

Overture

online



COMMUNITY

**BUILDING CONNECTIONS THROUGH
COLLECTIVE ACTION**

*As SAG-AFTRA Strike Continues,
Musicians Support & Organize*

*AFM Supports AI Campaign
to Support Human Creativity*

Overture

online

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AFM LOCAL
47

Message From the Editor

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

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

Please update your Directory profile with your current email and notification preferences by filling out the update form at afm47.org/directory or call 323.993.3159. Thank you!

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President Stephanie O’Keefe



“At the heart of all that civilization has meant and developed is community...”

— *Dr. Martin Luther King Jr.*

As I thought about writing to you this month, I found myself thinking about this time of year and what it means to me.

Thanksgiving is one of my favorite holidays – I consider it a chance to pause, to reflect, and to consider those parts of life for which I feel gratitude. This year, perhaps most of all, I find myself considering what it means to have — and to be a part of — a community.

It has been a difficult year for our industry.

We have seen talented artists taking to the streets, asking not for the moon, but to simply receive compensation commensurate with the value of the works they create.

We have seen Local 47 musicians recorded without their knowledge or consent, threatened with the loss of their livelihood for speaking up about contract violations, and placed in working conditions that jeopardized their future ability to perform.

And as technology continues to develop and advance, all musicians, everywhere, are in danger of diminishing wages, and the loss of rights to their performance, their image, and their creations.

Positioned against the year’s difficult challenges and occasionally frightening developments, we see the strength of our community:

- The increasing numbers of musicians joining together to stand with other unions at picket lines and rallies throughout Los Angeles
- The much closer relationship Local 47 has developed with the Los Angeles County Federation of Labor, which recently passed a resolution committing to hiring musicians under AFM contracts for their events, and which is regularly including the Local in strategic planning for the Labor community
- The overwhelming number of musicians who are stepping up to serve on Local 47’s standing committees and player committees, participating both in the negotiation and the enforcement of our collective bargaining agreements
- The members who have reached out with ideas and suggestions to make the Local more responsive to the needs of the membership
- The half a dozen ensembles and theaters who have reached out to sign brand new collective bargaining agreements
- The many, many new AFM members who have found their way to our doors, preparing to shape the future of our profession

All these things make us stronger. And a community is just that – strong and able to withstand the threats to survival and the forces of malevolence it may encounter.

We have a Union for just one reason – because we are stronger when we stand together. And when we stand together, we form a community.

Stephanie

Vice President
Marc Sazer



Report from the front lines

Local 47 members and allies have been on the front lines, literally, with our writer and now SAG-AFTRA colleagues from the beginning. Our support for actors, session singers, voice-over performers and others on the picket lines at Warner Bros., Sony and other locations has helped us build grassroots relationships, learn and share, and plan our futures together.

Our preparations for our own film/TV negotiations have also been a pathway to interaction and solidarity. We have had a variety of meetings with leaders and members of WGA, SAG-AFTRA, Teamsters 399 and I.A.T.S.E. We were able to meet with the Editor’s Guild leader, Cathy Repola, with members of their Emergent Technology Committee to explore AI issues of common concern. We’ve also been able to play a key role in helping our new AFM President, Tino Gagliardi, develop and build on these same relationships.

Speaking of AI, we have a committee that has been working on an approach for upcoming negotiations, and we have worked with the AFM on a larger strategy. Last month, I participated in a meeting with our AFM leadership with representatives of the Federal Trade Commission, as they are looking at the impacts of AI on workers in different industries. On October 25, I represented us as the AFM voice on a panel looking at AI impacts. At this event, created by Digital Music News, I was on a panel alongside representatives of the recording industry, music publishers, and other rightsholders, in an event hosted by will.i.am at his studios here in Hollywood. It was valuable to be able to represent, and help build bridges between some of the key participants and our AFM leadership who attended. Along with Local 47 President Stephanie O’Keefe, AFM President Tino Gagliardi and AFM Vice President Dave Pomeroy were in attendance.

Focus on organizing

All of these activities are taking place in the context of the new organizing structure that we have been working on for much of the year. Following the lead of the Writers Guild and SAG-AFTRA, working with Local 47 Organizer Rahul Neuman, we have been building a Contract Action Team, comprised of leaders who volunteer to work with a list of colleagues, identifying more leaders from each list, and building out a radiating network of communications relationships among musicians. Each leader and list is a two-way street, sharing centrally gathered news and information, and listening to bring questions and thoughts back to the leadership.

This structure is powerful! It helps us grow our participation. We know that our presence is our power. Just last month, the Editors Guild and Cinematographers Guild, two key I.A.T.S.E. unions, announced that they are starting a CAT process as well.

As part of this process, we have been holding a series of Proposals Meetings in order to reach out and listen to bargaining unit musicians. So far we have held meetings in Pasadena, Long Beach, Santa Monica, West LA, North Hollywood, Orange County, San Francisco and New York. This process is bearing fruit with participation growing, and interest deepening.

Our CAT structure is being built for these campaigns now, but we are growing a communications and activation network that can carry us forward into the future. A characteristic of our past weakness has been our stop-and-start, episodic and non-continuous approach to organizing. In 2019, we launched a campaign for film/TV, and in 2020 we launched a campaign for Live TV/Videotape. In both cases, after the campaigns were over we packed up our bags and went home, losing virtually all of the foundation we had built. This time around, we have to do it differently. Once these contracts are won, the musicians who won the contracts need to be engaged in choosing other targets that they see as valuable and important. The very CAT structure we are building will play a democratic role if choosing where to flex its muscles next.

Building issues

This building that we are in right now is a full-time job; inspections, repairs, maintenance and planning are an ongoing process. We just recently installed crash bars on the doors in this room; you’d be surprised to hear that for all the years up until this last month the only way we could lock the doors here was to lock people in, as well as out!

The Electronic Media Division here at the Local has been busy in a number of different areas. Since the WGA strike was resolved, the “Jimmy Kimmel Show Live!”, “Dancing With the Stars,” “The Voice,” “American Idol” and other shows are back on the air. This is wonderful for the musicians in those house bands, and for the freelancers who get called in to fill out specific acts. It is also good news for our Local and the AFM as work dues come in from that work.

Our scoring work in film and TV has dropped off pretty dramatically as a result of the strikes. There is no sugar coating this, but we expect that once SAG-AFTRA settles their strike with the studios production should restart fairly quickly, and post should follow relatively soon.

Our SRLA, Limited Pressings and Demo sessions are still progressing, with the caveat that with the exception of a handful of large sessions, much of the major label (SRLA) activity is for one or two individual musicians.

