

1



2

ND

AFM CONVENTION

JUNE 26-29, 2023

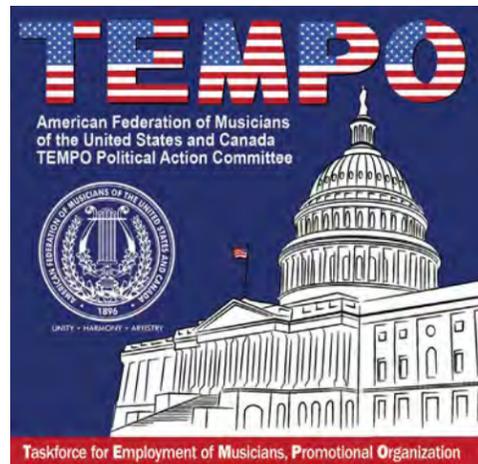


20
23

102ND CONVENTION
JUNE 26-29, 2023
LAS VEGAS, NEVADA



IN UNITY, THERE IS STRENGTH



**TASKFORCE FOR EMPLOYMENT OF
MUSICIANS, PROMOTIONAL ORGANIZATION**

Contributions to TEMPO, PCC, the AFM's separate segregated political fund are used to help Members of Congress who support AFM issues remain in public office. Contributions to TEMPO are NOT tax deductible.

Your decision to give is strictly voluntary and is NOT a requirement of membership in the union.

**For more information,
please contact:**

**AFM Legislative Political Director
ALFONSO POLLARD
202-274-4756
apollard@afm.org**

Invest in Your Union's Future While Expanding Freedom of Speech



AMERICAN FEDERATION OF MUSICIANS

OF THE UNITED STATES AND CANADA

AFFILIATED WITH THE A.F.L.-C.I.O.

RAYMOND M. HAIR, JR.

OFFICE OF THE PRESIDENT
1501 Broadway, Suite 600
New York, NY 10036
(212) 869-1330, Ext. 212 ♦ FAX (212) 764-6134
Email: presoffice@afm.org

June 25, 2023

Dear Delegates and Guests,

It is with great joy and honor that I welcome you to the AFM's 102nd International Convention. October 19, 2023 will mark the 127th anniversary of our first convention in Indianapolis, where musicians from 28 independent local unions gathered to build the union of their dreams.

Our founders came together because they understood that by working as a team we can take care of each other, that through Unity and the strength that comes from it, we can offer hope to those seeking refuge from the perils of life as a musician. Today, 127 years and 102 conventions later, that vision of common purpose still stands. We know, as our predecessors certainly did, there is far more to gain in Unity than from division. Neither a musician alone, nor a house divided can replace inequity with fairness from those who exploit us, but together we can.

We encourage you to fully participate in our 102nd Convention and contribute, through discussion and interaction, to the good and welfare of professional musicians everywhere. I wish to thank your International Officers, AFM staff, Committee Chairs, and all of those who came before us, for their tireless efforts toward more than a century of unionism.

Brothers and Sisters, here's to another 127 years.

Sincerely and fraternally yours,

Raymond M. Hair, Jr., International President
American Federation of Musicians
of the United States and Canada



AFL-CIO

AMERICA'S UNIONS

American Federation of Labor and Congress of Industrial Organizations

815 Black Lives Matter Plaza NW
Washington, DC 20006
202-637-5000
aflcio.org

EXECUTIVE COUNCIL

ELIZABETH H. SHULER
PRESIDENT

FREDRICK D. REDMOND
SECRETARY-TREASURER

- Michael Sacco
- Cecil Roberts
- Matthew Loeb
- Randi Weingarten
- Baldemar Velasquez
- Lee A. Saunders
- Terry O'Sullivan
- James Callahan
- DeMaurice Smith
- Sean McCarvey
- D. Taylor
- Stuart Appelbaum
- Mark Dimondstein
- Sara Nelson
- Marc Perrone
- Eric Dean
- Joseph Sellers Jr.
- Christopher Shelton
- Richard Langan
- Robert Martinez
- Gabrielle Carteris
- Mark McManus
- Elissa McBride
- John Samuelsen
- Vonda McDaniel
- Gwen Mills
- Charles Wolkanech
- Bonnie Castillo
- Ernest A. Logan
- James Slevin
- Tom Conway
- John Costa
- Tim Driscoll
- Everett Kelley
- Anthony Shelton
- Ray Curry
- Edward A. Kelly
- Evelyn DeJesus
- Cheryl Eliano
- Matthew S. Biggs
- Roxanne Brown
- Arthur Maratea
- James A. Williams Jr.
- Ben Valdepeña
- Meghann Burke
- Bernie Burnham
- Gina Cooper
- Frank Christensen
- Roland Rexha
- Rich Santa
- Jason Ambrosi
- Kenneth Cooper
- Brian Renfroe

May 24, 2023

Mr. Ray Hair, President
American Federation of Musicians
of the United States and Canada
1501 Broadway, 9th Floor
New York, NY 10036

Dear Brother Hair:

On behalf of the 12.5 million hardworking members of the AFL-CIO, I want to congratulate you on more than 50 years of phenomenal service to performing musicians and the working people of the United States and Canada.

As a member, leader and officer, you have brought a tremendous passion and commitment to the American Federation of Musicians that is second to none.

As AFM president, you guided your union through serious economic challenges, the multiemployer pension plan crisis, and the ravages and uncertainty of the pandemic. You established the AFM as an undeniable force for musicians at the bargaining table. You promoted a culture that emphasized organizing so more performing musicians, especially women and people of color, had the opportunity to experience the transformative power of being an AFM member.

To you, lifting up workers, families and communities is not a job, it's a calling, and your efforts will resonate for generations to come.

You are beloved not only across the AFM but throughout the entire labor movement, and I am proud to call you my brother and friend.

Have a wonderful and well-deserved retirement.

In solidarity,

Elizabeth H. Shuler
President

EH/JG/mb



HOUSE OF REPRESENTATIVES
WASHINGTON, D.C. 20515

BENNIE G. THOMPSON
SECOND DISTRICT
MISSISSIPPI

2468 RAYBURN BUILDING
WASHINGTON, D.C. 20515-2402
(202) 225-5876

June 26, 2023

Raymond M. Hair, Jr.
International President
American Federation of Musicians of the United States and Canada
1501 Broadway, 9th Floor
New York, NY 10036

Greetings, Members of the American Federation of Musicians:

I am delighted to welcome you to the American Federation of Musicians (AFM) of the United States and Canada's 102ND International Convention in Las Vegas, Nevada. I salute all participants for their dedication to making this a memorable assembly.

With great enthusiasm, I honor AFM for an astounding 127 years of commitment to supporting and fighting for the rights of all professional musicians, including those in the state of Mississippi. I also commend them for working with the entertainment community influencing, creating, and passing the quintessential piece of copyright and intellectual property rights legislation achieved in more than 40 years – the Music Modernization Act. This achievement proves that music is the only language that is understood by everyone in our world. Rest assured that efforts to fight only for arts and entertainment matters, but for healthcare, a living wage, affordable childcare, trade, and myriad have richly added to the vitality of our society.

I would like to congratulate the American Federation of Musicians of the United States and Canada for hosting this event. I look forward to working with this organization on future endeavors while continuing to serve you well as a Member of Congress.

I wish you a most exciting and enjoyable conference. **Keep the Faith!**

Sincerely,

Bennie G. Thompson
Member of Congress

Not printed at government expense.

JUDY CHU, Ph.D.
28th DISTRICT, CALIFORNIA

WASHINGTON, D.C OFFICE
2423 RAYBURN HOUSE OFFICE BUILDING
WASHINGTON, DC 20515
(202) 225-5464
(202) 225-5467 (FAX)

PASADENA DISTRICT OFFICE
527 SOUTH LAKE AVENUE, SUITE 250
PASADENA, CA 91101
(626) 304-0110
(626) 304-0132 (FAX)



Congress of the United States
House of Representatives
Washington, DC 20515

**COMMITTEE ON
WAYS AND MEANS**
VICE RANKING MEMBER
SUBCOMMITTEE ON HEALTH
SUBCOMMITTEE ON
WORKER AND FAMILY SUPPORT
SUBCOMMITTEE ON OVERSIGHT

**COMMITTEE ON
SMALL BUSINESS**
SUBCOMMITTEE ON
ECONOMIC GROWTH, TAX, AND CAPITAL ACCESS
SUBCOMMITTEE ON CONTRACTING AND
INFRASTRUCTURE
SUBCOMMITTEE ON INNOVATION,
ENTREPRENEURSHIP, AND WORKFORCE
DEVELOPMENT

Raymond M Hair, Jr, President; and
Delegates to the International Convention of the American Federation of
Musicians of the United States and Canada
1501 Broadway, Ninth Floor
New York, NY 10036



Dear Friends,

It is with pleasure that I welcome you to this year's Convention of the
American Federation of Musicians of the United States and Canada.

The American Federation of Musicians (AFM) has worked tirelessly to advance for the interests
of all musicians. As co-chair of the Congressional Creative Rights Caucus, I have had the honor
to work with AFM to educate lawmakers and ensure that musicians' voices are heard on Capitol
Hill. This year, I am proud to co-lead the Performing Artists Tax Parity Act, legislation that
would allow working class musicians and performers to deduct the costs of work-related
expenses. I have seen firsthand the work, dedication, and passion of the musicians in my district
and across the country, and they all deserve to make a living doing the work that they love. I
look forward to our continued work to represent the best interests of musicians everywhere.

On behalf of the United States House of Representatives and the people of the 28th Congressional
District, I wish the American Federation of Musicians of the United States and Canada continued
success in the work that they do and a great convention.

Sincerely,

JUDY CHU, Ph.D.
Member of Congress, 28th District

2162 RAYBURN HOUSE OFFICE BUILDING
WASHINGTON, DC 20515
PHONE: 202-225-6116
FAX: 202-225-5590
WWW.PINGREE.HOUSE.GOV



HELLIE PINGREE
CONGRESS OF THE UNITED STATES
1ST DISTRICT, MAINE

June 26, 2023

COMMITTEE ON APPROPRIATIONS
SUBCOMMITTEES:
AGRICULTURE, RURAL DEVELOPMENT, AND
RELATED AGENCIES
INTERIOR, ENVIRONMENT, AND
RELATED AGENCIES
MILITARY CONSTRUCTION, VETERANS AFFAIRS,
AND RELATED AGENCIES
HOUSE AGRICULTURE COMMITTEE
SUBCOMMITTEES:
BIOTECHNOLOGY, HORTICULTURE, AND
RESEARCH
CONSERVATION AND FORESTRY

Raymond M. Hair, Jr, President; and
Delegates to the 102nd International Convention of the
American Federation of Musicians of the United States and Canada
1501 Broadway, 9th Floor
New York, NY 10036

Dear Friends,

I'm thrilled to welcome you to the 102nd Triennial Convention of the American Federation of
Musicians (AFM) of the United States and Canada.

