

# The New Pitch

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AFM Local 21

December 09

*The Official Bulletin of the  
AMERICAN FEDERATION OF  
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## MEMBERSHIP DUES GENERAL INFORMATION

**Regular Members** - \$36.25/qtr  
(\$140.00/yr.)

**Life Members** - \$18.50/qtr  
(\$69.00/yr.)

**Inactive Life Members** - \$17.00/qtr  
(\$63.00/yr.)

\*Life members who wish to become inactive life members may do so by notifying the local in writing. Inactive Life Members shall have all the rights and privileges of active members except that they shall not perform any professional engagements, vote or hold office.

## President's Message

### SEASONS GREETINGS

Brothers and Sisters of Local 21: For those of you who are not directly involved, we are in contract negotiations with The Delaware Symphony and we need your help and support --- each one of you!

We first met with the DSO board in October (08) to begin preparations for negotiating a new collective bargaining agreement. The Board president was very cordial, but preferred to hold off until the board had their "strategic initiative" prepared. The current agreement did not expire until August 31, 2009, so it was suggested by them and agreed by all to begin the talks after the first of the year.

Cut to the chase---- we still do not have anything meaningful coming from them. They have been making foolish and illegal (NLRB) demands, to the point that we have involved not only the Federation, but a Federal Mediator has been in attendance at the most recent meetings.

Your player's committee has been working very hard against these obstacles (as they have since day one). You may think that they may be burning out by now; however, the actions that the symphony Board has taken since mid-August have kept vitality and perseverance running in the veins of each one of your negotiators. On the Local side, the work that Glenn has done for you has been brilliant to the point that some of you may have heard comments about how he has stalled the process or made it hard to deal with the Board. These comments are coming from the Board, because they ARE upset with all of us because of all of the legal and financial research that Glenn has done to shoot down their foolishness. Please do not think that no one is looking out for your best interests. All of this delay is being driven by the DSO Board, and your committee is working very hard for you!

Now for the "we need your help and support" request above: we need unity, we need each one of you to refute any and all negative comments that you may hear---from anyone. Please be assured that we at the Local, as well as your Committee are working toward a quick and fair CBA for you.

Again, **Seasons Greetings--- Merry Christmas--- Happy Everything---and most of all, Have a prosperous NEW YEAR!!**

In Unity, Bill Berger, President

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**Late Payment and Suspension Policy, effective 1/1/2010:**

Quarterly dues payments are due during the first month of each quarter (January, April, July and October).

Members failing to pay dues by the end of a quarter shall be suspended and reinstatement fees will be imposed (consult Article 6 Section 2 of the bylaws). Failure to pay dues by the end of six months will result in termination of membership.

Reinstatement will require the payment of a \$40.00 reinstatement fee, plus any back dues (maximum of two quarters).

**RESIGNATION PROCEDURE**

A member wishing to resign in good standing from Local 21 or any other Local of the AFM must do the following:

- Send a letter of resignation to the local
- Pay all financial obligations to that local, including the current quarter's dues.

Failure to follow this procedure will result in the member being suspended or expelled for non-payment of dues. This will jeopardize membership in all other locals of the AFM.

*You could advertise in the "Pitch", and be seen by musicians in DE, NJ, PA, MD, and further!*

Call or e-mail us here at the office for more information.

**SECRETARY/TREASURER'S MESSAGE**

Hello from the Secretary/Treasurer's office. Hopefully everyone has had a nice thanksgiving holiday and is looking forward to a busy and gig-filled, but rewarding end-of-year season, followed by some time to catch your breath.

I want to start with some good news: **There will be no increase in annual membership dues for our Local for 2010.** This year has been a difficult one for the Local and its members financially, but we think that we can get through 2010 with no increase. As always, we will need to watch the 2011 budget carefully for the possibility that, with some expenses continuing to rise, we may not have this luxury next year. However, the Local is looking for every way to cut costs and maintain service, so we are doing everything we can to be aware of members' financial concerns.