E2 report

We are continuing to update our Executive Board about the development of our new computer system, E2. Naturally, the data breach we suffered this summer put a substantial dent in our timeline, but it is also fair to say that this is taking longer than expected. Unfortunately, this is normal; the AFM & SAG-AFTRA Intellectual Property Rights Distribution Fund and Film Musicians Secondary Markets Fund have had a similar experience with computer makeover timelines. However, I can share that we are now really on the home stretch, and are within weeks of going into a final transition process.

Finally, please consider signing up for our actions to support striking singers and actors: afm47.org/action. You’ll find that rubbing elbows with musicians from all walks, actors, session singers, supportive I.A.T.S.E. and WGA members and more is uplifting and empowering. We are, truly, stronger together.

Secretary/Treasurer Gail Kruvand



Notes from the Secretary/ Treasurer's Office

As always, there's some good news and there's some bad news.

Eighty new members joined our Local during the 2023 Membership Drive! We welcomed new members into the building last month for an "in person" orientation meeting for the first time since the pandemic. Of particular interest to our new members was a tour of the first-floor meeting space and rehearsal rooms that are available to members and community organizations. While we did see membership numbers drop off during the pandemic, we are welcoming new and returning members every month.

The entertainment industry strikes have finally caught up to Local 47. Our Third Quarter work dues were down 21% (-157,004) from the same period last year. But..... Overall work dues are down only 3% year to date from 2022 because we had a robust first half of the year in electronic media.

The good news is that musicians are engaged with our AFM campaign for streaming residuals and showing up to meetings and on the SAG-AFTRA picket line. Our work dues income is down, but member participation is up. That's something to feel good about!

On October 17, our Executive Board adopted a new policy on the granting of Life Member status. By now you are aware that we have two sources of revenue: membership dues and work dues. Life Members pay 50% of a Regular membership, and this has a real financial impact on our Local. We've watched Life Members grow as a percentage of our membership this year from 26.9% in the First Quarter to 27.5% in the Third Quarter.

Some AFM Locals grant Life Member status upon request of the member, and some grant it automatically upon achievement of the qualifying factors. Since our Local 47 bylaws (Article IV, Section 10) are silent on the process for becoming a Life Member, the Executive Board adopted the following policy:

Any regular member in good standing may, by written request of the Secretary/Treasurer's office, opt to become a Life Member, provided that they have met the qualifications per the Local 47 bylaws. The Local will no longer automatically convert a member to Life status without a specific written request.

In sum, for the moment, our revenues are down while our expenses are up. The data breach, entertainment industry strikes, and rising costs of insurance, postage, utilities, etc. have created a perfect storm here at Local 47. It's hard to predict, but at some point the SAG-AFTRA strike will be settled and work will pick up again. The good news is that we have the financial resources to get us through this extraordinary period.

Look for your 2024 membership dues statement in the mail soon. Prompt payments save everyone time and money. As always, we're stronger together!

DO WE HAVE ROYALTIES FOR YOU?



More than \$650 Million Distributed to Musicians & Vocalists

Royalties Distributed to Both Union & Non-Union Session Musicians & Vocalists For
Their Performance on Songs Played on Satellite Radio, Non-Interactive Streaming Services,
Webcasts, Other Digital Formats and Certain Music Performed on Film & Television

Find Out If We Have Royalties For You

www.afmsagaaftrafund.org

AFM & SAG-AFTRA
Intellectual Property Rights Distribution Fund

p. 818.255.7980 | f. 818.255.7985

www.afmsagaaftrafund.org



The AFM & SAG-AFTRA IPRD Fund is a 501(c)(6) non-profit organization - est. 1998



COMMUNITY

Building Connections Through Collective Action

The basic principle of organizing is to come together collectively to build real power. Many united voices are more powerful than one. Organizing is the life-blood of a union, as well as any movement for social and economic justice.

When we organize to ensure that musicians work under collective bargaining agreements as well as other kinds of contracts and compacts and to build solidarity in our union, we are stronger and more united. And when we join with others to organize for the rights of artists and workers, and in support of unions and activists in our communities as part of a broader mission, we are even more powerful.



Photo by Linda A. Rapka

Striking UNITE HERE Local 11 hotel workers felt the union love at a rally outside the Waldorf Astoria Hotel in Beverly Hills on Sept. 29, where musicians, writers, roofers, Teamsters and more showed up in solidarity. Self-proclaimed “union thug”, AFM Local 47 member Tom Morello performed a rousing set of union strong songs and brought a very special guest — his mom Mary, who chose to celebrate her 100th birthday doing what she loves most: being out on the line supporting workers.

Solidarity is an important value for any community, as well as for society at large. Collective action allows us to come together to overcome adversities and to reach common goals. In recent months, musicians across the country have shown tremendous solidarity out on the picket lines, first with WGA and now with SAG-AFTRA members who are striking for a fair contract. Musicians are also supporting striking workers including health care workers and hotel workers.

Solidarity amongst our own ranks is also crucial. Here at AFM Local 47, our Organizing Department works with musicians on a local, national and international level to organize for musicians’ rights in our communities. Our musicians are currently involved in the following active campaigns:

[Fair Share For Musicians](#) - Members of the American Federation of Musicians across the nation are working together to achieve a fair contract from the Alliance of Motion Picture and Television Producers.

[#WhyUnion?](#) - Local 47’s #WhyUnion? campaign features members from every part of our profession, answering in their own words, this question: “Why Union?” Click the link to read members' answers, and to share your own.

[SAG-AFTRA Strike Support](#) - Los Angeles musicians and supporters are invited to join us on the picket lines in solidarity with our SAG-AFTRA colleagues who are on strike against the AMPTP for a fair contract — the same employers we will be facing when our national film/TV contract expires in November.



AFM LOCAL 47 POLITICAL ACTION COMMITTEE

WORKING TO GROW OUR COLLECTIVE POWER

Your voluntary contribution to the Local 47 PAC supports candidates and legislation that further the goals of all musicians

afm47.org/pac



Hollywood Labor Calls on Studios to Resume SAG-AFTRA Negotiations in Good Faith

In a display of continued unity, the Writers Guild of America West (WGAW), Writers Guild of America East (WGAE), Directors Guild of America (DGA), International Alliance of Theatrical Stage Employees (I.A.T.S.E.), American Federation of Musicians (AFM), Teamsters, and Hollywood Basic Crafts — encompassing Teamsters Local 399, IBEW Local 40, LiUNA! Local 724, OPCMIA Local 755, and UA Local 78 — issued a joint statement in mid-October to support of the Screen Actors Guild-American Federation of Television and Radio Artists (SAG-AFTRA) in their ongoing negotiations with THE studios represented by the Alliance of Motion Picture and Television Producers (AMPTP).

“Our members work side-by-side for the same handful of employers, and our unions and guilds collectively stand more united than ever.