While a lot has changed in the music industry since AFM's inception more than 125 years ago,
the organization's mission to support professional musicians of all kinds has not. AFM has
remained steadfast in its pursuit of ensuring that its members in Maine—who are represented by
AFM's local Boston Musicians Association and the Manchester Federation of Musicians—and
across the country have fair wages, guaranteed contracts, insurance, and well-funded pensions.

As co-chair of the bipartisan Congressional Arts Caucus, I am proud to work with organizations
like AFM to advocate for the arts and for federal investments in our creative economies and
communities. In the 117th Congress, as Chair of the House Appropriations Subcommittee on
Interior and the Environment, I oversaw historic investments in the National Endowments for the
Arts and for the Humanities, authoring and passing an Appropriations bill that dedicated the
highest level of federal funding to the arts and humanities ever. As ranking member of the
Interior Subcommittee in this Congress, I am dedicated to defending those gains and working
with members from across the aisle to build on those successes into the future.

On behalf of the United States House of Representatives and the people of Maine's First
Congressional District, I offer my best wishes for success to the American Federation of
Musicians of the United States and Canada and the attendees of the 102nd Convention.

Sincerely,

Chellie Pingree
Member of Congress

2 PORTLAND FISH PIER, SUITE 304
PORTLAND, ME 04101
PHONE: 207-774-5019
FAX: 207-871-0720



1 SILVER STREET
WATERVILLE, ME 04902
PHONE: 207-873-5713
FAX: 207-873-5717



PRIME MINISTER • PREMIER MINISTRE

Message from the Prime Minister of Canada

It is with great pleasure that I send my warmest greetings for the American Federation of Musicians of the United States and Canada's 102nd Convention.



If there is one thing that we have learned over the last few years of the pandemic, it is to truly hold dear all that unites us. Music has that innate ability to bring people closer together, and the AFM family's work to spread its joy as far and wide as possible deserves the utmost praise.

I wholeheartedly believe that unions, such as yours, play an incredible role in ensuring that their members are protected – and that they have a real and fair shot at success. To all the members of the largest union of musicians in the world, know that your support of one another matters a great deal. I hope that as you all gather over the next few days, you're able to take a well-deserved moment of self-fulfilment for the tremendous impact that you have had.

And, I wish you nothing but many more decades of continued growth and success.

With my very best wishes!

Ottawa
2023



PRIME MINISTER • PREMIER MINISTRE

Message du premier ministre du Canada

C'est avec grand plaisir que j'adresse mes salutations les plus chaleureuses aux membres de la Fédération américaine des musiciens des États-Unis et du Canada à l'occasion de leur 102^e congrès.



Si nous avons appris une chose au cours de la pandémie ces dernières années, c'est qu'il faut vraiment chérir tout ce qui nous unit. La musique a cette capacité innée de rapprocher les gens, et le travail que fait la Fédération pour répandre autant que possible la joie que nous procure la musique mérite les plus grands éloges.

Je crois sincèrement que des syndicats comme le vôtre jouent un rôle incroyable pour protéger leurs membres et leur donner une chance réelle et équitable de réussir. À tous les membres du plus grand syndicat de musiciens au monde, sachez que l'entraide dont vous faites preuve revêt une grande importance. J'espère qu'au cours des prochains jours, vous pourrez profiter de l'occasion que vous offre ce congrès pour célébrer votre très grande influence.

J'espère que votre croissance et votre succès se poursuivront pendant de nombreuses décennies encore.

Avec mes meilleurs vœux,

Ottawa
2023



As Minister of Canadian Heritage, I'd like to congratulate everyone involved with the 102nd Convention of the American Federation of Musicians of the United States and Canada. From June 26 to 29, 2023, AFM delegates will gather in Las Vegas, Nevada at the Westgate Las Vegas Resort and Casino, to determine the AFM's next priorities.

The past few years have been challenging for our musicians, as their ability to perform and connect with audiences has been limited. It's all the more important, therefore, to shine a light on organizations like the AFM, and events like Convention, which gives members, delegates, and guests an important opportunity to meet with each other, debate the merits of many initiatives that will chart the AFM's next three years, hear the Federation President's State of the Union message and, of course, listen to live music throughout the week.

Your work has never been more important. Music is a universal language that brings people together, promotes inclusion and inspires creativity. In uncertain times, music is a constant source of comfort and joy.

Here's to many more years of success. Keep the music coming!

The Honourable Pablo Rodriguez

Canada



À titre de ministre du Patrimoine canadien, je félicite tout le monde qui participe au 102e congrès de la Fédération américaine des musiciens des États-Unis et du Canada. Du 26 au 29 juin 2023, les délégués de la AFM se réuniront à Las Vegas, au Nevada, au Westgate Las Vegas Resort and Casino, pour déterminer les nouvelles priorités de l'AFM.

Ces dernières années ont été difficiles pour nos musiciens. Leur capacité à se présenter sur scène et à rencontrer le public a été limitée. Il est donc important, maintenant plus que jamais, de faire connaître des organisations comme l'AFM et des événements comme le congrès, qui donne aux membres, aux délégués et aux invités une occasion importante de se rencontrer, de débattre des mérites de nombreuses initiatives qui détermineront les trois prochaines années, d'écouter le message du président de la Fédération sur l'état de l'Union et, surtout, de voir des musiciens performer tout au long de la semaine.

Votre travail est plus important que jamais. La musique est un langage universel qui rassemble les gens, favorise l'inclusion et suscite la créativité. En période d'incertitude, comme nous avons pu le voir, elle est une source constante de réconfort et de joie.

Nous vous souhaitons de nombreuses années de succès et que la musique continue!

L'honorable Pablo Rodriguez

Canada

International Officers



RAY HAIR | PRESIDENT

A professional musician for more than 45 years, Ray Hair holds degrees in music from the University of Southern Mississippi and the University of North Texas, where he taught drum set from 1975 to 1983. He was elected president-secretary of Fort Worth Local 72 (now Local 72-147) in 1983 and to the AFM's International Executive Board in 1989, positions he held when elected as AFM's 11th international president in June 2010. Hair negotiates Federation agreements with the sound recording, motion picture, and television industries; theatrical touring producers; and all other industry-wide employers. He is co-chair of the AFM-EPF and the AFM & SAG-AFTRA Intellectual Property Distribution Fund. Hair also represents the Federation as a member of the board of directors of SoundExchange.



BRUCE FIFE | INTERNATIONAL VICE PRESIDENT

A full-time, freelance musician for 25 years, Bruce Fife has performed on guitar, bass, keys, harmonica, and vocals. In 1999, he was elected to the executive board of Local 99 (Portland, OR) and then president in 2001. In 2010, he was elected AFM international vice president. He was also a member of both the Oregon State AFL-CIO executive and general boards, and is the treasurer of the Music Education Assistance Project, Inc.



ALAN WILLAERT | VICE PRESIDENT FROM CANADA

Alan Willaert began his career as a classically trained accordionist, twice winning the Canadian Open Accordion Competition. He has played in a number of bands, on keys, sax, clarinet, flute, trumpet, lead guitar, and vocals. A member of the AFM since 1969, he brings vast experience and facilitates collaborations that connect the resources of partners in Canada and abroad. Before he was appointed vice president from Canada in 2012, he held positions as an international representative, electronic media and intellectual property supervisor, and executive director for AFM Canada.



JAY BLUMENTHAL | SECRETARY-TREASURER

Jay Blumenthal played double bass with New York City Ballet Orchestra, New York City Opera Orchestra, New York Pops, and various other orchestras for over 30 years. He was elected to the Local 802 (New York City) executive board in 1998, and in 2004, was elected financial vice president. In 2011, he became the AFM's international assistant treasurer and director of the Symphonic Services Division. At the 2016 AFM Convention, he was elected AFM international secretary-treasurer.

International Executive Board



DAVE POMEROY

Dave Pomeroy is a bassist, vocalist, writer, producer, and president of Local 257 (Nashville, TN) since 2009 and an AFM IEB member since 2010. He has played on over 500 albums with artists that include Chet Atkins, Peter Frampton, and Emmylou Harris; performed live with Steve Winwood, Willie Nelson, and John Fogerty; and released 14 projects on his label, Earwave. A passionate advocate for working musicians, he has testified before Congress regarding intellectual property rights, airline carry-on regulations, and saving multiemployer pensions. He has brought many innovative ideas to the AFM, including the Single Song Overdub scale and Tracks on Tour.



TINA MORRISON

A Local 105 (Spokane, WA) officer since 1998, Tina Morrison previously served as local president and currently serves on the executive board. She was appointed to the AFM Diversity Council/Committee in 2001 and was elected to the IEB in 2010. A freelance bassoonist, she is a well-known advocate for musicians. She is also secretary-treasurer of the Spokane Regional Labor Council and serves on the executive board of the Washington State Labor Council.



JOHN ACOSTA

John Acosta is president emeritus of AFM Local 47 (Los Angeles, CA), former vice president of the Los Angeles County Federation of Labor Executive Board, president of the Music Fund of Los Angeles Board of Directors, a member of the AFM Diversity Committee, and a gigging guitarist. He was elected to the AFM IEB in 2016. Acosta began his recording career working as a composer, guitarist, producer, and engineer for chart-topping artists signed to Warner Brothers, DreamWorks, Geffen, BMG, Elektra, and Capitol Records.



EDGARDO (ED) MALAGA

Ed Malaga has worked as a freelance bassist in the Washington, DC, area since joining Local 161-710 (Washington, DC) in 1989. He has performed with the National Symphony Orchestra, Kennedy Center Opera House Orchestra, and Baltimore Symphony Orchestra, among many others. He joined the executive board of Local 161-710 in 2008 and was elected local president in 2011. He was elected to the IEB at the 2019 AFM Convention.



TERRYL JARES

Terryl Jares is a violinist and violist who has performed in symphony and ballet orchestras, big bands, and theater pits for over 30 years. She served as the vice president of Local 10-208 (Chicago, IL) from 2004-2016 and then president from 2016-2022. She has been a vice president of the Illinois AFL-CIO since 2004 and a member of the finance committee of the Chicago Federation of Labor since 2018. A founding member of the Theatre Musicians Association (TMA), she established the Chicago Chapter and worked as secretary-treasurer of the national TMA from 1997 to 2001. She was appointed to the IEB in 2018 and is a trustee of the AFM-EPF.

