



American Federation of Musicians Local 660
Central Pennsylvania Musicians Association

MUSICENTRAL

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Founded in 1913 – Tuned for the 21st Century

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Nominating Meeting and Annual Elections Imminent

Postcards and emails were sent Oct 22 to all members regarding our upcoming Board nomination meeting on November 4 at 3:30pm at Boal Mansion, 300 Old Boalsburg Rd., Boalsburg, PA. All of us currently serving on the board are willing to continue our work for new terms. Because there have been so many changes recently in personnel and direction, we all feel it is appropriate to go before the membership for your vote before we move ahead. We also welcome any other nominees to serve on the board. Please make an effort to attend or send a letter expressing your willingness to be nominated for a specific position. Members are also invited to attend all board meetings. The next board meeting will immediately follow the nominations on 11/ 4 and will continue our discussion of the wage scale proposals and bylaw revisions.

Tarnished Six Celebrate 40th at State Theatre November 4



The Tarnished Six are a bright star in AFM 660's musical sky. Since 1967, they have served as worthy ambassadors of music and of AFM 660 both locally and to the world. The six-man group formed in 1967 in State College to fill the void left by their local precursors, the Gilded Seven, and wryly dubbed themselves the Tarnished Six. They perform traditional jazz (Dixieland) from a broad repertoire of over 200 songs based first and foremost on the hot jazz of the 1920's. They play venues ranging from private parties, country clubs and conventions to jazz societies, pubs, arts festivals and parades. The six members collectively hold eight music degrees and three have served as presidents of Penn State's Blue Band -- John Kovalchik, Tuba and band leader; Roger Munnell, Trombone and front man; and Jim Ressler, Cornet.

Roger and Jim were founding members in 1967 and John was a latecomer, joining in 1972. Rounding out the T6 are Jim Chapman, Soprano and Alto Sax, (joined 1983); Phil Carles, Drums (1999) and Mike Evock, Banjo (2000). The band's skill and experience result in performances marked by both enthusiasm and precision. (see T6 concert at State on p.4).

Update on the ByLaw Revision Process

A draft revision of the AFM Local 660 bylaws was circulated for review in August and several members wrote in with concerns. The board has been working to address those concerns and plans to circulate an updated draft in December. It might not yet be in “final form” by that time, but it is appropriate to circulate something tangible for all members to review while the election is in progress. The board, like the membership at large, represents many different niches in the music business and it is a challenge, albeit a worthy one, to write bylaws that describe industry accepted professional standards in each and every area. The board is attempting to distinguish between the different musical markets within Local 660’s jurisdiction and tailor wage scales and work rules to each market. We solicited scale lists of other locals in researching what is standard and non-standard across the industry. Here is a summary of issues raised by members and ideas currently under consideration for the new bylaws:

Issue	Ideas under consideration
Playing for free in community bands/orchestras	Create well-defined market category to make this activity legal for non-commercial venues
“Loss-leader” low introductory pricing to gain entry to new markets	Create well-defined criteria including board approval to ensure special pricing is to open new markets, not to take market share away from other union members
Super-majority to ensure broad agreement on all bylaws	Not addressed yet but national AFM bylaws limit super-majority requirements to at most 67%.
Different earnings potential of different venues	Wage scales distinguish minimums based on venue characteristics such as seating capacity, location and whether alcohol is sold
Per man minimum scales necessarily price larger bands out of some markets	Set minimum per band scale rather than per individual scale in markets where market value of the band is not highly sensitive to the number of members (possible percentage minimums per person)
Over concentration of power in the board versus the membership at large (e.g. handling of grievances)	Not yet addressed;
Synchronize terms of officers with 3-year cycle of national AFM conventions	Not yet addressed – inadequate time to implement any changes before the current round of elections
Membership criteria – i.e., how to ensure that those we invite to be our negotiating partners have objectives well-aligned with our own.	Not yet addressed;
Dues and good standing status; how to promote simplicity and keep collection costs down.	Limited opportunities for staggered payments; incentive structure to favor lump sum each January
Complexity of pay scales in community orchestras	Well-defined criteria for principals, section players, etc and regular competition for paid positions.
Preserve opportunities for “sitting in” regarded as a valuable educational tradition	Criteria to distinguish sitting in from simply being an extra member of the band.

We still have much work ahead. The interim updates, including this summary and the actual document to be circulated in December, are intended to keep all members well informed and empowered to comment on issues and contribute ideas. The board is striving for bylaws that will be embraced by all members and that will be effective in helping us all negotiate better pay and environment in all our respective markets.

Chris Byrne, President AFM660

Annual Dues to Increase for 2008

Annual dues for 2008 will be \$80 for regular members, \$54 for life members, and \$60 for student members. These increases directly reflect AFM rate increases. Your dues go to specific expenses required by the local. Dues cover the cost of your subscription to the International Musician, the quarterly per member fees that each local is required to pay the federation, the travel expenses of our required delegate to the AFM conference, as well as postage and office expenses which we keep to a minimum by using e-mail to reduce printing and delivery costs. Dues are owed by January 31 of 2008 or a \$10 late fee will be assessed. **YOU WILL NOT RECEIVE A PERSONAL DUES INVOICE!** (cont. p. 3)

AFM Local 660 Senior Board Member Retires

Hubie Haugh has served as Local 660 Secretary/Treasurer and on the Board of Directors since the local moved here from Tyrone over 30 years ago. Due to health reasons his gracious wife Marilyn has been assisting him recently but Hubie has finally decided to step down from the board permanently. We are all indebted to the Hubie and Marilyn for their many, many years of service to Local 660 and we wish them the best in their retirement from full-time leadership.