“Each day a fair contract addressing actors’ unique priorities is delayed is another day working professionals across our industry suffer unnecessarily. At this point, it should be clear to the studios and the AMPTP that more is needed than proposals which merely replicate the terms negotiated with other unions.

“We collectively demand the AMPTP resumes negotiations in good faith immediately, make meaningful moves at the negotiating table with SAG-AFTRA to address performers’ specific needs, and make the fair deal they deserve.”

At the time of this writing, SAG-AFTRA leadership has resumed bargaining dates with the major studios, but no deal has yet been reached.



The AFM has launched the national [Fair Share For Musicians campaign](#) to mobilize members in preparation of our upcoming negotiations with AMPTP. On Oct. 20, AFM members from Los Angeles and Orange County convened for an organizing training at Local 47 led by LA County Fed Organizing Director Patricia Rencinos and Organizer Miguel Cruz, who demonstrated tools and techniques that will help us collectively grow our power as union musicians.



SHOW YOUR SOLIDARITY!

Musicians from coast to coast continue to show strength in solidarity in support of SAG-AFTRA's current strike. Sign up to join musicians on a picket line near you:

Los Angeles - afm47.org/action

New York - bit.ly/802sag



**Entertainment
Community Fund**

Supporting a life in the arts



Honorary Member Seth MacFarlane Donates \$10M for Strike-Impacted Industry Workers Life Member Herb Alpert Donates \$250,000 in Matching Fund Gift

The Entertainment Community Fund (formerly The Actors Fund) has partnered with Seth MacFarlane to raise another \$10 million to support all entertainment industry workers. To kick off the initiative, MacFarlane is donating an additional \$5 million on the heels of his \$1 million donation in July.

As of September, the Fund has distributed more than \$7.4 million to more than 3,515 film and television workers including writing assistants, production assistants, key grips, gaffers, lighting and sound designers, script supervisors, people working in craft services, hair and make-up, wardrobe, and more.

Given the heightened rate of requests for emergency financial assistance due to the work stoppage, the Fund is currently distributing about \$400,000 to \$500,000 per week (compared to an average of \$75,000 per week in the first half of 2023).

“There aren’t enough words to express our tremendous gratitude to Seth as he continues to help those in need, all while inspiring others with this call to action to do the same,” said Entertainment Community Fund Chair of the Board Annette Bening. “At this rate, we’ll need at least \$10 million to continue helping people in the coming weeks. Seth’s gift is an incredible contribution to help us be able to do that, and we hope others join in as well.”

“We are eternally grateful to Seth for this extremely generous donation,” said Entertainment Community Fund President and CEO, Joe Benincasa. “We know that there will be long-term ramifications of the work stoppage that will continue to impact people’s lives and well-being for months to come, and this transformative gift will allow us to continue to answer the influx of requests for help we get each day.”

Thanks to substantial donations including MacFarlane’s, the Fund is helping all professionals in the entertainment industry in need with emergency financial assistance to cover basic living expenses (rent, groceries, health insurance, medical bills, etc.), mental health support and more.

Since May 1, the Fund has raised over \$10.1 million from more than 10,800 donors to support film and television workers. The Fund also has received a generous \$250,000 matching gift challenge donation from iconic trumpeter, A&M Records co-founder and philanthropist Herb Alpert, via the Herb Alpert Foundation. That donation was immediately matched by an anonymous donor, bringing the total gift to \$500,000.

If you are in need of assistance, or can provide help, please [click here](#).

Member Spotlight

VOCALIST/PRODUCER
MEMBER SINCE 2004

AFM LOCAL 47

will.i.am

Black Eyed Peas



"I'm just a guy who is passionate about music, and people have gravitated to what I put out there."
- will.i.am

William James Adams Jr., known professionally as will.i.am (pronounced "will I am"), is an American rapper, singer, songwriter, actor, and record producer. He rose to prominence as the founder and lead member of the hip hop musical group Black Eyed Peas, which formed in Los Angeles in 1995.

After signing with Interscope Records, the band dropped their debut album "Behind the Front" in June 1998, showcasing an approachable, fun style that was undeniably rooted in hip hop. Realizing that adding a female to the mix improved the band's potential, will.i.am approached Fergie, whose mighty vocals paved the way to stardom. The band's 2003 album, "Elephunk," took off thanks to the single "Where Is the Love" featuring Justin Timberlake. It hit No. 8 on the U.S. Billboard Hot 100, while becoming the biggest-selling single of 2003 in the U.K. With will.i.am leading the charge as frontman, producer and songwriter, more hits followed, including "I Gotta Feeling," "Boom Boom Pow" and "Let's Get It Started." The foursome had sold over 76 million albums worldwide and earned six Grammy awards.

In addition to his work with the Black Eyed Peas, will.i.am is an accomplished solo artist and a producer who has worked with some of the biggest artists in the world. He has also been a judge and mentor on the television talent show series "The Voice UK" (2012–present), "The Voice Australia" (2014), and "The Voice Kids" (2017–2023). He is the recipient of seven Grammy Awards, a Latin Grammy Award, and a Daytime Emmy Award.

He has also embraced the worlds of politics and social activism, having created songs and a website to support Barack Obama's 2008 presidential campaign. His innovative music video for the song "Yes We Can," which spliced together snippets from Obama's speeches, won an Emmy and a Clio award. He also has his own foundation, I.Am.Angel, to support education; one of its initiatives, I.Am.Steam (Steam stands for Science, Technology, Engineering, Arts, and Math), exposed under-served students to learning opportunities outside the classroom and earned him recognition as a Young Global Leader by the World Economic Forum in 2013.

The epitome of a Renaissance Man, will.i.am recently added another feather to his cap: Futurist. Confronted with the limitations imposed by the pandemic and the lack of suitable tools for remote creative collaborations, decided to take matters into his own hands and embarked on a mission to find a solution. The answer was FYI (short for Focus Your Idea), billed as "the first productivity tool designed to serve creatives first." The revolutionary app is engineered to help creatives in a wide array of tasks, including AI-powered "creative co-piloting," chatting with collaborators and team members, sharing photos, videos, audio files, and docs, as well as securing data with advanced end-to-end encryption. More information may be found on the website [FYI.me](https://fyi.me).

> **Related Story:** *will.i.am speaks at panel on AI hosted by Digital Music News - [click here](#)*



Save the Date:

Next General Membership Meeting

Monday, January 22, 7:30 p.m.

AFM Local 47 Captain Greg Welch Gathering Place
3220 Winona Ave. Burbank CA 91504

Ongoing Events:

AFM 47 Supports SAG-AFTRA! Picket Schedule

Sign up for picket email alerts [here](#)

Executive Board Meetings

Tuesdays, 10 a.m. (online via Zoom)

Members welcome as observers

New Member Orientation

Third Fridays, 10-11 a.m.

