

# MUSIC CENTRAL

CENTRAL PENNSYLVANIA MUSICIANS ASSOCIATION

General Membership  
Meeting - August 19  
At Boal Mansion

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## A Message From the CPMA President

By Chris Lee

Music is all about connecting and creating so we will be doing both at our 100<sup>th</sup>-year-anniversary “Musicians Night Off” potluck and jam session on Monday, August 19 at the Boal Mansion. We’re setting up drums, keys, bass and PA and inviting you and those no-good friends of yours (for instance, your band mates who have not yet seen the light and joined the Central PA Musicians Association) to bring a covered dish and their instruments (or a good pair of ears – audience members are always welcome) to come together at 5 pm.

But first we will have a **one-hour general meeting of the CPMA aka AFM 660 at 4 pm on August 19, also at the Boal Mansion.** Be sure to attend because there are important

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matters to decide. After years of focusing inward, the international union is moving forward. The AFM has trimmed its staff and is focusing on actually improving conditions for musicians, something we’ve been doing locally for a number of years now. To help, they’ve asked the locals like us to increase the local share that goes to the international union by \$10 per year and our local board, in view of the forward-moving initiatives we’ve seen proposed, is inclined to agree, so come and hear out the case and decide with us.

## What’s the Benefit of Joining the Union?

By Debbie Trudeau

How many of you have asked your fellow band members to join the union? When we try to encourage our colleagues to join the AFM, very often we hear “Why? What’s the benefit?” In addition to the basic better working conditions for us all, there’s a lot more.

Even though we are a small volunteer-run Local, our members have access to the national union benefits. For example, the Union Plus program has a long list of benefits:

**Money & Credit:** Credit cards, credit counseling, prepaid cards, union-printed checks

**Home:** Save my home Hotline, Discount home heating oil, Moving discounts

**Health:** Health Savings Discounts, Medical Bill Negotiating, Health Club Discounts  
Entertainment & Travel discounts

**Other discounts:** AT&T Wireless, Consumer Reports, Dell Computers, Books, Flowers, Clothing, Pet services

Please see *Benefits* on page 4

## Letter From Claire Zupert

Twin Cities Musicians Union Local 30-73 AFM

First, “thank you” and Local 660 for your generous donation. We are overwhelmed here with the support from our brothers & sisters throughout the AFM. I have been in this office for 35 years (yes, I was a baby when I started), and have never witnessed such solidarity as well as such “nasty” employers as we are currently in negotiations with. It saddens me that these musicians are now under attack, when once these were positions where musicians were respected and valued for their enormous talent & contribution(s) to our community. I won’t continue on my soapbox as I now I am



*At the 99<sup>th</sup> AFM Convention, Locals and Conferences pledged over \$70K to help the Minnesota Orchestra Musicians, locked out of work since October 2012. Local 660 donated \$100.*

preaching to the choir.

Again, from the staff, Officers, Board of Directors and mostly from our membership, our sincere thanks.

In Solidarity,  
Clare Zupetz  
Office Manager

## Report From the 99<sup>th</sup> AFM Convention

By John Thompson

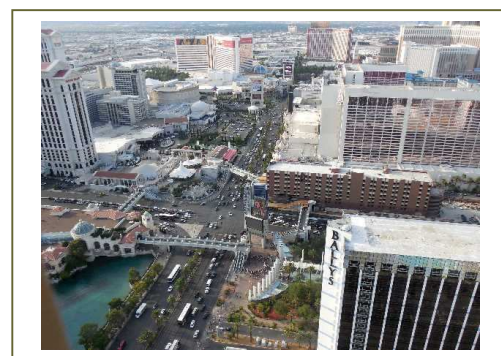
I’ve only been to one AFM convention before, which was 2010, and frankly, my experience there did not have me jumping at the chance to go again this year. There were a lot of contentious issues, and some major politicking as there were serious challengers to the President and incumbents on the International Executive Board. This meant long daily meetings, starting at 9 AM and going until 10 pm or later several days. Party in Vegas? That was not happening for AFM delegates. Deliberations on a number of recommendations and resolutions

went so long that most delegates, myself included, left the convention before several final votes were made; we had flights to catch. And I’ve heard that the 2007 Convention was even more quarrelsome.