Celebrating the 102nd Convention
of the American Federation of Musicians

Boise, Idaho
April 2024

Western Conference of Locals

Local 6 - San Francisco, CA	Local 104 - Salt Lake City	Local 369 - Las Vegas, NV
Local 7 - Orange County, CA	Local 105 - Spokane, WA	Local 498-642 - Helena, MT
Local 12 - Sacramento, CA	Local 145 - Vancouver, BC	Local 586 - Phoenix, AZ
Local 20-623 - Denver, CO	Local 154 - Colorado Springs, CO	Local 618 - Albuquerque, NM
Local 33 - Tucson, AZ	Local 189 - Stockton, CA	Local 677 - Honolulu, HI
Local 47 - Los Angeles, CA	Local 247 - Victoria, BC	Local 689 - Eugene, OR
Local 65-699 - Houston, TX	Local 308 - Santa Barbara, CA	Local 709 - Bozeman, MT
Local 76-493 - Seattle, WA	Local 325 - San Diego, CA	
Local 99 - Portland, OR	Local 368 - Reno, NV	



In Unity, There Is Strength

CONTENTS

Sponsors _____ **page 20**

Schedule of Events _____ **page 22**

Workshops _____ **page 23**

Speakers _____ **page 28**

**29th Annual American Eagle Award
Ray and Vivian Chew** _____ **page 40**

**AFM Evolves to Meet Needs
of Today's Music Industry** _____ **page 48**

Artist Bios _____ **page 60**

"IT'S A DRY HEAT"
CONGRATS!
TO ALL AMERICAN FEDERATION OF
MUSICIANS DELEGATES ON THE

102ND
CONVENTION

FROM THE OFFICERS AND MEMBERS OF THE



**PROFESSIONAL
MUSICIANS
OF ARIZONA
AFM LOCAL 586**

602.254.8838 | PROMUSICAZ.ORG

AFM LOCAL 148-462 **ATLANTA
FEDERATION OF
MUSICIANS**

WELCOMES DELEGATES TO THE
2023 CONVENTION
OF THE AMERICAN
FEDERATION OF MUSICIANS

**BEST WISHES
FROM ATLANTA
FOR A
PRODUCTIVE
CONVENTION!!**

PRESIDENT
Bruce Kenney

VICE PRESIDENTS
Michael Moore
James Patterson

SECRETARY-TREASURER
Brian Desarro

EXECUTIVE BOARD
Eric Ferguson
William Hatcher
Mary Kenney
Kevin Leahy
John McCutcheon
Averil Taylor
Meghan Yost

CONGRATULATIONS TO AFM ON ITS 102nd CONVENTION!



**KOSKIE
MINSKY**
JUSTICE MATTERS

Proud to represent the Canadian Federation of Musicians
and the Musicians' Pension Fund of Canada and to support
the interests of professional musicians across Canada

20 QUEEN STREET WEST, SUITE 900 | TORONTO, ON M5H 3R3 | KMLAW.CA
KOSKIE MINSKY LLP

Recording Musicians Association Congratulations and solidarity!



American Federation of Musicians of the United States and Canada **102nd Convention** *Stronger Together!*



Recording Musicians Association 3220 Winona Ave. Burbank, CA 91504 323-462-4762



Facebook: rmalosangeles



Instagram: rmalosangeles

AFM Local 99 - Portland, OR

Greetings and congratulations to Convention delegates and guests!

We are extremely proud of Local 99's legacy
of leadership, and we're excited for our future
as part of a thriving and connected American
Federation of Musicians. Together we can
build a union for ALL musicians.

Past, Present, and into the Future



past and present Local 99 leaders

Now representing 44% more bargaining units
since 2019!

Best Wishes for a Successful Convention



Joe Carfagno

Secretary, Local 78 (Syracuse, NY)

40-year delegate to the
AFM Conventions and
a 71-year member of the AFM

ROPA

Regional
Orchestra
Players'
Association

A conference of the American Federation of Musicians, AFL-CIO

Congratulations
to the American Federation of Musicians on its
102nd Convention
In Solidarity on the Occasion of our 40th Conference
from the Regional Orchestra Players' Association
Stronger Together Since 1984

CONGRATULATIONS & BEST WISHES
AMERICAN FEDERATION OF MUSICIANS
ON YOUR 102ND CONVENTION!



John Van Voris (NY), President
Joseph Messina (NE), 1st Vice President
Anthony Scally (NJ), 2nd Vice President
Elliott Ratliff (PDMDC), 3rd Vice President
Tino Gagliardi (NY), 4th Vice President
Marta Bradley, Secretary-Treasurer

The Musicians' Association
of San Diego County wishes the AFM
continued success in its' dedication to
professional musicians.



In Solidarity on behalf of the
membership of Local 325, AFM

Lorie Kirkell, President
Peter De Luke, Vice-President
Jim Davies, Secretary-Treasurer
Board of Directors:
Victoria Bietz, Randall Brinton,
Judith Coker, Timothy McMahon, Ethan Pernela



Best wishes

from everyone at
AFM Local 180, Ottawa-Gatineau,
for a successful and enjoyable
102nd Convention!

AMERICAN FEDERATION OF MUSICIANS
OF THE UNITED STATES AND CANADA



*We would like to express
our special thanks to
Ray Hair,
Jay Blumenthal and
Bruce Fife
for their years of
dedicated service
to the AFM.*

MUSICIANS' ASSOCIATION OF OTTAWA-GATINEAU

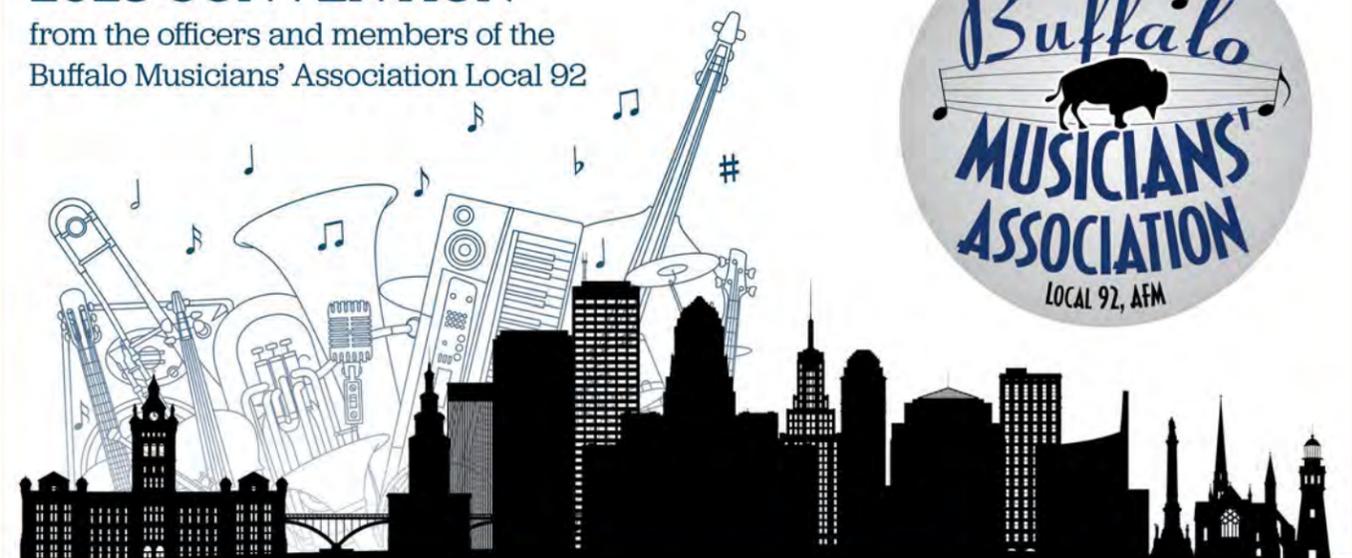


The Musicians, Officers, and
Executive Board Members of the
**Northern, Central, & Southern
NJ Musicians' Guild,**
Local 16-248

Congratulate the AFM on
Our 102nd Convention.

BEST WISHES FOR A SUCCESSFUL 2023 CONVENTION

from the officers and members of the
Buffalo Musicians' Association Local 92



Jim Pace, President | Dr. Roger Mroz, Vice President | Wendy Pace, Secretary-Treasurer

(716) 842-6466 | www.local92afm.com



GALA RECEPTION SPONSORS

The Recording Industry's



MPTF

The Recording Industry's Music Performance Trust Fund (MPTF) is a 501(c)(3) nonprofit providing grants for musical performances at schools, senior centers, hospitals, parks, and public

locations. The MPTF brings music at no cost to the public while supplementing the income of musicians.

For more information, visit www.musicpf.com.



SOUNDEXCHANGE

SoundExchange is the premier music tech organization on a mission to power the future of music. It was independently formed in 2003 to build a fairer, simpler, and more efficient music industry through technology, data, and advocacy. The only organization designated by the US government to administer the Section 114 sound recording license, SoundExchange collects and distributes digital performance royalties on behalf of more than 650,000 music creators. Through proprietary music tech solutions that turn data into accurate revenue, SoundExchange has paid more than \$10 billion in distributions to date.

For more information, visit www.SoundExchange.com.



AMBA

Association Member Benefits Advisors (AMBA) is a national affinity-based membership and marketing insurance agency focused on providing association solutions and benefits to members since 1981. AMBA makes available insurance products, such as AD&D, life insurance, long-term care insurance, short-term medical, disability insurance, and professional liability insurance. With comprehensive product offerings and a vast array of member benefits, AMBA is proud to serve over 450 client associations nationwide.

Check us out at www.AFMinsurance.com.



AFM-EPF

The American Federation of Musicians and Employers' Pension Fund is a multiemployer, noncontributory defined benefit pension plan for individuals covered under collective bargaining agreements of the AFM, or one of its affiliated local unions (collectively, the union). The plan is operated by a board of trustees with equal representation from the union and the employers.

Learn more about your AFM-EPF Pension Benefit, visit www.afm-epf.org.



Intellectual Property Rights Distribution Fund

AFM & SAG-AFTRA FUND

The AFM & SAG-AFTRA Intellectual Property Rights Distribution Fund collects and distributes royalties to nonfeatured musicians and vocalists for their performance on recordings played on satellite radio, noninteractive streaming services, webcasts, other digital formats, and international neighboring rights.

To find out if the fund has royalties for you, visit www.afmsagaftrafund.org.



FILM MUSICIANS SECONDARY MARKETS FUND

The Film Musicians Secondary Markets Fund is a unique 501(c)(6) nonprofit that collects, processes, and distributes residual payments to musicians who worked on AFM-covered films, television, and streaming media programs. Each year, the fund distributes residuals to more than 16,000 participants. During the past five years, the fund has collected over \$100 million annually for distribution to musicians and their beneficiaries as well as special payments to the AFM-EPF.