Local 47 Executive Board Room

Required of all new members

afm47.org/orientation

View our full calender of events

@ afm47.org/calendar



Welcome New Members!

- **DuPell, Evan David** - Songwriter, Vocalist, Acoustic/ Electric Guitar
- **Edwards, Stephen James** - Piano, Synthesizer, Keyboard, Composer
- **Goldsworthy, Gary** - Synthesizer, Keyboard, Violin, Bass
- **Humphries, Thea Emma** - French Horn
- **Laufer, Robert** - Acoustic/Electric Guitar, Electric Bass
- **Norton, Jonathan Hayes** - Drum Set, Percussion, Vocalist, Producer
- **Porter, Braxton Alexander** - Bassoon, Violin, Cello
- **Rios Medina, Ricardo** - Violin
- **Williams, William Murray** - Trumpet, Piccolo Trumpet, Flugelhorn, Cornet, Producer

News Briefs

New Hearing Board

Member Elected

At our Oct. 23, 2023 General Membership Meeting, member Aaron O. Smith was elected to fill a vacancy on the Hearing Board. Congratulations, Aaron!

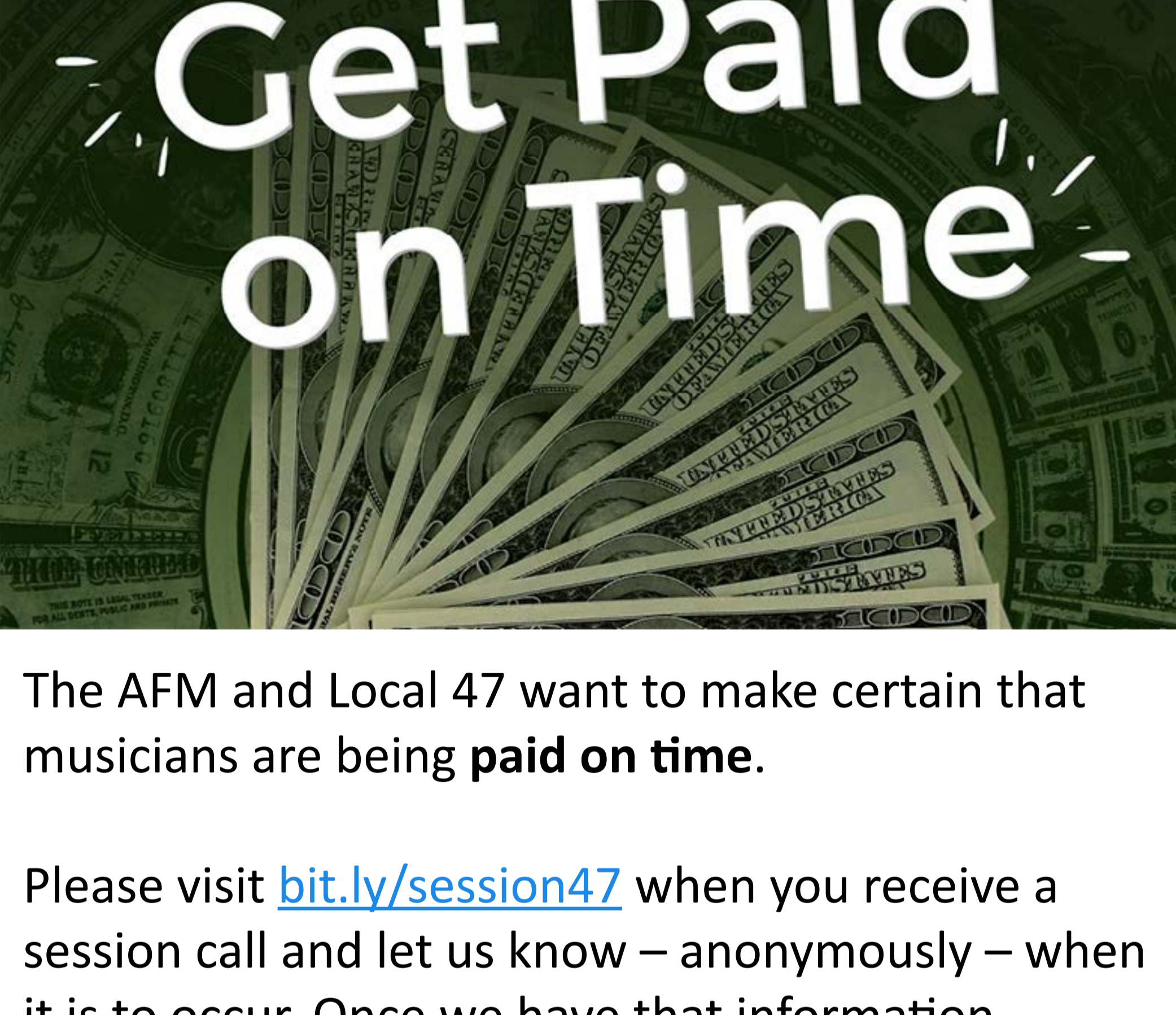


2022 Audit Reports Now Available

The 2022 annual audit reports for AFM Local 47 and the Musicians' Club of Los Angeles are now available. To access these documents, members may log in to the [members section at afm47.org](#), select the "Docs" menu tab, and under the Members-Only Documents header click the "Audit Reports" link.

Do We Have an Unclaimed Check for You?

[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



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

Please visit 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 or 323.993.3143.



Is Your Info Current?

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

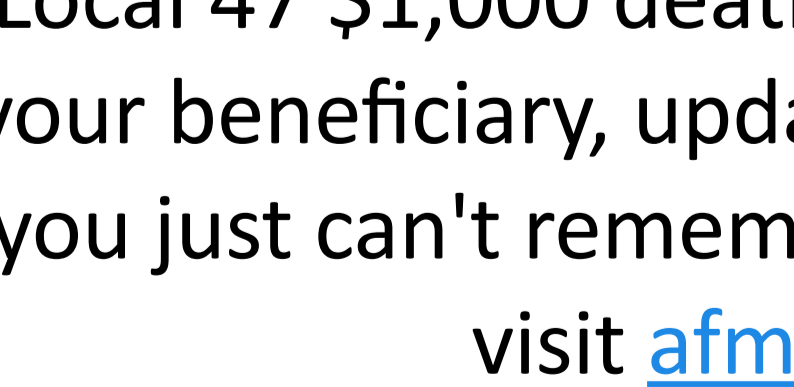
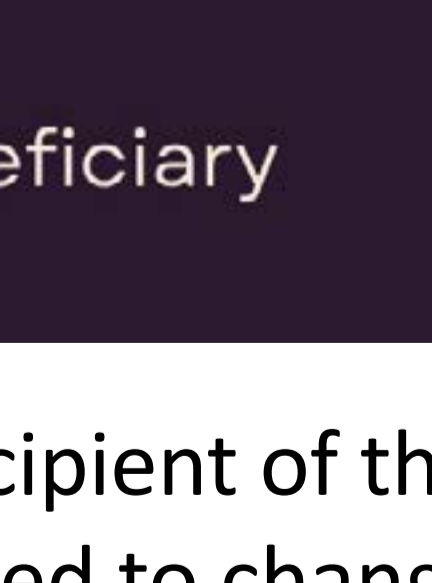
afm47.org/directory
323.462.2161



Go Paperless!