This year’s convention, however, was markedly different. I was concerned prior to leaving on the trip that I wasn’t on the list of delegates, as I received only a couple leaflets in the mail pertaining to the Convention. In 2010 my

*Please see [Convention](#) on page 3*

*“Musicians can run this State better than politicians. We won’t get a lot done in the mornings, but we’ll work late and be honest.”*  
– Kinky Friedman



*Looking north on Las Vegas Boulevard from the ½ size Eiffel Tower at Paris Casino*

## Per Capita Dues Increase

International Executive Board Plans for \$1.2M

From Barbara Owens & Gene Tournour

**AFM Convention 'Encore':** Even though the 2013 AFM Convention has concluded, you can still access the video and summary of activities on [www.afm.org](http://www.afm.org).

**Per Capita Increase:** Many Local officers have asked for the seven-point list of proposed expenditures which will be funded by the Per Capita increase:

\$650,000 AFM relocation fund

\$100,000 Canadian International Rep

\$100,000 reinstate International Rep travel

*"Musicians make all the music, but everyone else makes all the money. That's not right."*

*- AFM President (and drummer) Ray Hair*

\$350,000 re-establish staffing levels

\$100,000 create a payroll service

\$100,000 legal compliance

\$100,000 organizing and recruitment efforts

As one Local officer said, 'this is the equivalent of \$.83 per month per member!'

### Convention from pg 2

mailboxes – snail and electronic – were jammed with campaign literature from people vying for Federation offices, or promoting some resolution or recommendation to the by-laws. This year – only two flyers. I even called Gene Tournour, our International Representative, to make sure I was supposed to go. He did send me a copy of the Recommendations and Resolutions we would be considering, and I was able to do some homework before I left.

So I entered the 99<sup>th</sup> Convention floor only a bit less confused than I did 3 years ago, not knowing what to expect, only that I would see some familiar faces. Delegates are seated at tables with other members of their conferences, so I was sitting with representatives from locals in Penn-Del-Mar-DC, most of the same ones I sat with in 2010.

The seatmate to my left, Tom Lee, was new to the table, however. Prior to this convention, he had been President of the AFM for 10 years, and therefore had been sitting at the dais. This time, he was merely a delegate from Local 161-710 in Washington DC. The seatmate to my right was no newby either: George Clewer from Local 60-471 in Pittsburgh, and he was campaigning for a seat on the Executive Board. Got that? I was sitting between the deposed former leader and a new challenger to the throne.

However, except for a number of jabs at the former regime, this meeting was remarkably different from past conventions, and many members expressed this. Long-time critic Robert Levine of Local 8, blogging at [The AFM Observer](http://TheAFMObserver.com) back-handedly summed it up in a post titled "The AFM is trying to put me out of business."

Please see *Convention* on page 4

*Benefits from page 1*

**Auto programs:** New car or used car buying, rental discounts, Goodyear Tire & Auto, Motor club, Auto insurance

**Legal and Education:** Discounted legal services, scholarships, College Test prep discounts



You can find more details at the website [www.afm.org](http://www.afm.org). Log on and scroll to the bottom of the right hand column to find Union Plus. While you're there, also scroll across the top to "Resources" to see what else the AFM can offer to you. Then share the good news with your colleagues. As the fall concert season looms, let's encourage our fellow musicians to join us with these great benefits.

*Convention from page 3*

"It's been bad enough to watch Ray Hair and his relentlessly collegial IEB give this blog absolutely nothing to write about over the past three years; didn't they care how damaging it would be to us online troublemakers for them to bring peace and financial responsibility to the AFM?"

Ray Hair's administration caused this "damage" by doing some hard work, aggressively negotiating contracts, severely cutting expenses. They stopped digging and began filling the budgetary hole. They also developed a plan for the future, one that requires a bit more money from each of us, but instead of using that money

to plug leaks, they're going to build and expand the AFM. The outline of this expansion is noted in the article "Per Capita Dues Increase" on page 3 of this newsletter; details are available online at [afm.org](http://afm.org).

Coming into the Convention, most delegates, myself included, had no intention of approving a \$10 dues increase. But when presented with a well-conceived plan, and backed up by a record of success over the past 3 years, there were few dissenters when Recommendation #1 came up for a vote. "Solidarity Forever" we all sang. Really.

And solidarity ruled on the third day of the meeting. On Monday, Tim Zavadil, a member of the Minnesota Orchestra negotiating committee, gave a presentation about the difficult situation concerning the Orchestra, often considered the best in the world, now locked out of work since October 2012. (Google for details). While the AFM has successfully negotiated many symphony contracts in the past several years, this negotiation has shaped up as part of a larger ongoing war against unions, spearheaded by the CEOs of Well Fargo and US Bank. On Tuesday, in support in the musicians, several Locals and Conferences (including Pen-Del-Mar-DC) each donated \$500 to help out.