For more information, visit www.fmsmf.org.



SOUND RECORDING SPECIAL PAYMENTS FUND

The Sound Recording Special Payments Fund (SRSPF) distributes payments to musicians based on their work performed on sound recordings. The SRSPF receives its revenues from the recording industry based on sales (e.g. streaming) as defined in the Sound Recording Labor Agreement. Separate annual distributions are made for sound recordings in records, music videos, and sampled songs.

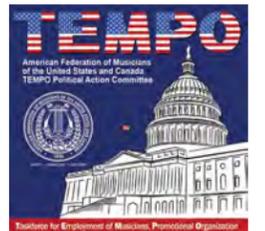
For more information, visit www.sound-recording.org.

TEMPO

The Taskforce for Employment of Musicians Promotional Organization (TEMPO) lets you invest in the AFM's future while expanding freedom of speech for American musicians.

Voluntary contributions to TEMPO, the AFM's separate segregated political fund, are used to help members of Congress who support AFM issues to remain in office.

For more information and to purchase TEMPO merchandise, visit our booth.



UNION PLUS

Union Plus is the nonprofit benefits organization created and proudly endorsed by the AFL-CIO and its member unions, including the AFM. Their mission is to improve the quality of life for union members (current and retired) and their families, provide valuable benefits and services that strengthen the ties of members to their unions, and contribute funding to the labor movement. From financial products such as the AFM credit card and the Union Plus Mortgage program to hardship assistance and everyday discounts on car rentals, movie tickets, and flowers, AFM members and retirees are automatically eligible at no additional cost.

To start saving today and access resources to share with your members, visit www.unionplus.org.

SUNDAY, JUNE 25

INFORMATIONAL BOOTHS—EXHIBIT HALL
OPENS AT NOON

2:00 TO 6:00 PM **DELEGATE REGISTRATION**

2:00 TO 5:00 PM **WORKSHOPS**

EXHIBIT HALL ENTERTAINMENT

2:00 TO 4:00 PM **VANGO III**

4:00 TO 6:00 PM **JOHN BELZAGUY'S TRIO LATINO**

GALA RECEPTION

6:00 TO 10:00 PM (BALLROOM A & B)

Enjoy refreshments and entertainment

Sponsored by Recording Industry's Music Performance Trust Fund and SoundExchange

MIKE STEINEL AND THE UNIVERSITY OF NORTH TEXAS JAZZ FACULTY ENSEMBLE



**National Music Council's 39th Annual American Eagle Award
Ray Chew and Vivian Scott Chew**

Presented by Regina Belle

ENTERTAINMENT BY RAY CHEW LIVE!

SUNDAY, 2:00 PM

FULFILLING THE DUTY OF FAIR REPRESENTATION

Presented by Rochelle Skolnick, Director, Symphonic Services Division



If your local has one or more collective bargaining agreements, you need to know about the duty of fair representation (DFR). This session will cover the basics of the DFR, best practices for fulfilling your legal obligations, and the consequences to your local, if you fail to fulfill this important legal obligation.

Conference Room 7 (1-1/4 hrs, +/-)

SYMPHONIC INTEGRATED MEDIA AGREEMENT (IMA) OVERVIEW

Presented by Deborah Newmark, Director, Symphonic Electronic Media



A general overview of the IMA, including any changes, plus a review of local union and orchestra committee responsibilities under the IMA.

Conference Room 10 (1-1/4 hrs +/-)

LEGISLATIVE (US)/TEMPO UPDATE

Presented by Alfonso Pollard, Director, US Government Relations



Update on US legislation affecting musicians and the AFM, and TEMPO programs.

Conference Room 13 (1-1/4 hrs +/-)

RACE AND LABOR

Presented by Tracey Whitney, Local 618 President and Edmund Velasco, Local 7 President



A participatory investigation of systemic internal racism and implicit bias within leadership structures, local unions, workplaces, committees, and training programs.

Conference Room 14 (3 hrs)

SUNDAY, 3:30 PM

US/CANADA CROSS-BORDER ISSUES

Presented by Alfonso Pollard, Director, US Government Relations, and Liana White, Executive Director, AFM Canadian Office



Update and discussion of work visa issues faced by Canadian and US members working across the border.

Conference Room 11 (1-1/4 hrs +/-)

BUILDING RELATIONSHIPS WITH COMMITTEES AND INCREASING UNION DENSITY AND ENGAGEMENT

Presented by Rochelle Skolnick, Director, Symphonic Services Division



A workshop discussing techniques for strengthening ties between locals and bargaining committees, and how to parlay those relationships into ever greater engagement by rank-and-file bargaining unit members.

Conference Room 7 (1-1/4 hrs, +/-)

LOCAL INTERNET STREAMING

Presented by John Painting, Director, Electronic Media Services Division



A refresher course on the current internet streaming contract options.

Conference Room 10 (1-1/4 hrs, +/-)

GOPRO HOSTING AND WORDPRESS BASICS FOR LOCALS

Presented by Wages Argott, Director, Freelance Services



Introduction and fundamentals for website content creation, editing, and management.

Conference Room 13 (1-1/4 hrs +/-)

MONDAY, JUNE 26

INFORMATIONAL BOOTHS—EXHIBIT HALL

OPEN 9:00 AM TO 5:00 PM

- 8:00 TO 11:00 AM **FINAL DELEGATE REGISTRATION**
- 8:00 TO 10:00 AM **NEW DELEGATE ORIENTATION BREAKFAST**
BALLROOM D
- 10:00 AM **OPENING ENTERTAINMENT**
JOI JAZZ ORCHESTRA
- 11:00 AM **CONVENTION CONVENES**
WELCOME from Las Vegas Mayor Carolyn Goodman

— **CONVENTION BUSINESS** —

- 2:00 TO 3:00 PM **LUNCH BREAK**
ENTERTAINMENT: THE JOEY SINGER QUINTET

— **CONVENTION BUSINESS** —

UNTIL ADJOURNMENT

MEET THE AFM SENIOR STAFF

IMMEDIATELY FOLLOWING ADJOURNMENT

An opportunity for delegates to meet with AFM directors and managers to ask questions and discuss concerns. (Visit staff tables in convention hall).

TEMPO SIGNATURE RECEPTION *Location to be announced.*

Special reception with President Ray Hair for delegates who are TEMPO Signature members. Starts one hour after adjournment.

- 7:00 PM **WOMEN'S CAUCUS MEETING** CONFERENCE ROOM 13

COMMITTEE MEETINGS **Times and locations to be announced.*

TUESDAY, JUNE 27

INFORMATIONAL BOOTHS—EXHIBIT HALL

OPEN 9:00 AM TO 5:00 PM

- 9:00 AM **OPENING ENTERTAINMENT**
LAS VEGAS CHAMBER PLAYERS
- 10:00 AM **CONVENTION CONVENES**
MEMORIAL SERVICE

— **CONVENTION BUSINESS** —

- 2:00 TO 3:00 PM **LUNCH BREAK**
ENTERTAINMENT: THE BONEHEADS

— **CONVENTION BUSINESS** —

UNTIL ADJOURNMENT

MPTF RECEPTION PAVILION 6

Commencing upon adjournment and concluding at 8:00 PM.

COMMITTEE MEETINGS **Times and locations to be announced.*

WEDNESDAY, JUNE 28

INFORMATIONAL BOOTHS—EXHIBIT HALL

OPEN 9:00 AM TO 5:00 PM

8:00 AM **OPENING ENTERTAINMENT**
LON BRONSON BAND

9:00 AM **CONVENTION CONVENES**

— **CONVENTION BUSINESS** —

1:00 TO 2:00 PM **LUNCH BREAK**
ENTERTAINMENT: BOULEVARD STRINGS

— **CONVENTION BUSINESS** —
UNTIL ADJOURNMENT

ELECTION OF OFFICERS
Commencing upon adjournment.

COMMITTEE MEETINGS *Times and locations to be announced.

THURSDAY, JUNE 29

8:00 AM **OPENING ENTERTAINMENT**
DAVID PERRICO POP STRINGS ORCHESTRA

9:00 AM **CONVENTION CONVENES**

— **CONVENTION BUSINESS** —
SWEARING IN OF OFFICERS

CONVENTION ADJOURNMENT



ADVANCING THE INTERESTS OF PROFESSIONAL MUSICIANS

**WE SALUTE
THE AMERICAN FEDERATION OF MUSICIANS
ON THE OCCASION
OF YOUR 102ND CONVENTION**



DAN BECK
Trustee, Music Performance Trust Fund



Dan Beck celebrates his 10th year as Music Performance Trust Fund (MPTF) trustee, overseeing the organization's commitment to free live musical performances that enrich communities throughout the US and Canada. Beck's music career began at *Record World* magazine. In 1974, he launched the first major label publicity department in country music, working with Tammy Wynette, George Jones, Charlie Rich, and Johnny Cash, among others. In 1975, he headed national publicity for Epic, and later served as senior vice president of its marketing and sales. He has handled marketing responsibilities for the Charlie Daniels Band, The Clash, Cyndi Lauper, Sade, Luther Vandross, Living Colour, Gloria Estefan, Pearl Jam, and Michael Jackson. Beck launched V2 Records for Richard Branson in the US and Canada. He co-founded Big Honcho Media, a social media marketing pioneer, and was executive producer of three short music films: *Broke**, *Listen Smart*, and *MusicianFest: Never Too Old*.

DUNCAN CRABTREE-IRELAND
National Executive Director and Chief Negotiator of SAG-AFTRA



Duncan Crabtree-Ireland oversees the world's largest and most influential entertainment union, comprised of more than 160,000 members worldwide who work in film, television, broadcast news, commercials, music, video games, and more. He has played a critical role in many of SAG-AFTRA's signature achievements over the past two decades, both in his current role and prior to that as longtime chief operating officer and general counsel. He was a key participant in the successful merger between SAG and AFTRA in 2012. Crabtree-Ireland was the principal architect of SAG-AFTRA's successful COVID safety response and return-to-work initiatives. He is a strategic and creative negotiator who has led or overseen negotiations for SAG-AFTRA's Netflix agreement and its video games, commercials, music, and network television contracts, among others.

ROB DIPAOLO
Fund Administrator/ CEO, Sound Recording Special Payments Fund



As Sound Recording Special Payments Fund (SRSPF) administrator since 2004, Rob DiPaola is responsible for administering the provisions of the fund's agreement between the recording industry and the AFM, as described in the Sound Recording Labor Agreement (SRLA) and accompanying SRSPF Agreement. These responsibilities include distributing shares to eligible musicians and ensuring record companies make residual payments due to the fund on streaming, licenses, and sales of sound recordings. During his tenure, DiPaola has guided the fund through many industry changes. He developed systems and procedures for sampling and music video distributions after the AFM negotiated those revenue streams into the fund. Prior to becoming fund administrator, DiPaola worked as a certified public accountant for a large accounting firm, as a vice president of finance, and as a finance company controller.