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

IS YOUR BENEFICIARY CARD CURRENT?



Visit: 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.

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.



human
artistry
campaign

AFM Supports AI Campaign to Support Human Creativity

A broad coalition announced the launch of the [Human Artistry Campaign](#) to ensure artificial intelligence technologies are developed and used in ways that support human culture and artistry – and not ways that replace or erode it. With over 150 members including major unions such as the AFM, SAG-AFTRA, IATSE and DGA, and numerous trade associations and policy experts, the Human Artistry Campaign is positioned to be a leading voice in the rapidly unfolding debate over the costs and benefits of different forms of AI.

The group outlined principles advocating AI best practices, emphasizing respect for artists, their work, and their personas; transparency; and adherence to existing law including copyright and intellectual property.

The campaign urges supporters to [sign a petition](#) to advance these fundamental principles.

The campaign rolled out a set of AI principles during a panel at SXSW in Austin this past March, featuring voice actor and prolific songwriter Dan Navarro, Grammy-nominated singer-songwriter Jessy Wilson and UT Austin professor and immersive technology expert Erin Reilly.

“There is so much potential with AI,” said AFM Local 47 member and Recording Academy CEO, Harvey Mason jr. “But it also presents risks to our creative community. It’s crucial that we get this right early on so we don’t risk losing the artistic magic that only humans can create.”

To learn more, visit humanartistrycampaign.com.

Digital Music News Hosts Entertainment Industry Panel on the Rules for AI

On Oct. 25, Digital Music News assembled an exceptional panel of leading music industry creatives, innovators, executives, policymakers, and advocates — including AFM Local 47 member will.i.am and Vice President Marc Sazer — to sift through the deals, decisions, and emerging rules for AI, including those already established, those in the process of being established, and what’s coming next.

Moderated by Noah Itman, chief revenue officer at Digital Music News, the conference offered a collection of creatives, innovators, executives, policymakers, and advocates to determine what guardrails the creative industries need in AI legislation and policy-making, as well as how to capitalize on the opportunities presented by the new technology. [Watch the video of the discussion here.](#)



Photos courtesy of Digital Music News

Artists & Services Group 1 panelists

(pictured above, from left)

- Nick Minicucci, co-founder and CEO at Immensity
- Daouda Leonard, co-founder and CEO at CREATE SAFE
- Andreea Gleeson, CEO of TuneCore
- will.i.am, founder and CEO of FYI.me, member of musical group the Black Eyed Peas, AFM 47 member
- Philippe Guillaud, CEO of MatchTune
- Jordan “DJ Swivel” Young, Grammy-winning producer, founder and CEO at Hooky



Administration & Regulatory Group 2 panelists

(pictured above, from left)

- Bob Clarida, partner at Reitler Law
- Sherlo Esajas, governmental affairs manager at BUMA
- Marc Sazer, vice president of AFM 47, president of Recording Musicians Association
- Michael Simon, president and CEO of HFA and president of Rumblefish
- Shannon Sorensen, SVP, Legal and Business Affairs at NMPA
- Mark Meikle, co-founder and CEO at Easy Song



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.

HEALTH CARE BENEFITS

PROFESSIONAL MUSICIANS LOCAL 47 AND EMPLOYERS HEALTH & WELFARE FUND

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

Eligibility

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

Coverage

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

Contact

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

ENTERTAINMENT INDUSTRY FLEX PLAN

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

Eligibility

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

Coverage

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

Contact

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

SELF-PAY HEALTH CARE

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

A Message from AFM-EPF:

Learn More About Your Pension Benefit

American Federation of Musicians and Employers' Pension Fund (AFM-EPF) Trustees understand that your pension benefit is both valuable and complex for participants. As a result, a new effort to assemble some practical, easy-to-understand information is underway. You can access this information now on the [Participant Page at afm-epf.org](http://www.afm-epf.org).

AFM-EPF is committed to providing you with the knowledge and resources necessary to maximize your pension planning and benefits.

With one click to the Participants page, here's what you'll find:

How Our Pension Plan Works

Learn more about AFM-EPF, its Trustees and your pension benefit

- [What is the AFM-EPF?](#)
- [Role of a Trustee](#)
- [How the Plan is Governed](#)
- [How the Money Flows](#)
- [What the Fund Office Does](#)
- [What's Happening with ARPA](#)
- [Benefits of Diversification](#)



Retirement is Down the Road

Things to consider and action to take even if retirement is years away

- [Tips You Can Use Now](#)
- [You Need to Designate a Beneficiary](#)
- [How to Register for the Participant Portal](#)
- [How the Pension Estimator Works](#)



Life Happens

Tips and information to help you manage life's unexpected events

- [You Need to Designate a Beneficiary](#)
- [What to Do if You Get Divorced](#)
- [How You Can Protect Your Loved Ones](#)
- [How and When to Contact the Fund Office](#)



Retirement is Around the Corner

Be prepared. Learn what you need to do before you need to do it!

- [Tips for Approaching Retirement](#)
- [You Need to Designate a Beneficiary](#)
- [How to Register for the Participant Portal](#)
- [How the Pension Estimator Works](#)
- [Navigating the Application Process](#)
- [Optional Forms of Payment](#)
- [How to Start Your Benefits](#)



For more information visit:
www.afm-epf.org



LA County Fed Summit Tackles Poverty and Homelessness

AFM Local 47 was proud to participate in the LA County Federation of Labor's Summit on Poverty and Homelessness on Oct. 13, where community leaders, labor leaders, and electeds gathered to begin the work to abolish poverty and homelessness in Los Angeles County.



Los Angeles Mayor Karen Bass

L.A. County Labor Fed President Yvonne Wheeler hosted the event with guests including L.A. County Board of Supervisors Chair Janice Hahn, L.A. Mayor Karen Bass, Long Beach Mayor Rex Richardson, and California Labor Federation Executive Secretary-Treasurer Lorena Gonzalez Fletcher. California's newest United States Senator Laphonza Butler also made a surprise appearance.

