rights are Forever Right."

In a powerful show of Black and Brown unity, speakers included:

- Lee Saunders, President, AFSCME
- Doug Moore, Executive Director, UDW 90 & AFSCME 3930
- April Verrett, Secretary/Treasurer, SEIU
- Alex Padilla, U.S. Senator for California
- Maria Elena Durazo, California State Senator, SD 24
- Pastor Eddie Anderson, Senior Pastor, McCarty Memorial Christian Church
- Natalie Gonzalez, President, IAM 1930
- Dominique DiPrima, Talk Radio Host, KBLA Talk 1580

Celebrity host Yvette Nicole Brown from the hit show "Community" kept the show moving before sitting down with Mayor-Elect Karen Bass for an insightful interview on the influence of our past Labor Leaders on Mayor-Elect Bass and her plans for ensuring working people in Los Angeles are able to thrive.

The event ended with a moving keynote by LA Fed President Yvonne Wheeler, who spoke on how we will keep MLK's legacy alive as we move forward as a united L.A. Labor Movement.



**FARMWORKERS**



**JOIN  
THE  
MARCH**



## **MARCH FOR JUSTICE**

**03.26.2023**

**Save The Date**

**10:00 am**

**Rally Gathering:**

**(March Starting Point)**

**Pacoima Charter Elementary School**

**11016 Norris Ave, Pacoima, CA 91331**

**Cultural and Resource Fair:**

**(March Finish Line)**

**Ritchie Valens Recreation Center**

**10736 Laurel Canyon Blvd, Pacoima, CA 91331**

**For more information contact Fani, Laura, or Ruben  
at: 818-837-2272**





# Final Notes



## In Memoriam

### **Les Brown Jr.**

Member. Conductor/Director

2/15/1940 – 1/9/2023

Member since: 5/17/1989

### **Paul Fox**

Life Member. Piano

5/22/1954 – 12/25/2022

Member since: 7/31/1979

### **Alice Sheridan**

Life Member. Violin

4/1/1923 – 1/23/2023

Member since: 5/11/1956

Send your Final Notes remembrances using our online submission form at: [afm47.org/overture](https://afm47.org/overture)

or you may send to:

[overture@afm47.org](mailto:overture@afm47.org)

Local 47 Overture Online

3220 Winona Ave.

Burbank CA 91504





### **Michael Grego**

6/26/1957 – 2/3/2023

Life Member. Clarinet

Michael Grego, clarinet, passed away on February 3, 2023. Michael was born in Montebello, CA, attended St. Stephen School in Monterey Park, and graduated from Loyola High School in 1975. He received his Bachelor of Arts degree in 1980 from Loyola Marymount University. He graduated with a Master of Music in 1983 and a Doctor of Musical Arts in 1991, both from USC. He attended the Music Academy of the West where he studied with his principal teacher, Mitchell Lurie.

Michael worked extensively as an orchestral musician, soloist, and chamber musician. He was a member of the Hollywood Bowl Orchestra, the Los Angeles Master Chorale Orchestra and the Santa Barbara Chamber Orchestra. He performed regularly with the Los Angeles Philharmonic, Long Beach Symphony, and Los Angeles Opera Orchestra.

Michael performed in Europe, Canada, Brazil, Japan and throughout the U.S. He also appeared as a guest artist at the Ojai Festival, the California EAR Unit, Santa Fe Chamber Music Festival, Berlin Festwochen and Martha' Vineyard Chamber Music Festival.

In addition to performing in numerous musical theater productions at the Ahmanson Theater in Los Angeles, he was active in the recording industry, playing for various films, commercials, and television shows. He played on Grammy nominated recordings by the Los Angeles Master Chorale and Grammy winning recordings with the LA Opera.

In the field of music education, Michael taught at the Bob Cole Conservatory of Music Cal State University Long Beach, and Chapman University. He also taught early in his career at Loyola High School and late in his career at Flintridge Sacred Heart.

Michael served as a personnel manager for the Santa Barbara Chamber Orchestra, committee chair of several orchestra negotiating committees, and was a Trustee with the Musicians Union, Local 47.

In lieu of flowers, please make donations to either the American Brain Tumor Association or the Visual and Performing Arts Department at Flintridge Sacred Heart, La Cañada, CA.

#### ***Celebration of Life***

*Saturday, March 18, 10 a.m. at Flintridge Sacred Heart, 400 Saint Katherine Dr., La Cañada Flintridge 91011. Please RSVP to: [michele.grego@att.net](mailto:michele.grego@att.net)*



## Final Notes



### **Michael Grego**

6/26/1957 – 2/3/2023

Life Member. Clarinet

*by Larry Hughes*

Michael Grego was my dear friend on and off the stage for nearly 40 years. A great human being in every way.