JEFFREY FREUND
Director, Office of Labor-Management Standards



Jeffrey Freund was appointed the director of the Office of Labor-Management Standards in January 2021. He has had an extensive legal career spanning over 50 years, with more than 40 representing local and international labor organizations on a range of matters, including those arising under the Labor Management Reporting and Disclosure Act (LMRDA). Freund began his career in private practice in 1977. He was an associate with VanArkel, Kaiser and Rosenberg until the firm became Bredhoff & Kaiser, where he would remain for over 40 years. He has served as the general counsel of the Bakery, Confectionary, Tobacco Workers and Grain Millers International Union and as general counsel of the American Federation of Musicians. As the AFM's general counsel, he advised the union in national collective bargaining with the motion picture, network television, record, and traveling Broadway musical industries, among others.

CAROLYN GOODMAN
Mayor, City of Las Vegas



Carolyn Goodman was first elected on July 6, 2011. Her husband of 50 years, Oscar B. Goodman, who had been Las Vegas mayor for 12 years, administered the oath of office. It is the only known instance of a spouse succeeding a spouse as mayor in the United States. Goodman was handily re-elected in 2015 and won her third term as mayor of the city of Las Vegas on April 2, 2019, with 83% of the vote. Among her priorities, she has championed downtown development, improvements to inner-city schools, expansion of homeless resources, coordination among nonprofit service providers, adoption of the Nevada film tax credit, and creation of the medical district and the University of Nevada, Las Vegas (UNLV) medical school. Before becoming mayor, Goodman founded Nevada's first nonprofit college preparatory school, The Meadows School, in 1984. She planned and oversaw the school's day-to-day operations for 26 years.

KIM ROBERTS HEDGPETH
Executive Director, Film Musicians Secondary Markets Fund



Kim Roberts Hedgpeth has overseen the Film Musicians Secondary Markets Fund (FMSMF) since May 2014. The nonprofit FMSMF collects and distributes musicians' residual payments from exhibition of films and television programs in supplemental markets. Before that, she held several executive roles within the entertainment industry. From 2005 to 2012, she was national executive director of American Federation of Television and Radio Artists (AFTRA) and was a key leader in the SAG-AFTRA merger. Hedgpeth has served as trustee of the AFM-AFTRA Intellectual Property Rights Distribution Fund and a board member of AARC and SoundExchange, and a member of the Federal Reserve Bank Twelfth District Economic Advisory Council. She is past chairperson of the board of the nonprofit FilmL.A., Inc. She received her B.A. from Harvard University and J.D. from Georgetown University.

MICHAEL HUPPE
President and CEO of SoundExchange



Michael Huppe has been president and CEO of SoundExchange since 2011. Prior to that, he served as SoundExchange general counsel, beginning in 2007. He oversees efforts to launch new lines of business, creates new data and technology solutions for the music industry, and advocates on behalf of a creator community of more than 650,000. The organization has distributed over \$10 billion in digital performance royalties to recording artists and rights owners since its inception in 2003. Huppe also is the chairman of SXWorks, a subsidiary of SoundExchange focused on music publisher services. He serves on the executive committee of the music-FIRST Coalition. He is a member of the Community Advisory Board of the Kennedy Center, as well as a former board member of Leadership Music. He is an adjunct professor of law at Georgetown University and has lectured at Harvard Law, George Washington Law School, and George Mason University.

BENOÎT MACHUEL
General Secretary, International Federation of Musicians



Benoît Machuel has been general secretary of the International Federation of Musicians (FIM) since September 2002. Before that, he developed a career as a professional musician for 20 years, both as a cellist and a gambist in various French symphonic orchestras and musical ensembles, touring and recording in France and abroad. He has also worked as an artistic director for French CD labels dedicated to classical and contemporary music. Between 1995 and 2002, he was a national representative of French musicians with the Union Nationale des Syndicats d'Artistes Musiciens (SNAM). Machuel holds master's degrees in computer science and business administration.

Speakers

KATE SHINDLE

President, Actors' Equity Association



President of Actors' Equity Association since May 2015, and a member of the union since 1999, Kate Shindle previously served a three-year term as eastern regional vice president (2009-2012). She was first elected to Equity's national council in 2008 and has served on numerous internal committees to support outreach, contract work, wages, and improvements for members. She has been a member of three negotiating teams for the Production Contract (2008, 2011, and 2015), which is Equity's top-tier agreement covering Broadway, national touring, and the Kennedy Center. She is a board member for both The Actors Fund and Broadway Cares/Equity Fights AIDS. Since making her Broadway debut in *Jekyll & Hyde*, she's held many other notable Broadway roles and worked as a producer.

JOHN F. SMITH

President, International Federation of Musicians



John F. Smith has been president of the International Federation of Musicians (FIM) since 2004. In this role, he represents musicians' interests in discussions with organizations such as UNESCO, the World Intellectual Property Organization (WIPO), and the European Parliament and Commission. Smith became chairman of the UK Collective Management Organization PPL in 2016. Trained at the Royal Academy of Music in London, he joined the English National Opera Orchestra in 1974 and remained there as principal tuba until 1994. Smith was appointed as a full-time official of the British Musicians' Union (BMU) in 1994 and was elected BMU general secretary in December 2002. He held that position until his retirement from BMU in July 2017.

STEFANIE TAUB

CEO, AFM & SAG-AFTRA Intellectual Property Rights Distribution Fund



Stefanie Taub oversees the collection and distribution of more than \$50 million annually in royalties to more than 20,000 musicians and vocalists for the SAG-AFTRA Intellectual Property Rights Distribution Fund. Royalties are paid on domestic noninteractive digital use of sound recordings, as well as for use in foreign territories subject to reciprocal agreements with collective management organizations. Prior to joining the fund in 2018, Taub served as national director of music at SAG-AFTRA, where she led representation of its recording artist, singer, and dancer members working on records, music videos, television programs, theatrical films, commercials, and video games.

BEVERLY WILLIAMS

Executive Secretary-Treasurer, Southern Nevada AFL-CIO



A 36-year Teamster, Beverly Williams was hired to work for Teamsters Local 986 17 years ago as a business agent. She is also the vice president and political coordinator for Teamsters Local 986. In 2020, she became the secretary-treasurer of the Southern Nevada Central Labor Council. A proud fourth-generation native of Nevada, Williams serves as vice president of the State of Nevada AFL-CIO. She is honored to be part of the labor movement and is passionate about serving others and making a difference in their lives.

The Chicago Federation of Musicians, Local 10-208, is proud to be a part of the AFM and advocate on behalf of our brilliant performing artist members who bring professional music to the world.

We thank President Ray Hair, Vice President Bruce Fife and Secretary-Treasurer Jay Blumenthal for their proven commitment to our members. Best wishes to you and your families!



BJ Levy, President
John Floeter, Vice President
Karen Suarez Flint, Secretary-Treasurer
Elizabeth Anderson, Director
Rich Daniels, Director
Caitlin Edwards, Director
Bobby Everson, Director
Jim Gailloro, Director
Janice MacDonald, Director
Joe Sonnefeldt, Director

American Federation of Musicians

Local 10-208

From the Great State of Illinois
Home of the Workers' Rights Amendment

656 W Randolph St #2W
Chicago IL 60661
312.782.0063
www.cfm10208.com

*Congratulations to all members of the
American Federation of Musicians
on our 102nd Convention!*

*From your sisters and brothers in The
Philadelphia Musicians' Union
Local 77, AFM* 

United in Solidarity



Ellen Trainer, President | Marjorie Goldberg, Vice President | Jarred Antonacci, Secretary-Treasurer

(215) 985-4777 • www.local77afm.org • local77@afm.org



**SOUND RECORDING
SPECIAL PAYMENTS FUND**

Wishes Great Success and Congratulates the

American Federation of Musicians of the

United States and Canada

on their 102nd International Convention



**METROPOLITAN WASHINGTON D.C.
FEDERATION OF MUSICIANS
AMERICAN FEDERATION OF MUSICIANS
LOCAL 161-710**

Executive Board

Annie Ament
Sandy Choi
Patrick Plunk
Jennifer Rende
Elisabeth O'Hara Stahr

Delegates:

Marta Bradley
Patty Hurd
Peter de Boor

Officers

Ed Malaga, President
Patty Hurd, Vice President
Marta Bradley, Secretary-Treasurer

Diversity Delegate

Sharon Wolfolk

**CONGRATULATIONS AND BEST WISHES
DELEGATES OF THE 102ND
AFM INTERNATIONAL CONVENTION**

4400 MacArthur Blvd. N.W., Suite 306
Washington, D.C. 20007
(202) 337-9325
www.musiciansdc.org

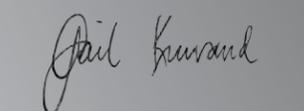


AFM Local 47 thanks International President Ray Hair, International Vice President Bruce Fife, and International Secretary-Treasurer Jay Blumenthal for your many years of dedicated service to musicians throughout the United States and Canada.

We look forward to working with the Convention delegates as we continue our mission of advocacy for the rights and dignity of professional musicians.


Stephanie O'Keefe
President


Marc Sazer
Vice President


Gail Kravand
Secretary/Treasurer

3220 Winona Ave. Burbank CA 91504

323.462.2161

afm47.org

   @afmlocal47

Congratulations and Best Wishes

to the AFM on this
102nd Convention

Musicians Union Local 6



CONGRATULATIONS
ON THE
102nd AFM Convention
THANK YOU JAY BLUMENTHAL
FOR YOUR YEARS OF SERVICE TO DPE

A graphic of musical notes and a treble clef on a staff, set against a blue background.

THE DEPARTMENT FOR PROFESSIONAL
EMPLOYEES, AFL-CIO (DPE) **DPE**

Proud to represent 3,200 French and English
speaking musicians in the province
of Quebec!

Fière de représenter 3 200 musiciens et
musiciennes, francophones et anglophones,
du Québec !

The logo for GMMQ (Guilde des Musiciens et Musiciennes du Québec), featuring a stylized white waveform above the letters "GMMQ".

Section locale 406 de l'AFM

GUILDE DES MUSICIENS ET MUSIENNES DU QUÉBEC

www.gmmq.com

**Providence
Federation of Musicians**

LOCAL 198-457, AFM
PROVIDENCE, RHODE ISLAND

Edward Plunkett, President
Al DeAndrade, Vice-President
David Rufino, Secretary-Treasurer

FIRST IN SOLIDARITY

The logo for AFM Local 8, featuring the text "AFM Local 8" with a musical staff and notes integrated into the design.