"We must address the issue of structural working poverty if we ever hope to emerge from the homelessness and poverty crises," said Wheeler. "It is simply unacceptable that working people are working paycheck to paycheck but still can't afford to pay the rent.

"We look forward to locking arms with our elected leaders so we can work together to make meaningful change to address poverty and homelessness in our communities head-on. We understand tenants' struggle. Their fight is our fight. We can only solve this crisis when we work together, and that's the goal of our Summit on Poverty and Homelessness," she insisted.



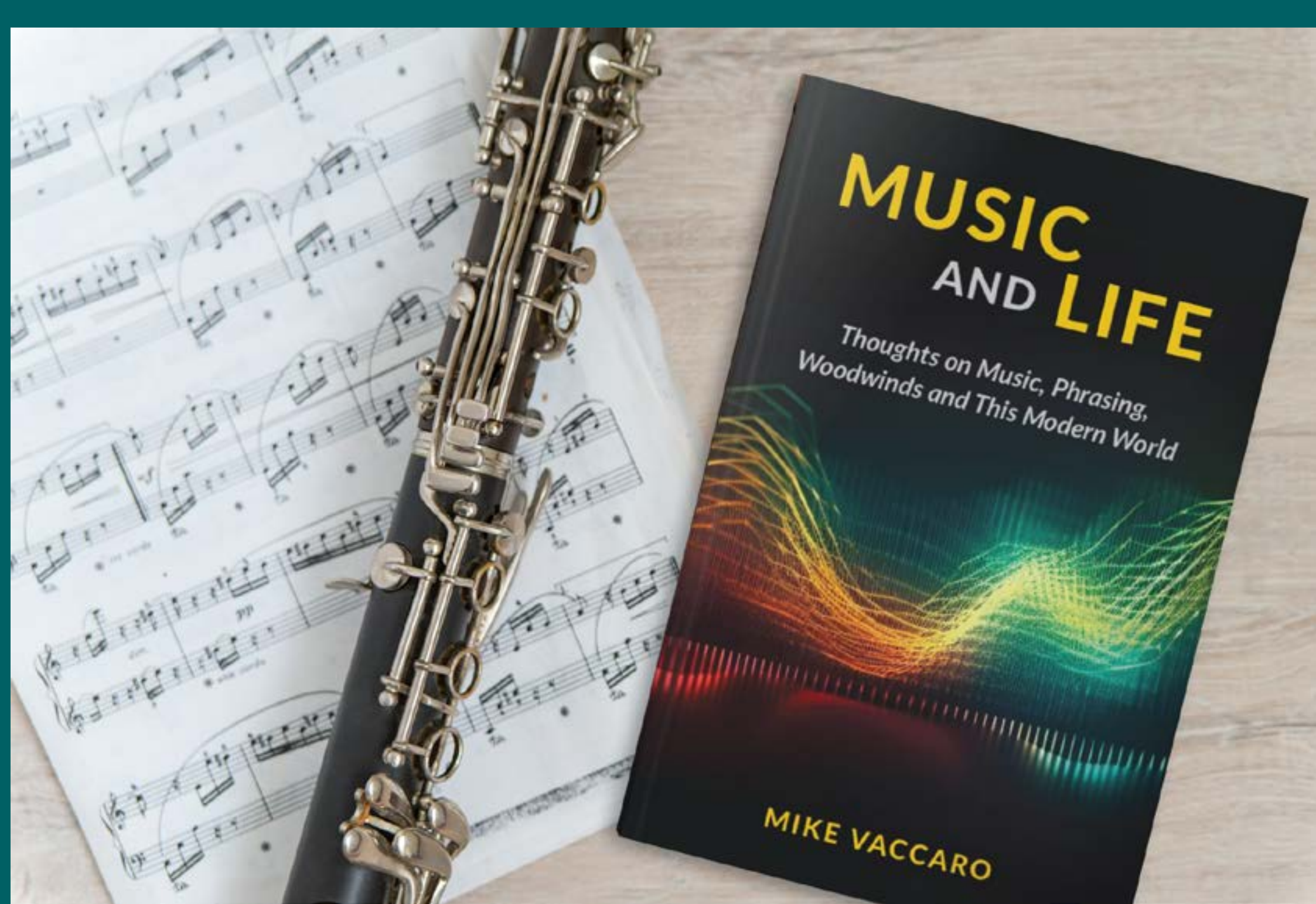
LA Fed President Yvonne Wheeler and U.S. Senator Laphonza Butler

The Summit examined the systemic challenges, roadblocks, and root causes of housing insecurity, especially for those working full-time but still living paycheck to paycheck and struggling to afford rent. Attendees identified actionable steps to help those living in poverty and experiencing homelessness.

Specifically, union members called for:

- Civil Service Reform throughout L.A. County that removes barriers to hiring while preserving good union standards
- Support for a \$25/hour Hospitality Living Wage Ballot Initiative for the March election
- Support for a \$25/hour living wage policy at LAX
- Fast Food worker policy
- Support specific affordable housing projects

In concluding remarks, Wheeler noted, "We know that poverty wages are a major reason people can't afford to live in the city where they work. The LA Labor movement is leading the fight against poverty wages, and the labor movement has a role in resolving this crisis. We must lock arms with all stakeholders like our community allies, elected officials, faith-based partners, those directly impacted, and everyone in between if we want to solve this generational crisis because the labor movement cannot do this alone."



Music and Life

Thoughts on Music, Phrasing, Woodwinds and This Modern World

Author: Mike Vaccaro,
AFM Local 47 Life Member

"You only need to study music for one minute a day."

Sounds radical, doesn't it? The point is... get your instrument out of the case, sit down, forget all the things that are pulling at you, and just get started. By practicing one minute a day (or more) you create a habit. It's not how much time you practice, it's that you do it on a regular basis with commitment.

Mike Vaccaro, a virtuoso woodwind musician, brings his unique perspective on music and life. "Music and Life" brings you into the world of a woodwind musician, yet the words ring true for all musicians. It's a world of passion where you practice your craft, not for fame and fortune, but because you can't see yourself doing anything else.

Your instrument, and all the extra things that go with it, like reeds and ligatures are the things that can make music fun or a nightmare. Just think-if someone handed you as a student a perfect playing setup that you had to change very little over the years, what an advantage you would have. Mike shows you the secrets.

Inside "Music and Life," you will discover:

- How to be a top professional musician
- What life is like on the road
- Alternative ways to make a living in the music world other than performing
- Why you need to regard music as a business, not just art
- How to select the best teacher and why a teacher is so important
- Reasons why it is now so essential to build your own home recording studio
- And so much more...

While "Music and Life" targets woodwind musicians and their preparation for performing, all musicians will likely discover a few gems. The author goes into details of what teachers as well as students need in order to excel, how to improve the different musical instruments in the woodwind family, the philosophy and social aspects of music, and the business aspects of music. After reading the book, you will have a greater appreciation for the dedication and sacrifice it takes to be a successful professional musician.