John Kovalchik, Board of Directors AFM660

Ideas Offered and Solicited to Help Local 660 Be Effective

This article is intended to stimulate thought by all members as to what Local 660 can do to serve members better. Three ideas are suggested as examples.

Market Survey

One idea is to conduct an extensive market survey of the Local 660 jurisdiction. Our main tool as a union is to negotiate better pay and working conditions through collective bargaining. The market, as it exists at any given time, defines the total pie we are negotiating for. A survey could include identifying all the venues hiring live music and what they are paying, the venues that are not hiring live music but could be, the ASCAP royalties being paid by clubs, cover charges across different regions within our territory, advertising outlets and rates including “free” publicity via various media. This type of information can help the union understand our markets better and set better business goals and strategies.

Resource List

Another idea is to compile a listing of all services desired or required by both local and touring union members when visiting our region including repair shops, music stores, local sound technicians, advertising contacts, and union friendly businesses such as hotels or places to get rush service on t-shirt printing, dry-cleaning or car repairs.

These relationships do not exist yet, but we can offer local businesses a block of customers in exchange for discounts, same day service, or other such benefits. I encourage every member to visit www.unionplus.org and look at all the benefits available through our national AFM membership. We get many discounts – all because the AFM negotiated for us in this way and we can do the same thing locally.

Notes on Music Law

A new feature of the monthly newsletter that is planned for December will provide summaries of various aspects of music industry law. The first segment will examine copyright law. Many small venues in our area have tried live music and then dropped the idea when ASCAP representatives visited them and demanded significant royalty payments to account for the cover tunes played by the performers. As songwriters/composers, we should all be thankful to ASCAP for enforcing royalties on our behalf, but the system is not well understood. If we all knew the letter of the law, we could plan royalties into the overall expense for any event and thus be empowered to create realistic business plans. Each month a different topic will be covered to help us all better understand the legal side of our business.

All members are invited to help elaborate these ideas, to contribute entirely new ideas to make the union more valuable to the members, and especially to volunteer to undertake some of the work, whether investigation or negotiation or compilation to bring these and other ideas to fruition.

Chris Byrne, President AFM 660

Dues from page 2

Members not paying by June 30 will be removed from the roster (i.e., expelled) and the cost to rejoin will be \$110 for the year. The Board hopes that everyone understands the extensive effort involved in managing the accounts and membership data. Larger locals pay their Board to do this; our Board is all volunteer. We wish to keep this work to a minimum so that we can concentrate on developing and delivering members' benefits. You can pay online at www.AFM660.org, or by check made payable to “AFM Local 660” and mailed to treasurer Debbie Trudeau, 1755 Cambridge Drive, State College, PA 16803. You can pay and update your membership card all at once at the general meeting this January. Email Debbie at trumusic@comcast.net to change your email or USPS listing in the Local 660 directory, which is available exclusively to members.

T6 from page 1

The T6 has made many tours to play jazz concerts for groups such as the Smithsonian Institution in Washington D.C. and the National Ragtime and Traditional Jazz Festivals in St. Louis and Denver. The T6 have been featured in jazz clubs and at festivals throughout the United States and abroad, including two trips to the Edinburg Festival in Scotland and club performances in London, England.

Just recently, Congress declared jazz a national treasure and the T6 have been "found" by a new audience. The Nittany Valley and the Altoona Symphony Orchestras have featured them in concert and they performed a concert for the Student Foundation for the Performing Arts at the Pennsylvania State University. According to Roger, the Tarnished Six have played an important role in nurturing this national treasure locally. "At one point, we were the only Dixieland band in Centre County. Our subs along the years formed another band when they weren't playing with us, and their subs formed another band. At one point there were five Dixieland bands and we had something to do with the origins of all of them."

As for the role of AFM 660 in all this, Roger describes the music union as "a fraternity of like-minded people interested in furthering the musical art forms and getting together to compare notes, encourage friendships and discuss common problems." Roger has fond memories of his early days on the board of AFM 660 "sitting around in Hubie Haugh's cabin/office just after we had taken over the defunct Tyrone AFM local and talking about how to reinvent the effect of the Union – providing the protection, security and advice that are so vital for performing musicians."

Today you can hear the Tarnished Six at Hiway Pizza on Westerly Parkway in State College on football Fridays (both Penn State and State College High School football) playing from 9 to Midnight.

This Sunday, November 4, the State Theatre will present the Tarnished Six on stage with ten alumni plus the current six in a special 40th anniversary concert at 1 PM. Tickets for the 90-minute show are \$10. Come celebrate 40 years of great music, great community spirit and real class.

Chris Lee, Vice President AFM 660 and long-time T6 fan. T6 can be found online at <http://members.aol.com/JKT6Tuba/>

Tarnished Six, 40 years and in no need of polishing



Welcome to New Members

Local 660 welcomes new and returning members Lisa Bontrager, Arthur Goldstein, Dan Johnson, Jim Langton, Herb McKinstry, Richard Price, Richard Strapel, Stacy Tibitz, Diane Gold Toulson and Thomas Wareham.

Setting the record straight

The membership of AFM local 660 has good reason to believe that a past newsletter listing Arthur Goldstein and Diane Gold Toulson as defaulters over union dues was in error. We regret any inconvenience caused, and wish to let the record show instead that they disaffiliated as members in good standing. They have both been reinstated and are currently members in good standing.