Your Local Board has been very proactive about keeping on top of issues and looking for ways to keep expenses low, and I thank them for all of their ideas and support. Speaking of the Board, though...

Can you believe that 2011 will be an *election year* for the Local (again)? Anyone who has been thinking of ways to be more involved (and influential) in Local matters should consider running for a position as an Officer or member of the Executive Board. More information will be in our early newsletters of next year.

Unfortunately, despite the great work and professionalism of the Local and the DSO Players' Committee, Delaware Symphony Orchestra contract negotiations continue well past the expiration of the original Collective Bargaining Agreement (CBA). There is no doubt that all arts organizations have significant financial concerns, but the Local and the DSO Players' Committee feel that we have respected and addressed those concerns honestly and in good faith. We have also behaved professionally and have been using Labor Law precedent and process in our negotiations. However, progress seems very slow and sometimes we find ourselves fighting a battle that is more conceptual than substantive. We have even had to bring in a mediator.

For example, I have now seen this personally, more than once, and I know many orchestra musicians are facing this problem: an orchestra Management wants musicians to take a cut in pay and benefits because it makes a good "story" to sell to patrons and donors. The idea is that donors will be more amenable to donating if they see that the musicians are willing to sacrifice, even if it goes beyond what is actually financially necessary. Needless to say, we feel that the professionalism of our members is worth the expense. Our members have a lifetime of training, practice and discipline, and are *professional*. Imagine asking a heart surgeon to perform open-heart surgery on you to save your life, and then asking if he would take 20% less than his usual fee, because it "would make a great story". What do you think a surgeon would say to this? And who would make such a request?

Glenn

## MEMBERSHIP INFORMATION

## Address changes:

*Bourgeault, Sheila*: 3 West Shore Ct., Landenberg, PA, 19350 (same phone and e-mail)

*Emerman, Molly*: 1211 W 8<sup>th</sup> St. #202, Austin, TX, 78703 (same phone and e-mail)

*Marks, Arthur*: 1216 Heather Lane, Wilm., DE, 19803 (same phone and e-mail)

*Frey, Catherine*: 1428A Hillside Rd., Stevenson, MD, 21153; (410) 484-1428

*Schiff, David*: 30814 Buttonwood Dr., Edgewater Estates, Lewes, DE, 19958

## New Members:

*Yamazaki, Hiroko*: 21 Rockland Ct., Wilm., DE, 19810; home/cell: (301) 717-2418; e-mail: [yamazaki\\_h@yahoo.com](mailto:yamazaki_h@yahoo.com); PIANO

*Jaffe, Elizabeth*: 912 E. 36<sup>th</sup> St., Baltimore, MD, 21218; cell: (917) 327-9543; e-mail: [elizabethrjaffe@yahoo.com](mailto:elizabethrjaffe@yahoo.com); VIOLA

*Oliver, Daniel (Youth Member)*: 31 N. Concord Rd., West Chester, PA, 19380; home: (610) 918-4859, cell:

(484)356-5587); e-mail: [diablodeo@gmail.com](mailto:diablodeo@gmail.com); DOUBLE BASS/GUITAR/ELECTRIC GUITAR/VOICE

*Vrbsky, Natalya Rose*: 1032 Waverly St., Phila., PA, 19147; cell: (617) 872-3284; e-mail: [rosenrv@gmail.com](mailto:rosenrv@gmail.com); BASSOON/CONTRABASSOON

*Mack, Keith*: 26536 Bay Farm Rd., Millsboro, DE, 19966; cell: (302) 740-4501; e-mail: [kemack123@aol.com](mailto:kemack123@aol.com); web site: [www.keithmack.net](http://www.keithmack.net); ELECTRIC GUITAR/GUITAR/STEEL GUITAR/MANDOLIN

## Members Reinstated:

Cheng, Angie

## Members rejoining:

*Thiel, Todd*: 711 Highwood Dr., Baltimore, MD, 21212; home: (410) 435-5509, cell: (410) 908-6880; e-mail; [leihtddot@yahoo.com](mailto:leihtddot@yahoo.com); CELLO