The Milwaukee Musicians' Association is proud to
have been the first Local chartered in the AFM!

October 19, 1896

Member #1, **Charles Wagner**, Member #25, **Ethel Lowe**
(Perhaps the first man and woman AFM members)

The logo for MPM Local 190, featuring a stylized treble clef and the letters "MPM Local 190".

**Music Professionals of Manitoba
LOCAL 190 – AFM**

**Wishes to Congratulate the AFM
on its 102nd Convention.**

**Local 294
Lancaster/York, PA**

Terry Millard, President
John Hess, Secretary-Treasurer
Best Wishes for a Successful
102nd Convention from the members of
Local 294

www.lancasteryorkmusicians.org

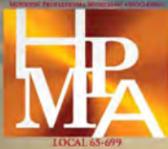


Photo © Michael Hart

The members of AFM Local 65-699, Houston, TX, would like to thank President Ray Hair, Vice President Bruce Fife, and Secretary-Treasurer Jay Blumenthal for continuously standing "Union Strong." Our Federation is better because of your hard work and dedication. We will miss you!

The Houston Professional Musicians' Association
AFM Local 65-699

www.afmhouston.com

@HoustonProfessionalMusiciansAssociation

@afmlocal65699

Congratulations and Best Wishes on a successful 102nd AFM Convention!



Detroit Federation of Musicians AFM, Local 5

George Troia Jr, President **Carl G. Cafagna**, Secretary-Treasurer
Andrew Wu, Delegate

www.DetroitMusicians.net 248.569.5400 livemusicdetroit.net



The world-class musicians of Local 802 celebrate the 102nd convention of the American Federation of Musicians



Special congratulations to Local 802 member Ray Chew and his wife Vivian Scott Chew for winning this year's National Music Council American Eagle Award for their contributions to music education and assistance to AFM musicians during the pandemic.

Together, we are
#UnionStrong

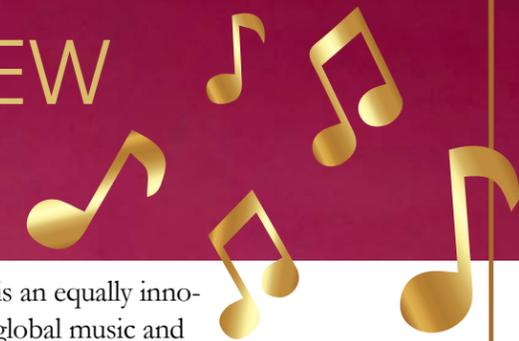
Tino Gagliardi, president
Karen Fisher, financial vice president
Harvey Mars, recording vice president

Local 802 AFM | 322 W. 48th Street, New York, NY 10036
www.Local802AFM.org | (212) 245-4802



RAY AND VIVIAN CHEW

Honored with National Music Council's
29th Annual American Eagle Award



The AFM is pleased and proud to host visionary producer, composer, arranger, and music director Ray Chew, a member of Local 802 (New York City), along with his wife Vivian Scott Chew, at this year's convention in Las Vegas. The honors are part of the National Music Council's 29th Annual American Eagle Awards, presented each year in recognition of those who have made career-long contributions to American musical culture, promoted music education, and supported the protection of creators' rights both locally and internationally.

Ray Chew's work has been celebrated both in front of the camera and behind the scenes over the course of decades, beginning with his early start on *Saturday Night Live*. From there, his career has ranged from providing musical direction for holiday broadcasts, including the Macy's Thanksgiving Day Parade, to award-winning shows, including *Dancing with the Stars*, *Showtime at the Apollo*, and *American Idol*. He also directed music for the 2021 Rockefeller Christmas tree lighting, and scoring and music direction for Macy's 46th annual 4th of July fireworks extravaganza which aired on NBC in 2022. Chew has similarly provided musical direction for prestigious award ceremonies and other events including the Primetime Emmy Awards, the Grammys, the 2008 Democratic National Convention, President Barack Obama's inaugural ball, the NAACP Image Awards, Miss Universe, Miss USA, Miss America, and the BET Awards.

For decades, Chew has been one of the most sought-after collaborative talents in the global music industry, working with a long list of renowned artists including Rihanna, Carrie Underwood, Pharrell Williams, Justin Bieber, Aretha Franklin, Lenny Kravitz, Pitbull, Queen Latifah, James Taylor, Pastor Shirley Caesar, Jennifer Hudson, and Quincy Jones.

Vivian Scott Chew is an equally innovative figure in the global music and entertainment industry, with an accomplished history at ASCAP, Polygram Records, and Sony Music. She is also the co-founder of TimeZone International, the first US-based African-American-owned company that provides its recording artists with international marketing and promotion services in expanded regions.

The Chews are founding partners in Chew Entertainment, the premiere event production firm behind highly acclaimed musical events including *A Night of Inspiration* at Carnegie Hall. The all-star concert promotes diversity and unity, backed by a 64-piece orchestra and massive choir, to highlight artists from the gospel and secular communities.

Growing up in Harlem and the Bronx, Ray Chew was fortunate to be afforded opportunities that many other children in those neighborhoods could not take advantage of. This was mostly through the hard work of his mother, who managed to get him into almost every music program that she could find in the city. As a result, Chew was prepared for a career in music at a young age.

The Chews live by their own example, paying those opportunities forward through both mentorship and support. Today, their efforts include the *Power 2 Inspire Foundation*, which they created to identify and nurture the future of music creators and industry leaders. It aims to help young musicians with high-level skills, but no experience, by working alongside them and offering hands-on mentoring with some of the most accomplished professionals in the music industry.

The Chews are steadfast in their commitment to philanthropy. As children of the '60s, they both grew up surrounded by activism and learned the meaning and value of altruism early in their lives. They maintain a belief that doing something to



CONGRATULATIONS
RAY AND VIVIAN CHEW
ON THE AMERICAN EAGLE AWARD
AND ALL YOUR ACCOMPLISHMENTS

YOU ARE BOTH AMAZING!

WITH LOVE,
 JOE AND MARISUE LACHER

improve the lives of even a few makes the world a better place for all. Most recently, the Chews spear-headed fundraising efforts in partnership with the AFM to benefit out-of-work musicians affected by the COVID-19 pandemic. Chew, an AFM member since the age of 15, created *Ray Chew Live*, a four-week series of virtual concerts to raise money for AFM members. The concerts, produced with the assistance of Local 802, raised thousands of dollars and included guest performances by many of Chew's friends (and prominent AFM members) in the industry including Chick Corea, George Clinton, and Robin Thicke.

As this year's American Eagle Award honorees, the Chews will join a long list of musical giants whose careers and works have been honored by this award, including Stephen Sondheim, Quincy Jones, Herbie Hancock, Clive Davis, Benny Goodman, Lionel Hampton, Dizzy Gillespie, Morton Gould, Dave Brubeck, Marian Anderson, Max Roach, Lena Horne, Roy Clark, Crystal

Gale, George Clinton, Ervin Drake, Theo Bikel, Vince Guaraldi, Roberta Peters, Odetta, Patti Smith, Sesame Street, Hard Rock Café, and VH1's Save the Music Foundation.

Proceeds from the American Eagle Awards event support music education advocacy efforts by the National Music Council (NMC). The Congressionally-chartered council is celebrating its 82nd year as a forum for the free discussion of the country's national music affairs and challenges. "The National Music Council is proud to present the 2023 American Eagle Award to music community icons Ray and Vivian Chew," says Dr. James Weaver, NMC president. "Their unwavering commitment to the cultural advancement of music and access to music education is unparalleled, inspiring and giving access to young musicians throughout the nation. Ray and Vivian are a welcome addition to the list of extraordinary honorees celebrated by the NMC for their lifetime comprehensive contribution to musical life in America." ♦



BBC STUDIOS
dancing with the stars
 CONGRATULATES
RAY & VIVIAN CHEW

ON THEIR 2023
 NATIONAL MUSIC COUNCIL
AMERICAN EAGLE AWARD

The Whole Woman Celebrates



RAY & VIVIAN CHEW
 Producer, Composer, Musical Director, Entrepreneurs, Philanthropists, and Mentors

Their commitment to giving back, and celebrating those 'forgotten talents' as they identify and nurture the industry's future leaders is remarkable.

Congratulations!



CONGRATULATES
Ray & Vivian Chew
 ON YOUR OUTSTANDING
 AMERICAN EAGLE AWARD

THE JESSIE BANKS FOUNDATION IS HONORED TO RECOGNIZE THE CHEWS FOR THEIR REMARKABLE ACHIEVEMENTS AND WISHES THEM CONTINUED SUCCESS IN ALL THEIR FUTURE ENDEAVORS.



BEACON WEALTH
 Your Vision, Our Guidance

www.bwmgpl.com
973.335.0100

Securities and Advisory Services Offered Through LPL Financial, A Registered Investment Advisor. Member FINRA/SIPC

- COMPREHENSIVE FINANCIAL PLANNING
- RETIREMENT INCOME PLANNING
- INVESTMENT MANAGEMENT
- INSURANCE PLANNING
- EDUCATION PLANNING

Congratulations
 to
Ray and Vivian Chew
 for the American Eagle Award

From
DR. MARCIA A HARRIS
The Wellness Restoration Center
 YOU'RE PREMIER WELLNESS CENTER AND ANTI-AGING ONE STOP SHOP.



425 MADISON AVE. SUITE 1602
NEW YORK, NY 10017
(646) 478-9833
INFO@DRMARCIAHARRIS.COM

When you're ready to make a difference, we're ready to help



We congratulate Ray and Vivian Chew.
Patricia M Barksdale, CRPC™
 Vice President
 Wealth Management Advisor
 Portfolio Advisor
 973.912.3027
 p_barksdale@ml.com

Merrill Lynch Wealth Management
 51 JFK Parkway
 3rd Floor
 Short Hills, NJ 07078
http://fa.ml.com/P_BARKSDALE



Merrill Lynch, Pierce, Fenner & Smith Incorporated (also referred to as "MLPF&S" or "Merrill") makes available certain investment products sponsored, managed, distributed or provided by companies that are affiliates of Bank of America Corporation ("BoFA Corp."). MLPF&S is a registered broker-dealer, registered investment adviser, Member SIPC and a wholly owned subsidiary of BoFA Corp.