Mike also has a few words to say about the state of the world and society today. And sprinkled in are the author's favorite quotes, thoughts to give you pause. He has a few words of wisdom himself:

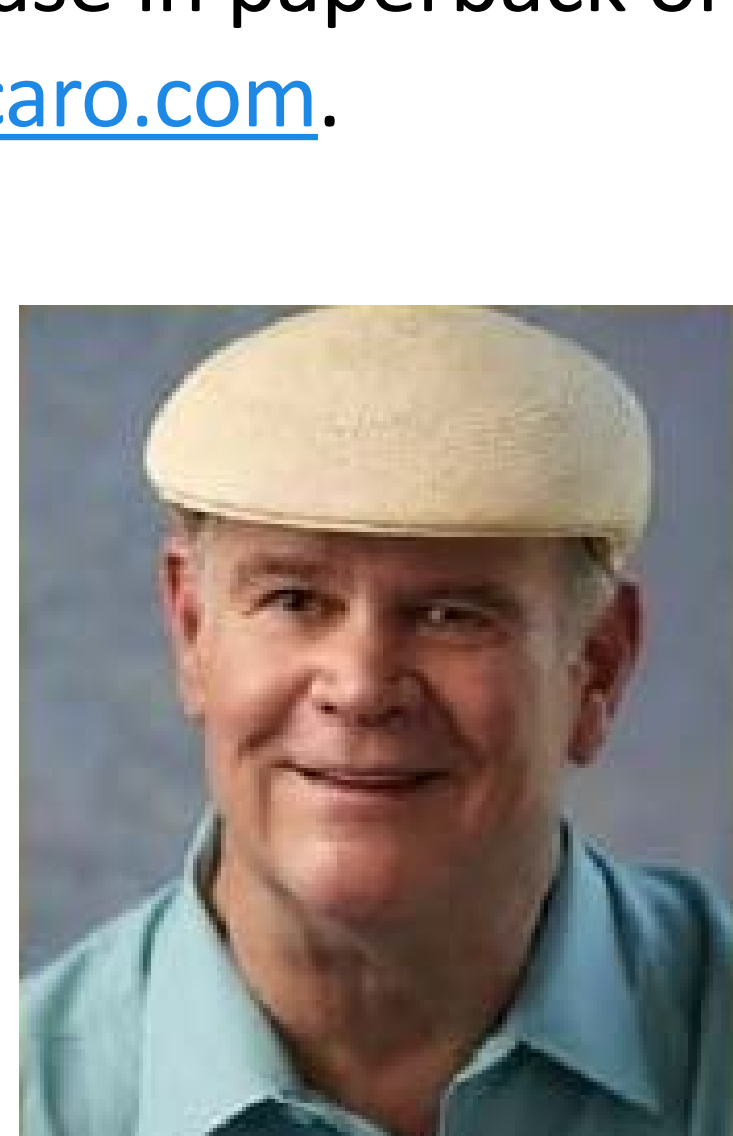
- "It is easy to be impatient but music, art, and life it self is a lifetime growth experience."
- "Be happy where you are at while you are trying to get where you want to be."
- "Save your money."

True freedom is reached not by playing or improvising the music, or reading it on the page, but by owning it to the point of being at one with the notes and the music. The ultimate goal is to take the music off the page and own it in your soul — so it does not sound like you are reading music, but that the music is coming from within you... or the universe.

For more information and to purchase in paperback or digital format, please visit mikevaccaro.com.

About the Author

Mike Vaccaro has been active in the classical, jazz and pop music genres, performing and working in theater, opera, and motion picture productions, as well as orchestra and chamber music throughout his 60-year career. He owned his own production company, producing celebrity concerts. Mike's most cherished memories were playing baritone sax with Stan Kenton and solo clarinet on the Pixar movie "Ratatouille." His chamber music trio Musique was the highlight of his career. He has been honored to record 10 full-length CDs. He is also known for making improvements to the design of the clarinet and making custom-made mouthpieces for clarinets and saxophones.



Final Notes



In Memoriam

Eugene Corral

Life Member. Marimba, Bass, Guitar
1/26/1932 – 9/23/2023
Member since: 6/23/1953

Virginia Hammond

Life Member. Oboe
9/24/1927 – 8/31/2023
Member since: 2/19/1945

Helen Louden

Member. Cello
12/5/1940 – 8/27/2022
Member since: 9/21/2004

Valencia Mitchell

Life Member. Violin
3/4/1949 – 9/3/2023
Member since: 4/23/1985

Sterling Smith

Former Member. Piano
4/23/1949 – 7/27/2023
Member since: 4/18/1985

James Weisheit

Life Member. Drum Set
11/20/1944 – 9/24/2023
Member since: 8/2/1983

Gary Wright

Life Member. Piano
4/26/1943 – 9/4/2023
Member since: 8/5/1975

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

or you may send to:
overture@afm47.org

Local 47 Overture Online
3220 Winona Ave.
Burbank CA 91504

Open Mic

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.

Seeking Interviews for Larry Levine Documentary

We are doing a documentary on my dad, Larry Levine. He was the sound engineer for all of Phil Spector's hits and helped create the "Wall of Sound," and all of the Wrecking Crew's hits. He was also Chief Engineer at A&M Records when he went from Gold Star Studios to A&M, and this story is absolutely amazing!

We have several interviews so far. Just to name a few: Herb Alpert, Bill Medley, Dave Gold (owner of Gold Star Studios) Don Randi, and several others.

If anybody has any stories about my dad, or worked with him and would like to contribute in anyway please call me at 818-388-8179 or send me an email to mike@scanninghouse.com.

Thanks so much — and we are very excited about the story!

We want to hear from you!

Send in your Letters to the Editor:

overture@afm47.org

3220 Winona Ave.

Burbank CA 91504

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

Membership Dues Policy

Membership Dues Fees

Regular Member

Annual Dues: \$210

Semi-Annual Dues: \$110

Life Member

Annual Dues: \$110

Inactive Life Member

Annual Dues: \$90

Make checks or money orders payable to:

AFM Local 47,
3220 Winona Ave.
Burbank CA 91504

You may also make payments with VISA, MasterCard, Discover, AmEx by phone at 323.993.3116 or at afm47.org/dues

Dues Schedule

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

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

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

Notice From the Executive Board: Work Dues Delinquency and Suspension

- 1) Local 47 members whose work dues delinquency exceeds \$500 shall be suspended; and
- 2) Non-Local 47 members whose work dues delinquency exceeds \$500 shall be referred to the IEB as provided in the AFM Bylaws.

