



MUSICENTRAL

February 2007 Founded in 1913—Tuned for the 21st Century

Message from the President



SHARPS & FLATS New Year - Time for Dues

Death and taxes are two things that we cannot escape, as most sayings go. But, there is another for many of us. It is "dues." Dues is a modern term. According to several historical sources, the term was not found in our language before 1771. The term dues is an amount of money requested by an organization or union for the purpose of providing a service to those who belong. An organization or union may be affiliated with similar regional, state, national or even international groups.

The American Federation of Musicians (AFM) is an international union that includes the United States and Canada. There are other federations or associations of musicians in the world, but the AFM serves only the U.S.A. and Canada.

I have belonged to many dues paying organizations throughout my entire career for a variety of reasons. Most people hate to pay dues (myself included) but that is not why one usually decides to join or not join. In reality, an organization must mean something to us personally. For me joining has always been based on the worth or value of that organization based on the services, contacts, protection, networking, new friendships and colleagues I may gain. Some unions in some states require people to belong whether they want to or not. That is not the case with the AFM in Pennsylvania. So, joining our local is your choice and our privilege to have you.

Recently, I read that there has been a drop worldwide in belonging to organizations and unions. Unions were most powerful during the days of marked unfair labor practices, businesses that controlled workers' lives through monopolistic tactics. Unions served an important role in improving the quality of life in regard to its members' pensions, wages, or health benefits.

The history of our AFM Local 660 is a good example of not only its longevity and effectiveness in providing a place for professional musicians to join and connect professionally, but also the affiliation with the international union. Founded in 1913, our Local has endured many instances where it has been challenged as to whether or not it would exist.

Today, we live in a wonderful and marvelous age of the Internet. Today, we have many opportunities to communicate, learn, grow, and become a musician activist and our own public relations representative. Spend some time visiting the [AFM on-line](#). Check our new website at [AFM-660](#), and please pay your dues. I welcome your input. Email, me johnrvincenti@comcast.net.

John Vincenti

Drum Beats

The September 2006, our Local's newsletter included a section in the Officers' Edge about a dues increase per capita for January 2007. The AFM headquarters in New York City now charges us \$54 per year, per member. That represents \$13.50 per quarter for each regular and student member in AFM-660.

Out of our Local's annual dues of \$76, we have \$22 left for operating expenses. To encourage student membership, our Local discounts their dues. We charge students only \$50.00 to belong. A student's initiation fee is also waived. This means our Local must underwrite the additional \$4 owed to AFM headquarters. The Executive Committee has felt very strongly about encouraging young musicians to join and learn more about the profession.

Costs to run the organization have been minimal due to the fact that our members have contributed to the Local's operation. For instance, last year we spent an average of \$260 for six newsletters to encourage communication. This year, our president John Vincenti will save us over \$1500 per year in the newsletter expense. In addition, we paid for the luncheon at our General Member Meeting on Saturday, January 27, 2007, University Club in State College. The cost included paying for one guest this year. This was done to encourage a good turn out of members.

Other costs anticipated for this year include development costs for expanding AFM-Local 660 programs and also to provide transportation, hotel, and registration for two delegates to the June 2007 Convention. AFM headquarters will partially support the convention costs. Membership works when members pay their dues and get involved. As President John concluded his comments, I also say, "Please pay your dues." Contact me if you have any questions. Email, axj119@psu.edu

Dr. Andrew Jackson, Sr., Secretary-Treasurer



This Month's Issue

- **Directory and Dues Development Time**
- **A Member's Point of View: Economics and how it affects musicians**
- **Olin Butt Scholarship snag creates opportunity**
- **Five Centre County students to benefit from Olin Butt Funds**
- **The Hubie Haugh Connection**

January 18, 2007 Board Meeting Action Outline

- **Centre County schools get Olin Butt Funds in March**
- **New Life Member Don Keat**
- **Olin Butt Scholarship has technical snag and an opportunity for involvement**
- **Dues increase slated for December 2007 Local dues will go to \$80**
- **New Website and Dues Form**

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ECONOMICS FORUM: TOWARD A CONSENSUS OF PROFESSIONAL ETHICS AND THE MINIMUM SCALE
CHRISTOPHER C. BYRNE, PHD, FACULTY ADVISOR, PENN STATE JAZZ CLUB

Unless readers boo me off the stage, this article is intended as the first in a series to provoke some discussion regarding the minimum scale and related issues surrounding the *raison d'être* of the union – collective bargaining and professional ethics. When I'm not playing the saxophone, I teach game theory at Penn State and conduct business analyses for a variety of military and commercial customers. I am often called in to perform a custom analysis when circumstances don't match standard assumptions.