## Members Suspended 9/30:

Jones, Scotty  
McCommon, Barry

## Resignations:

Zimmerman, Pete

## And now for some (rare) good news:

With all the discouraging economic news lately, and all the reports (real and rumored) of difficult relations between musicians and orchestra managements around the country, it's nice to be able to let you all know about something both nice and unexpected that happened recently, right here in our own jurisdiction. The Kennett Symphony Orchestra is not immune to hard times and has been struggling to cut costs while keeping itself viable. They have instituted a new annual fundraiser, a 50/50 raffle. This year, several generous Board members bought a block of tickets on behalf of the KSCC member musicians. At the evening concert December 5<sup>th</sup>, the winning ticket was drawn, and the winner was... "the Musicians"! Each member of the KSCC will split the \$8,000.00 prize. As generous as each Board member was to contribute to the orchestra's annual fund raiser, it was above and beyond for them to unselfishly think of the musicians and give back in such a way. I'd like to personally thank all of the KSCC Board and staff for this gesture, and congratulate each member on this thoughtful and important windfall.

Glenn

**LOCAL 21 ANNOUNCES REVISIONS TO OUR BYLAWS!**

Your Local Board has been very active this year, and has spent a little time at each meeting revising the Local bylaws (for the first time since 2002). The new bylaws have been posted for you to view on our Local web site. Before you look there, here is a brief summary of some of the most significant changes:

1. New members must join for a full 12-month period.
2. "Life" member status will be updated for the entire Local, once every December, in preparation for the following dues year.
3. "Youth" members will be listed as such in the Pitch and on the web site.
4. Any member 18 years or younger will need written parental consent to be listed on the web site.
5. Members may opt out of having any or all of their contact information listed on the Local web site.
6. Newsletters will be published once per quarter, and will be posted on the Local web site. A link will be e-mailed to all members, except those who do not have e-mail, who will receive a copy via US mail.
7. The Secretary/Treasurer will now be the MPF co-ordinator, for as long as that program continues.
8. All Executive Board members and officers will receive a 50% annual membership dues discount. The Local web master and any Local-appointed Union stewards will receive a full 100% annual membership dues discount.
9. The quorum for meetings has been lowered to five members.
10. Dues bills will be sent the first week of each new quarter. No notices will be sent in the second month. Suspension/expulsion warnings will be sent the first week of the third month of each quarter. Bills and notices will be sent via e-mail, except for those members without e-mail, who will receive bills via US mail. Expulsion notices, specifically, will be sent via US certified mail.
11. The Local has eliminated the monthly \$1.00 late fee. The fee was too unmanageable. **HOWEVER: the Local reinstatement fee is now \$40.00 (!)**. This means if you are suspended or expelled, and you need to reinstate, in addition to the back dues you owe, you will also need to pay a \$40.00 fee to be reinstated. So... don't be suspended or expelled!!! If you need to reinstate, it will cost **\$112.50** just in back dues and late fees.
12. The fee for any check that is returned "unpaid" to the Local has been raised to \$30.00.
13. All requests for Local reimbursements **MUST** be accompanied by a receipt. Also, in order to be reimbursed for any conventions, meetings or conferences for which the Local pays the costs, a written report, sufficient to be included in a newsletter, must be provided, showing how the Local benefited from the Member's attendance.
14. All referrals calls received by the Local, for complete fairness to all members, will be directed to the appropriate pages of the Local web site. In order to provide as much information to the browser as possible, members may now add "genre" subtitles to their listings, (for example, Classical, Orchestral, Dixieland, Jazz, Electronic, Cabaret, etc.) so that a browser/referred caller may narrow down options realistically.
15. No refunds will be made for dues overpayments of \$1.00 or less. Also, no refunds will be made to any members who leave the Local for any reason before their paid-up time has expired.

Now, see the *complete revised bylaws*, effective 1/1/2010, here: <http://www.afm21.org/Local21Bylaws2010.pdf>