Investment products:

Are Not FDIC Insured	Are Not Bank Guaranteed	May Lose Value
----------------------	-------------------------	----------------

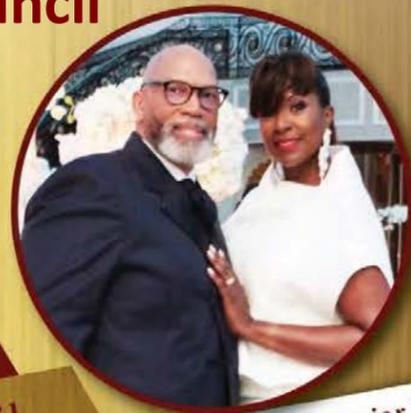
The Bull Symbol and Merrill are registered trademarks of Bank of America Corporation. The College for Financial Planning Institutes Corp. owns the service marks Chartered Retirement Planning Counselor™, CRPC™, and the CRPC™ logo, and the certification marks Chartered Retirement Planning Counselor™, CRPC™, and the CRPC™ logo. A Portfolio Advisor, in addition to providing traditional advice and guidance, can help clients pursue their investment objectives by recommending individual, or any combination of, Merrill or approved third-party investment managers' strategies, funds or portfolios. © 2023 Bank of America Corporation. All rights reserved. | MAP5448947 Vault-BA1|CK|



Community Baptist Church of Englewood

Congratulates

**Ray and Vivian Chew
Honored for the
American Eagle Award
On behalf of the
National Music Council**



Phone: 201-568-6369 | Fax: 201-568-3512 | www.cbcofe.org
224 First Street, Englewood, NJ 07631

Reverend Dr. Lester W. Taylor, Jr., Senior Pastor
Lady Gayle Taylor

CONGRATULATIONS

Ray & Vivian Chew



ON THE

*American Federation
of*

Musicians

American Eagle Award



TO MANY MORE ACCOMPLISHMENTS!

MARK & KATHY GRIER



We raise our voices in celebration and admiration for our remarkable founders, **Ray Chew** and **Vivian Scott Chew**, as they are honored with the illustrious **American Eagle Award**. We applaud their unwavering dedication and tireless efforts that radiate brilliance throughout the industry, leaving an indelible impact on every single life they touch.

A proud congratulations from your **Chew Entertainment** family!

Jaynell Grayson · Teryn Chamberlain · Rudii Ru

Artie Reynolds · Arty White · Brian Dunne · Chris Kim · CJ Emmons · Chuck Reed
Dave Watson · Demar Brown · Felicia Barton · Garrett Smith · James Cage
Javier Gonzalez · Joann Tominaga · John James · Jonathan Arons
Jon-Michael Kubis · Jose Alcantar · Kelli Sae · Kenneth Richardson
LaJuan Carter · Lenny Underwood · Matthew Oestreicher · Nisan Stewart
Onree Gill · Phil Hamilton · Ramona Dunlap · Ramon de Bryun
Ricardo "Moon Man" Wilkinson · Roy Hendrickson · Russell Graham
Sherrod Barnes · Tanya Diona · Tres Gilbert · Yeisson Villamar

CHEW
ENTERTAINMENT



LEXUS
OF
ROUTE 10



Mercedes-Benz
of Goldens Bridge



BMW
OF
SPRINGFIELD



CELEBRITY
FORD
TOMS RIVER

CELEBRITY MOTOR CAR COMPANY

PROUD SPONSOR OF



We Cannot Direct the Wind, But We Adjust the Sails

AFM Evolves to Meet Needs of Today's Music Industry

Since the dawn of the 21st century, the AFM has adjusted, adapted, and battled in countless ways to continue to support its members. As our industry has evolved, every aspect of it has been affected by challenges, from rapid technological advances to globalization to lockouts and disasters. Looking back on how we've dealt with these challenges, we can be proud of the steps our union has taken to continue to ensure musicians live and work in dignity, are compensated fairly, and have a meaningful voice in decisions that affect them.

DIGITAL CHALLENGES

In the early days of recording, the AFM could not have imagined the challenges it would face. A *Wall Street Journal* article from February 2000 gave an as-

tondingly accurate prediction: "Recording industry watchers have long envisioned a not-too-distant day in which music lovers could download their favorite songs and easily transfer that music to their homes, cars, and portable stereo systems. While the digital delivery of prerecorded music may still be an experiment, it's a thriving one."

While modern technology has allowed musicians to share their music in ways we never thought possible, it has also challenged the AFM to ensure musicians continue to be fairly compensated for their work and that laws governing copyright and fair use keep up with technology and globalization.

In 2000, the AFM clearly saw the challenges ahead. Napster and other P2P platforms allowed the illegal transfer of copyrighted recordings at the click of a button. The AFM worked to battle against this new form of piracy in the US and Canada, joining an unprecedented alliance of musicians, songwriters, music organizations, and record companies in a campaign to increase public awareness and protect copyrighted materials.

Gradually, things improved. By 2004, sales of legally downloaded songs had shot up more than tenfold, with 200 million tracks purchased online in the US and Europe. Digital music downloads were included in the US singles charts for the first time in 2005. Illegal use continues to be a problem, but ever-improving technologies flag such use and discourage would-be thieves.

Today, digital music is the norm. Consumption has transitioned from downloads to streaming, with most people using legal sites for listening. However, the battle to ensure musicians are fairly compensated continues. In 2021, record labels made two-thirds of their revenue (\$9.5 billion) from paid interactive subscription services like Pandora, Amazon Music, Spotify, and Apple. But, the per-stream payout to rights holders (labels) that year was a paltry \$.0033 to \$.0054, shareable with the featured artist per the artist's deal with the label. Meanwhile, YouTube is a prime beneficiary of a loophole in the US copyright act and, therefore, as a user-generated content platform, has no obligation whatsoever to pay artists and copyright owners for works streamed.

AGREEMENTS AND ADAPTIONS TO DIGITAL

Through lobbying efforts to amend copyright law and generate new, innovative agreements, the AFM continues its work to protect and compensate musicians in the increasingly digital world. The Digital Perform-



mance Rights Act of 1995 and the Digital Millennium Copyright Act of 1998 amended the original Copyright Act to provide performance royalties in digital media to copyright holders, featured performers, and nonfeatured performers (session musicians).

The AFM & SAG-AFTRA Fund was created to administer and distribute statutory noninteractive digital performance and audio home recording royalties established under copyright law and royalties from various foreign territories. In 2020, more than 42,000 session musicians and vocalists in all 50 states and Canada shared \$62 million in royalties collected by its Intellectual Property Rights Distribution Fund. The performance rights organization SoundExchange was established to collect and distribute performance revenue from noninteractive digital services, including those on cable, satellite, and internet webcasts. It works on behalf of 650,000 creators and has paid more than \$10 billion in distributions to date.

As music consumption continued to transition away from physical products and downloads, the AFM worked to connect its residual pension funding to streaming. In January 2017, AFM President Ray Hair announced that the AFM's negotiating team had reached a new Sound Recording Labor Agreement (SRLA) with the major recording companies. For the first time, the companies were obligated to contribute a portion of interactive streaming revenue to the Sound Recording Special Payments Fund (SRSPF)



and the Music Performance Trust Fund (MPTF). New provisions also require the companies to make substantial guaranteed annual payments from interactive streaming to the AFM and Employers' Pension Fund (AFM-EPF).

In January 2023, Hair announced an agreement with the recording industry for a successor SRLA that ensures the SPF, MPTF, and AFM-EPF will continue to receive sizable payments, securing a portion of the industry's revenues through the exploitation of music from digital streaming and licensing.

EASING GLOBAL TRAVEL

The globalization of the industry has also increased the need for musicians to cross international borders for work. Among the challenges musicians face are regulations regarding the safe transport of instruments on planes and through customs. Disparate airline policies regarding the transportation of instruments long plagued musicians. This problem worsened after the 9/11 attacks and stricter security checks that followed.

The AFM spent more than a decade trying to clarify and improve the ability of musicians to fly with

instruments as carry-on baggage. These efforts resulted in the FAA Modernization and Reform Act of 2012, which was implemented in 2015. The law states that if the instrument fits in the airline luggage bins and the owner boards early enough to have available space in the bins, a musician cannot be forced to check their instrument.

Complicating international travel are regulations concerning the transport of instruments that may contain components of endangered species. When the US strengthened trade controls under the Endangered Species Act in 2012, the AFM went to work lobbying to develop a "passport" to help musicians who own instruments containing those materials. Without a waiver, they were at risk of having their instruments—their work tools—confiscated while going through customs.

To that end, the AFM has worked with the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) to create a Musical Instrument Certificate to permit international travel with musical instruments that contain endangered Brazilian rosewood, tortoiseshell, reptile skin, ivory, or other protected material. Earlier this year, the AFM worked with its International Federation of Musicians (FIM) allies to successfully lobby Brazilian government representatives against putting stronger restrictions on the cross-border transport of Pernambuco, which is the main component of many professional instrument bows.

Another cross-border issue in which the AFM is involved is securing visas for musicians who wish to work in the US. The 9/11 terrorist attacks resulted in stricter travel policies. Overnight, there were long delays for Canadian members and other foreign musicians seeking visas to enter the US for performance.

When the US launched a \$1,000 Premium Process visa service in 2001, the turnaround time for ordinary visas for Canadian members was extended to more than 120 days, and Canadian musicians lost gigs. In 2004, the AFM began an aggressive campaign to get the Citizen-



ship and Immigration Services (USCIS) to make it easier for Canadian members to work in the US. The recommended processing time for Canadian member visas is currently 90 days, though some are processed within 60 days.

While the AFM's Canadian Office manages work permits for Canadian musicians, the AFM's New York office writes letters of recommendation for other foreign musicians wishing to work in the US. This work with P-2 visas is an area of constant change and monitoring by the AFM. For example, just as our industry is recovering from the pandemic, the USCIS has proposed a 251% fee increase

(\$460 to \$1,615) for P artist visas and a 260% increase (\$460 to \$1,655) for O artist visas. The AFM lobbied against the fee increase with a letter to the House Homeland Security Committee on behalf of working musicians everywhere.

Another concern in our increasingly global marketplace is the offshoring of work to avoid fair pay and residual payments. The AFM has called out film productions that receive US tax breaks only to send their scoring work overseas to avoid paying musicians fair wages. The AFM has worked hard lobbying for legislation to close these types of loopholes.

AN EVER-GROWING FREELANCE SCENE

With the increase in do-it-yourself music technology, the number of independent working musicians has exploded. To assist these members who carve their own paths in our industry, the AFM launched its Freelance Services Department in 2004. This year, Freelance Services overhauled and relaunched the AFMentertainment.org online talent booking portal—the first Federation-run booking service representing thousands of acts throughout the US and Canada. AFM Entertainment guarantees that net wages will be at or above the local union's scales, and locals will receive both work dues (if applicable) and copies of



contract documents. AFM Entertainment handles all communications with potential purchasers and ensures every gig booked is a union gig.

Not only are musicians working differently, but they are finding new markets for their music. While music production was once a tightly controlled industry where studio time came at a premium, music production is now affordable to the average musician. They can quickly and easily post recordings and videos to get their music out into the world. The AFM has created new agreements and revamped old ones to protect these entrepreneurs.