Musicians do not often fit the standard assumptions of labor that led to the formation of unions. Anecdotes abound of musicians undercutting each other on price and exhibiting numerous other behaviors that fly in the face of collective action. I believe that if true consensus existed among us, people would not do this. I believe that people abandon the union rules and start making their own rules precisely when the union rules have lost credibility from lack of consensus and a perception by many – albeit vague – that the rules don't fit their situation.

Now, for starters, whatever we do locally must be consistent with the AFM. But we are not constrained to live only with the laws of the national organization. The national organization is compelled to keep things simple so that their rules will apply uniformly across the entire country. By focusing on our local environment, I would like to see us reach a consensus on professional ethics that is consistent with AFM guidelines but is tailored to our local market. I don't expect to reach such a consensus without substantial discussion, so here I will just begin the discussion by sharing some of my own thoughts.

1) The most elementary concept of union and collective bargaining arose in a market with an abundant supply of unskilled, completely interchangeable labor. Now, one could argue that we musicians are not unskilled or interchangeable. Indeed, one could even argue that we are artists and/or entrepreneurs and not laborers at all. However, I would say that despite our most grandiose self-concepts as artists and entrepreneurs, and despite the vast differences we might perceive among us, to the bar owners, our biggest “collective employer”, we are far more interchangeable than any of us would like to believe.

2) Many of us might like to believe that we are being paid for our music. Well, if we are playing a concert for a non-profit patron of the arts, e.g. Penn State, then we are being paid for our music. But if we are playing in a tavern we are ultimately being paid to sell alcohol. On the surface, we might be being paid to bring people in the door – as with a “door deal” – but a bar owner will pay more for the band who helps their sales over the band who packs the house with teetotalers – a common charge leveled at Jazz groups.

3) Question: where is the line between artist and an entrepreneur and laborer and what are the implications? The great American entrepreneurial spirit and the noble starving artist spirit both praise people who sacrifice everything to get their product out into the world. Both art and entrepreneurialism celebrate the triumph of the individualism and the benefit to society of the ensuing competition. Quality as a byproduct of competition is a basic tenet of capitalism. But if we make everything about money, then prostitution, gambling, slavery, war and drugs would be our main businesses. Adam Smith, the founding father of capitalism, always assumed MORAL behavior when he wrote about the “invisible hand” of the market. It was beyond his imagination that people would do absolutely anything to make a profit

4) Here's one idea to balance our roles as unique artists or entrepreneurs and interchangeable entertainers. I would like us to compete on quality instead of price. That's what the minimum scale should do for us. If bar owner could hire a different band but could not go below a certain level to do so, then the bar could be expected to hire the best band available at that price.

5) Here's another legitimate question: as an entrepreneur trying to get my music out to the world, who's to tell me what my minimum price is? And as an artist, I truly think there is an important place in the world for people playing music for the love of it without expecting anything other than joy in return. However, is it ethical to do that in a way that hurts someone else's livelihood?

6) What about a coffee shop that wants to support culture in the community but does not sell alcohol or has limited occupancy? The coffee shop does not stand a chance of taking in the same amount of money as a bar even with a cover charge. Do we want the minimum scale to eliminate live music from every venue that is not making big money? Do we want good wages to be our highest value even if the result is exclusively associating ourselves with alcohol sales?

7) Do we really want to insist that a 20 person big band playing for no less than \$800? Should we set a minimum scale on bands rather than individuals? What if no place in state college could ever have entertainment in their place for less than \$200, no matter how many people in the band? Would that help?

8) One final note: We must recruit the most popular bands in town or we will have no real effect on the local market and all the above discussions will be nothing more than an excuse to argue with each other. The popular bands making double or triple the minimum do not need the union to enforce their wages. We need them to help us enforce our professional ethics.