Years ago I asked Mike to go sailing with me. To my surprise he said yes. I didn't think it would be something he would want to do but I asked him anyway. On that outing he got seasick. I thought he'd never go again. Not true! Not long after that he took private sailing lessons and passed his written and "driving" tests. A few years ago he even bought his own boat! He blamed me for the whole thing! I liked that. We had been sailing buddies for years.

Michael touched so many lives throughout his life. His singing clarinet tone, his knowledge in so many aspects of life, his sense of humor, all taken from us far too soon. We will miss him tremendously.





## Howie Rich & Saturday Night Bath

Going nearly four decades strong, nonprofit music outreach group Saturday Night Bath led by Howie Rich continues to deliver therapeutic music to those who need it most, from at-risk youth to senior citizens and the greater community.

The term Saturday Night Bath refers to a time 100 years ago when many country folks had no indoor plumbing, and even many city dwellers lacked hot water heaters. As a result, families had to boil water to take baths on Saturday night to be fresh for church on Sunday morning. Similarly, this musical group provides a fresh insight into music for today's youth. "We play for kids who have never seen a live band up-close and personal once a week, or ever," says Rich.

Each year, Saturday Night Bath visits over two dozen continuation high schools and correctional facilities. To date, they have presented nearly 600 interactive concerts at local juvenile halls, elementary, middle and continuation high schools, and probation camps throughout the state, connecting directly with more than 45,000 young people. Through this outreach, SNB is able to provide vital hands-on, interactive blues music. In recent years they have given preference to elementary schools, and also pregnant teen sites.

Formed by Rich in 1984, who also performs electric and acoustic bass, SNB features concert and recording musicians Michael Rosen on harmonica and vocals, Chris Haller on seven-string electric bass, Markus Brox on drums, Dave Holland on baritone and tenor sax, flute and vocals, John Murphy on guitars and vocals, Harlan Spector on keyboards, and Dean Roubicek on tenor sax. Their sub is Chris Ross on percussion.

The group's educational, interactive approach reflects a profound concern for young people facing massive challenges in their lives. SNB's first objective is to introduce and promote a better understanding of the living history and evolution of popular jazz and blues art forms. The second, even more important, objective is to motivate these at-risk students by participating in an up-close concert experience, to pursue further study of traditional or modern music, to play instruments, and to sing and write lyrics. SNB aims to intrigue these students with accessible musical styles and songs, raise interest in other scholastic and art endeavors, and expand their musical knowledge by talking directly to practicing musicians. "We provide an inspiration to pursue music and a reason not to drop out of school," Rich says.

The L.A. County Arts Commission became SNB's first sponsor in 1986. The Recording Industries Music Performance Trust Fund and AFM Local 47 continue supporting the ensemble with co-sponsor allocations covering 35% of musicians' concert wages. Last fall, new Impact and Arts Exposure grants allowed SNB to go to five schools teaching blues on free instruments, each for four weeks, followed by an inclusive concert. The City of L.A. Department of Cultural Affairs began funding in 1991 and continues to sponsor SNB, in addition to the cities of West Hollywood, Torrance, and Los Angeles; the Music Fund of Los Angeles; the Puffin, Bolton, John D. Porter, Dew, and Union Bank Foundations; the CARES Act/L.A. County COVID-19 Arts Relief Grant; and County Supervisors Hilda Solis, Kathryn Barger, and Holly Mitchell. SNB completed their eighth consecutive L.A. County Probation Department Camp series this past October and are going to two more camps this month.

To learn more, please visit [saturdaynightbath.org](https://saturdaynightbath.org).

share YOUR story  
with  
the Overture  
**OPEN MIC!**



Got a story to tell?

AFM Local 47 welcomes submissions from our members!

Please 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](https://afm47.org/overture).



# Letters



**We want to hear from you!**

Send in your Letters to the Editor:

[overture@afm47.org](mailto: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](http://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.*

#### 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](mailto: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](http://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.



# Auditions

## LOS ANGELES CHAMBER ORCHESTRA

MUSIC DIRECTOR JAÍME MARTÍN

Vacancies:

### PRINCIPAL BASSOON SECTION VIOLIN I

CHAIR 4

CHAIR 5

### SECTION VIOLIN II

CHAIR 5

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## PRINCIPAL BASSOON AUDITIONS

April 18 + 19, 2023

Los Angeles, CA

The deadline to apply is March 15, 2023.

## VIOLIN AUDITIONS

May 15 - 17, 2023

Los Angeles, CA

The deadline to apply is April 15, 2023.



Los Angeles Chamber Orchestra is an equal opportunity employer. Los Angeles Chamber Orchestra is proud to be a partner orchestra of the National Alliance for Audition Support (NAAS), an unprecedented national initiative to increase diversity in American orchestras. It will do so by offering Black and Latinx musicians a customized combination of mentoring, audition preparation, financial support, and audition previews.



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