In order to reinstate membership, a \$75 reinstatement fee will be assessed.

Resignation Policy

In order to resign in good standing, you must submit your written request to Local 47 before your membership is suspended. Though dues are due Jan. 1 and July 1, current grace periods extend to March 31 and Sept. 30, respectively; suspensions are posted April 1 and Oct. 1.

In addition to membership dues, all other financial obligations, Local and International, must be paid prior to resignation. Your letter of resignation will be presented at the following Executive Board meeting and a written response will be mailed to you. If you wait, you will be required to pay another half year's dues and/or clearance fee.

AFM Local 47 Refund/Return Policy

Unless otherwise specified, Membership and Work dues payments made to AFM Local 47 are not refundable. Merchandise or other items purchased directly from AFM Local 47 may be returned within fourteen days of purchase upon return of the item(s) in the condition in which you received said item(s). To request a refund and return content, please contact AFM Local 47, Attn: Vice President's Office, 323.993.3172, merchandise@afm47.org, 3220 Winona Ave. Burbank CA 91504, to receive instructions on returning your product(s).

HELP A MUSICIAN IN NEED

Be an anonymous donor to the Local 47 Musicians Relief Fund. Send contributions to the Secretary's office or call (323) 993-3159 for more information.

Multiple-Card AFM Member Rebate

Did you know? If you hold membership in three or more Locals throughout a full calendar year, you are entitled to a rebate from the AFM.

Under the rebate program, membership in a base of two Locals must be established in order for a member to qualify for a rebate. The International Secretary/Treasurer's office has determined that a musician's membership in his or her "Home Local" and the subsequent Local of longest tenure shall be designated as the two base Locals. The Secretary/Treasurer's office will then rebate the appropriate per capita dues for membership in the third Local and any other Local(s) beyond three to which a member belonged for the entire previous calendar year.

To petition for a Multiple-Card Member Rebate, members should fill out the form and return it to the Secretary/Treasurer's office together with copies of all their paid-up membership cards, receipts of canceled checks for annual dues from all Locals, or a letter from each Local stating that the petitioner was a member in good standing of the Locals for the full year prior. Rebates will be issued after Jan. 1.

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

Notice to All Persons Entering or Utilizing the Property of the Musicians' Club* of Los Angeles:

The premises of the Musicians' Club of Los Angeles are reserved for the exclusive use by the officers, employees, and Full, Youth, Life or Inactive Life Members in good standing of AFM Local 47 and the American Federation of Musicians. All other persons must receive written permission from the office of Local 47's president to enter or utilize these premises. Local 47 reserves the right to remove and to cite for trespass any party found on these premises who does not fulfill the above conditions of occupancy. (Note: This notice is not applicable to those making deliveries to AFM Local 47, or customers of and those making deliveries to tenants of the Local 47 headquarters.)

** The Musicians' Club of Los Angeles, Inc., is a California Non-Profit Corporation incorporated in 1926. It owns all land and improvements where AFM Local 47 conducts its business. The Corporation rents space to other tenants, mainly industry related. All members of AFM Local 47 are also members of the Musicians' Club of Los Angeles.*

Do Not Work For...

The list published at afm47.org/donotworkfor.html contains the names of employers with whom Local 47 currently has disputes.



If you have any questions about this list please contact the President's Office: 323.993.3181

Notice of Strike Sanctions

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

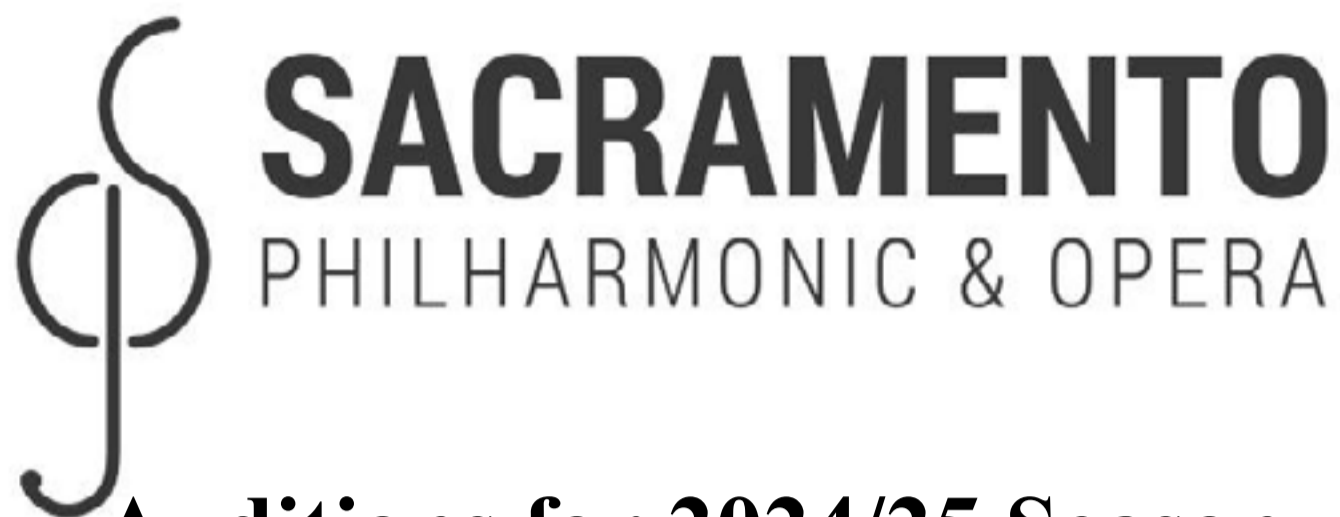
Cinema Scoring
CMG Music Recording
Peter Rotter Music Services

If and when any of the aforementioned parties calls a non-union engagement, other labor unions have agreed to stand in solidarity with Local 47 and not cross our line.

If you are being pressured to participate in non-union work or take financial-core status and quit the union, know that it is illegal for employers or employers' representatives to coerce, pressure or otherwise influence any employee to take fi-core status under the National Labor Relations Act. Should this happen to you, call 323.993.3181.

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

Auditions



Auditions for 2024/25 Season

Second Oboe

Monday, January 15, 2024

Sacramento, CA

Second Clarinet

Tuesday, January 16, 2024

Sacramento, CA

Application and resume deadline for all auditions:

Friday, December 29, 2023 @ 5:00 pm PST

For more information, or to apply online,

visit www.SacPhilOpera.org/auditions

The SP&O is a per service orchestra with 38 services per season

Section: \$165.00 per service 2024-2025 Season

Resumes will be screened, and candidates sent repertoire and other details after review and acceptance of their application

Advertise

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Overture Online App

— Released monthly —

The Local 47 Beat

— Emailed biweekly —

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CONTACT: advertising@afm47.org

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