I have always tried to charge more when it appears the establishment is making more. I have never played for cheap as a long term plan but I have played for cheap from time to time because I believed, like an entrepreneur, that a gig would build into big money in the future. But did I inadvertently undercut someone else? I'm sure everyone wants to hold their head high and feel like they have the respect of their peers and feel confident of their sense of ethics. I invite everyone to ponder the ideas I have put forth and to email me your ideas and I will publish updates to this discussion in future newsletters. [Send your comments concerning this matter to AFM-660 Newsletter Editor. johnrvincenti@comcast.net>]



Olin Butt Scholarship Fund Changes

by John R. Kovalchik



The actions of AFM Local 660 have hit a bit of a snag concerning the dispersing of funds for the Olin Butt Memorial Scholarship. Our intention was to turn over the funds that we had acquired to the Centre County Community Fund for the professionals there to distribute and for the funds to grow in conjunction with the other investments they have made very successfully in the last 25 years. The snag is the minimum amount needed to maintain a named fund is not the \$10,000 that we have, but \$25,000. A memorial scholarship may be initiated in a single school district for \$10,000, but that was never the intent of the Olin Butt Scholarship. Olin's influence spread throughout the county therefore, the Executive Board of Local 660 has decided on a different course of action that more closely follows the original intent of the scholarship.

In the past Local 660 solicited names of students worthy of consideration from the local high schools. \$100 worth of lessons was then awarded to these students through teachers of their choice. I have broached this topic with the directors at the annual Centre County Band and Chorus festival. So far, the directors who have responded have all been very positive. I do believe that we are in a winning situation for all involved. I'd like to think that we can eventually raise \$15,000 to put this scholarship fund permanently into the hands of the professionals at the Centre County Community Foundation.

Minutes of January 18th Board Meeting

December 18, 2007

AFM-Local 660 Minutes

Executive Board Meeting

Location: Marilyn & Hubie Haugh home

Executive Committee Attendance:

Hubie Haugh, Marilyn Haugh, Andrew Jackson, Don Keat, John Kovalchik, Chris Lee, and John Vincenti.

President John Vincenti opened the meeting at 6:15 pm. Andrew Jackson approved the minutes from the last meeting on December 10, 2006. There were no additions or corrections.

Treasurers Report: \$2,249.88 in our checking account, \$11,081.31 in our Certificate of Deposit which matures in April 2008, and \$178.70 in a money market account. If the CD in Omega Bank were to be cashed at this time, there would be a \$98 penalty. Discussion followed concerning the money from the CD and how it could be used. This topic would be moved to new business. Andrew reported that all our information reported to the Dept. of Labor was approved. We are reminded that there is an International conference in Las Vegas this year, June 17 - 20. Also the Penn Del-Mar Conference April 27th will be in Pittsburgh, PA. John Kovalchik suggested that one delegate attend the annual meeting. This subject will be on the agenda and further discussed at the April Executive Meeting. The Treasurer's Report was received.

Public Relations: Chris Lee suggests that we talk about Local 660 and also do a story about the transfer of power from John Kovalchik to our new president, John Vincenti. Chris Lee's report in the tentative agenda was also discussed. A number of options for the year were discussed to improve the visibility and Local 660 service to members and community.

Elections Committee: Debbie Trudeau's report was received. As chair, she will keep on record the ballots received from the past election until the next election.

Membership Committee: Chris Bryne, Chair is concerned that we do not have a current membership list. Secretary/Treasurer Andrew Jackson noted that this matter is being updated and a current membership list and directory will be put out during the first quarter.

MPF Committee: No further information from last meeting.

Website: John Thompson is our webmaster. The Board received his report. The report included a request for funds to manage site. They were approved as the report was received. Design and setup of a website \$50 and \$25 maintaining site. The total will be paid by AFM 660 to John Thompson. Thompson reported in his report that AFM 660 can now use PayPal on-line for dues. The cost of the transaction will be borne by the person paying the dues, if they wish to use the service. Our new club website is: <http://www.afm660.org/index.html>

New Business

Olin Butt Scholarship Award Funds
(see update above)

Life Membership

AFM category requirement require at least 65 years of age and 35 years of consecutive membership in AFM. We currently have three life members: Joe Alessandro, Hubie Haugh, and Roger Munnell. A motion was made and approved that Don Keat be accepted as our newest Life Member of Local 660.

Newsletter Copy

Our newsletters would be enhanced if we could print biographies of our members.



Dues Increase Notice

A dues increase for Local 660 members of \$4 was approved and will take effect in December 2007. The dues in 2008 will be \$80.00 per member.