*"Music is like water. It's so plentiful we take it for granted. Where there is water, there is life, where there is life, there is music."*

*– IATSE Cameraman for the Convention  
(who also contributed to the Minnesota Orchestra musicians)*

Please see *Convention* on page 5

*Convention from page 4*

By Wednesday, this cause caught fire, and over the course of several hours, donations from \$50 to \$2000 were made, eventually totaling over \$70,000. (Local 660 pledged \$100. See “Letter from Claire Zupert” on page 2). Additionally, many Locals and individuals closed their accounts with Wells Fargo and US Bank.

OK, if you want more details about the Convention, I’ll be happy to chat with you. There will be some changes in the AFM By-Laws; most are procedural or semantic, and I’ll go over them in another newsletter. But this year I did have a good time, and hopefully you’ll send me back in 2016.

Finally, some of the accomplishments the AFM has made in the past three years – reasons why delegates reelected the current administration:

>Austerity Measures– layoffs, pay cuts, slashed budgets, reduced benefits, merged positions,

- combined offices, now \$2 million in the black
- > Settled legal battles with Recording Musicians
- >Musicians Rights Organization of Canada reimbursed AFM for expenses of +\$20million
- >MPTF: Once thought dead, now reinvigorated through a new Sound Recording Labor Agreement, which had been working under extension since 2009. The record labels proposed elimination of MPTF, but there were no concessions from AFM negotiators. Musicians, not lawyers, were involved in negotiations, and new revenue streams were established for MPTF & Special Payments Fund (\$\$ for from films and studio recordings). Decades of audits were settled, and back revenues for performances were collected.
- >World Intellectual Property Organization negotiations: Many Foreign Rights Organizations don’t distribute royalties to US musicians, therefore exercising “Collection without distribution.” AFM

Please see *Convention* on page 6

## Auditions

**Williamsport Symphony Orchestra**

Oboe 2/English Horn

Principal 2<sup>nd</sup> Violin

Section Viola

Section Violin

Sunday, September 8, 2013 at  
Mary Lindsay Welch Honors Hall  
Lycoming College 350 Basin Street  
Williamsport, PA 17701

Audition by appointment  
To schedule an audition, please email a current resume to  
[rciab@williamsportsymphony.org](mailto:rciab@williamsportsymphony.org)  
accompanied by a brief definition.

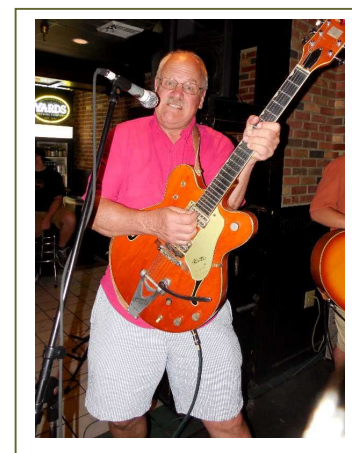
**USAF Academy Band, Petersen AFB**

Clarinet

Friday October 18, 2013  
Resume/CD Due August 23, 2013  
CD with Recording of  
1. Weber – Concertno for Clarinet Op 26  
2. Solo of your choice

Starting salary \$31K to \$37K annually  
Full Medical Benefits, 30 days paid  
vacation yearly, College loan repayment  
up to \$10K, GI Bill for college up to \$80K

Info at [www.usafacademyband.af.mil](http://www.usafacademyband.af.mil)  
or call TSgt Tim Blake at 719-556-9966



*The Prez rocks!*

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Pennsylvania Musicians  
since 1913

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- was granted NGO status, so we can voice concerns and participate directly in the debate.
- > **Lobbied** for provision in FAA bill allowing carry-on instruments (supported by Sen. Schumer)
  - > **Fighting** for terrestrial radio royalties
  - > **Reduced waiting time** for Visas for Canadian musicians (part of Immigration Bill via Sen. Reid)
  - > **Moved away from "Business Unionism,"** which creates hierarchies through back-room deals that benefit only Union leaders & management.
  - > **Pension Fund** gets new \$\$ via internet streaming.
  - > **Negotiated new rates** for travelling theatre players
  - > **TV Negotiations.** AFM returned to activism, fought the networks, refused concessions, encouraged member involvement in negotiations, received back payments owed, leafleted audiences lining up for live shows on networks, and unionized Mad Men, Nashville, and other shows.
  - > **Relocation fund,** down to \$1 million, is being refunded. The plan is to buy a building, and stop paying downtown NYC rent on 1501 Broadway.

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106 N Monroe Street  
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**AFM 660 Member**  
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**City, ST ZIP Code**