Board Calendar

Executive Board Meeting schedule for 2007: April 19th at 6 pm; August 23rd at 6 pm; and December 13th at 6 pm. Emergency meetings may be called by an Executive Board request. Meetings will be in the home of Hubie and Marilyn Haugh, 335 Arbor Way, State College, unless noted otherwise.

Special Award

Hubie Haugh moved that \$100 from the Olin Butt Scholarship Award funds be presented to the Centre County Community Foundation in the name of John Glenn Kovalchik Fund to honor his father, John Kovalchik for his loyal service to our Local 660. This motion was seconded and unanimously approved. No further business was transacted. Meeting was adjourned at 8:00 p.m.



*“Without music,
life would be a
mistake.”*

Friedrich Nietzsche



American Federation of Musicians-Local 660
Chartered October 29, 1913

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Serving Musicians in Central Pennsylvania

AFM is an advocate for
**MUSIC
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OUR COMMUNITIES**

**AFM-660
FEBRUARY 2007**

ON THE INTERNET
<http://www.afm.org>
**AFM
INTERNATIONAL**

<http://www.afm660.org/index.html>
**AFM-LOCAL
WEBSITE**

<http://www.homewebservices.com/660presidentcorner.htm>
PRESIDENT'S CORNER

AFM-Local 660—2007 Officers

John R. Vincenti, President and Newsletter Editor
Leslie L. Shaw, Vice-President
Dr. Andrew Jackson, Sr., Secretary / Treasurer

Executive Board Members

Randall A. Baker
Dr. Christopher C. Byrne
Hubert H. Haugh
John R. Kovalchik
Donald B. Keat, II

Ex-Officio Members of the Board

Gary Abdullah

Committee Chairs

Membership Committee—Dr. Christopher C. Byrne
Public Relations—Christopher Lee
Olin Butt Scholarship Award—John R. Kovalchik
MPF and 660 Webmaster—John I. Thompson
Election Committee—Debra Trudeau
Summer Session/Gigs—Gordon Law

AFM Local 660 serves: All of Centre, Huntingdon, Juniata, Mifflin, Montour, and Snyder Counties. Northumberland County except Snydertown, Shamokin, Ralpho, Zerbe, Little Mahanoy, Jackson, Herndon, Lower Mahanoy, West Cameron, East Cameron, Mount Carmel, Kulpmont, Marion Heights and Coal. Columbia County except Centralia.

660 Notes

- **AFM-660 needs a better directory – please check your membership status and contact Andrew Jackson**
- **Next month – photos and information from General Meeting of Membership**
- **AFM meeting dates:
April 27, 2007 – Penn-Del-Mar Conference Pittsburgh, PA
June 17-20 – International Conference in Las Vegas**

The Hubie Haugh Connection



Hubie and Marilyn Haugh with their grandchildren Shannon, Melanie and Sierra.

Hubert H. Haugh has been an active member and officer of Local 660 for over 35 years. AFM and other organizations have honored Hubie's life-long dedication to music. We salute him this month!

Hubie was born and raised in State College, Pennsylvania. In fact, he was born in a maternity hospital on Pugh Street. Today, he resides with his wife, Marilyn in his parents' home.

Hubie's love of music began by taking piano lessons as a child. Both Marilyn and Hubie believe that youngsters should start

their music career with the piano.

During his junior high school days, Hubie was into playing the tuba and was quite good at it. Ironically, in 1941, Hubie was asked if he wanted to play the tuba at the College (Penn State) in the Blue Band because the war had caused a need for tuba players. Since then Hubie continued to be a Blue Band member throughout high school and as a student at Penn State. Later in life he was the president of the Blue Band Alumni Association. He graduated from Penn State in Agricultural Science. By trade, Hubie became a real estate and property manager, as was his father and grandfather.

Hubie served with honor during the Korean War as a member of the 1st Calvary Division in the Army.

After the war, Hubie returned to State College. Over the year's Hubie played with several groups, including "The Little German Band" that traveled extensively.

Hubie's first introduction into music management came when Elmer "Skip" Wareham and Hubie became officers of the Local, then in Tyrone, Pennsylvania.

Hubie received several awards in 2006 for Historic Land Preservation and supporter of the University Club.

Fourteen years ago, Marilyn and Hubie were married following the deaths of each of their first spouses. Collectively they have six beautiful daughters and thirteen wonderful grandchildren. Marilyn and Hubie love State College and the feeling is mutual.