The Joint Venture Agreement is the simplest of all AFM agreements and offers vital protections to musicians who create their own media. It now has a video component, simplifying the protection of self-produced online media. Recordings may be solicited for exhibition over the internet, if all musicians on the recording consent to it. If they hire other musicians to be on their album, but likely

won't reach the 10,000-unit sale threshold, musicians can use the Local Limited Pressing Agreement.

ALLIANCES AND COALITIONS

Never before has it been easier for unions to reach out, garner support, and organize. The Federation has creative marketing experts who leverage social media to get the word out on the issues that matter to musicians. This rise in awareness has also led to the AFM working with national and international coalitions to amplify its power and messaging. Through these types of partnerships, the AFM also gathers valuable insight into common challenges by listening to viewpoints and ideas from across industries and worldwide.

The AFL-CIO Department for Professional Employees—Arts, Entertainment and Media Industry (AEMI) Coordinating Committee has been a powerful lobbying ally, allowing us to work with and coordinate our efforts with other artist unions.

Our work with them includes lobbying efforts related to arts funding, copyright protection, and restoration of tax deductions for artists.

In 2007, the AFM partnered with individual artists and other music industry organizations committed to fairness in radio to launch the musicFIRST Coalition. The coalition aims to correct the US Copyright Act so that performers will be paid when their work is broadcast on the radio. The AFM is also a member of the Future of Music Coalition, founded in 2000, to ensure musicians have a voice in issues that affect their livelihood. It also provides an important forum for discussing matters intersecting music, technology, policy, and law.

One of the AFM's most important alliances in the global industry has been the International Federation of Musicians (FIM), which includes 70 musician unions from 60 countries. In March 2023, the AFM hosted the FIM Presidium at its New York City headquarters. AFM President Ray Hair currently serves as a vice president of FIM.

AFM FACES ITS BIGGEST CHALLENGE

One of the greatest assets of a union is the ability of its members to support each other in times of crisis. AFM musicians have aided one another through many work stoppages and disasters. The empathy and generosity of our brothers and sisters is a tribute to our union. There are countless examples of AFM musicians collaborating to share music and resources while demonstrating support.

During 2013 and 2014, the Minnesota Orchestra endured the longest symphony lockout to date. Musicians provided much-needed financial and moral support. More recently in San Antonio, symphony musicians worked together to donate their time and music to the Musicians of the San Antonio Symphony (MOSAS) Performance Fund to help support musicians through the strike and subsequent bankruptcy of their symphony.

Following 9/11, AFM locals around the country donated to New York City Local 802's relief fund. Broadway theater musicians stood with union actors



and stagehands as they voluntarily reduced their salaries by 25% for four weeks to keep the theaters from going dark.

Our symphony orchestras are always quick to gather and respond to disasters, encouraging with music and organizing benefit concerts in troubled times. Musicians from the US and Canada held benefits to support victims of the Southeast Asian tsunami in 2004, and more recently orchestras held concerts to support the people of Ukraine. Closer to home, benefits have supported musicians affected by numerous weather-related disasters, from hurricanes to wildfires. Following many one-off collection campaigns, a permanent AFM Emergency Relief Fund was created in 2018 to collect donations aiding members adversely affected by catastrophic events.

In early 2020, the AFM faced what would become its biggest challenge yet, when the pandemic and subsequent quarantines put thousands of musicians out of work and careers on hold. The AFM quickly adapted agreements to allow live streaming of concerts and recording work to be done at home instead of in-studio. Musicians gathered online, buoying each other and their communities with their music. Now our musicians have emerged more vital than ever.

Through all the challenges of the last 23 years, the AFM has remained steadfast in its support for musicians and willingness to adapt to better serve their needs. ♦



Boston Musicians Association
Changing the world one note at a time since 1896.

CANADIAN CONFERENCE OF MUSICIANS

*From sea to shining sea! From British Columbia to
Newfoundland! From the AFM's most northern Conference!
The vast land of blues, country, rock, classical,
alternative and everything in between!*
**On behalf of the Canadian Locals, we wish all
delegates a successful 102nd AFM Convention!**
*May the debates be lively, the issues be resolved
and the solidarity remain strong and free!*
Let the music play on!

Congratulations and Best Wishes to the Delegates of the 102nd AFM Convention

We are proud to have assisted
musicians, unions and AFM Locals with
their legal needs for over fifty years and
to have Naomi Bendorf Frisch, Member
of AFM, Local 10-208 as a part of our
ensemble.

Asher, Gittler & D'Alba, Ltd.
ALAW.COM

The Canadian Conference of Musicians

would like to thank

Ray Hair, Bruce Fife & Jay Blumenthal

*for their leadership and dedication
to making the lives of
professional musicians better.*

Let the music play on!

Local Professional Musicians



**Celebrating 102 years of
International Success**



Union Plus

Congratulates the International Union of American Federation of Musicians of the United States and Canada, AFL-CIO on their

102nd International Convention



Credit Card Program

AT&T Discount Program

Auto Buying Program

Everyday Discounts

Mortgage Program

Scholarship Program

Union Plus is proud to support union members and their families through life's celebrations, hardships, and everything in between.

Learn more about the ways we can help your members live better.



See more at unionplus.org



Cleveland Federation of Musicians

Local 4 of the American Federation of Musicians of the United States and Canada

**3631 Perkins Avenue, Suite 4C North
Cleveland, Ohio 44114-4705**

telephone 216.881.1802
cfmohio@earthlink.net
local4afm.org

- Leonard DiCosimo** President
- Todd Smith** Vice President
- Sandra W. Baxter** Secretary - Treasurer
- Lyle Steelman** Director
- Michael Miller** Director
- Jonathan Sherwin** Director
- Ilona Simon** Event Director
- Bill March** Financial Director

Local 4 Music Fund local4musicfund.org
Amber Rogers Executive Director

Music Talent of Cleveland musictalentofcleveland.org
Nada Montgomery Executive Director

cincinnati Musicians association
LOCAL No. 1 AMERICAN FEDERATION OF MUSICIANS

CONGRATULATIONS AND BEST WISHES
FOR A SUCCESSFUL 102ND AFM CONVENTION
FROM THE OFFICERS AND MEMBERS OF

The Cincinnati Musicians' Association
LOCAL 1 OF THE AFM

**We Congratulate
The American Federation of Musicians
On Its 102nd Convention**



CASE
ARTS LAW LLC

offers sincere thanks and appreciation to

Local 3	Local 4
Local 5	Local 7
Local 8	Local 10-208
Local 34-627	Local 40-543
Local 56	Local 60-471
Local 65-699	Local 66
Local 72-147	Local 103
Local 104	Local 148-462
Local 228	Local 256-733
Local 257	Local 342
Local 427-721	Local 444
Local 802	and ICSOM

*for the privilege of representing their fine
AFM musicians since 2011*

The musicians of
Jacksonville, Local 444
Wish to Congratulate the
AFM on the 102nd Convention

Thank you to Ray and Jay!

**Local 17 (Erie, PA)
is proud to be
a participant in
the AFM's
102nd Convention.**

The AFM & SAG-AFTRA Fund collects and distributes royalties to non-featured musicians and vocalists for their performances on recordings played on satellite radio, non-interactive streaming services, webcasts, other digital formats and international neighboring rights.

Find Out If We Have Royalties For You
www.afmsagaaftrafund.org



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



VANGO III

Performing as VanGo III are band leader, guitarist, and vocalist Michael VanGo with bassist Keith Nelson and drummer Mark Barrett of Local 369 (Las Vegas, NV). The group's approach to classic hits is interesting and inspired. Michael VanGo has been based in Las Vegas for 25 years and has worked in just about every venue on the strip with his own projects or as a featured vocalist and guitarist with the likes of Lon Bronson and Dave Perrico Pop Strings Orchestra. He was a founding member of the yacht rock super group The Windjammers and a featured vocalist in Sgt. Pepper Live with Cheap Trick. His fingerstyle approach to acoustic guitar, combined with his smooth, polished vocal style, make him a highly sought after musician as a solo performer. VanGo's next album, a trio project, is coming out this summer.



JOHN BELZAGUY'S TRIO LATINO

Local 47 (Los Angeles, CA) member John Belzaguy's Trio Latino brings together pianist Dave Richardson and drummer Ramses Rodriguez, both of Local 369 (Las Vegas, NV), with bassist Belzaguy. From the start of his career, Belzaguy has performed with a diverse collection of artists. He has recorded albums as well as television and movie soundtracks and performed at concerts, festivals, and clubs throughout the world. Among the entertainers he's worked with are Patti Austin, Rosemary Clooney, Natalie Cole, Celia Cruz, Kurt Elling, Gloria Estefan, Michael Feinstein, Johnny Mathis, Jane Monheit, Frank Sinatra Jr., Nancy Wilson, Francisco Aguabella, Regina Carter, Eddie Daniels, Herbie Mann, Poncho Sanchez, Arturo Sandoval Bands, The Benny Goodman Band, The Percy Faith Orchestra, The Gene Krupa Memorial Band, and The Buddy Rich Memorial Band.



Photo courtesy of Bob Barry

MIKE STEINEL WITH THE UNIVERSITY OF NORTH TEXAS JAZZ FACULTY ENSEMBLE

Leading the University of North Texas (UNT) Jazz Faculty Ensemble is internationally recognized jazz educator Mike Steinel of Local 72-147 (Dallas-Ft. Worth, TX). The trumpeter, pianist, composer, and arranger has performed throughout the US, Canada, and Europe, appearing as a soloist at the MENC, IAJE, and JEN international conventions, and at the Midwest Band and Orchestra Clinic. A professor of jazz studies at UNT since 1987, he is the founder and director of the UNT Jazz Combo, Jazz Trumpet, and Jazz Winds workshops. He has served as co-chair of the Jazz Advisory Panel for the National Endowment for the Arts. Joining Steinel on stage are: vocalist Sarah Tolar of Local 33 (Tucson, AZ); pianist Pat Coil of Local 257 (Nashville, TN); and saxophonist Chris McGuire, bassist John Adams, and drummer Steve Barnes of Local 72-147.



RAY CHEW LIVE!

Performing the songs of Stevie Wonder, Ray Chew Live! is a collective of Los Angeles all-stars who have toured with artists across the globe and performed on countless television and film projects. Under the direction of Local 802 (New York City) member Ray Chew, their credits include *Dancing With the Stars*, Primetime Emmy Awards, *It's Showtime at the Apollo*, *American Idol*, and the annual Macy's Thanksgiving Day Parade. Members of the Ray Chew Band are: Chew (music director, keys, vocals); Jon-Michael Kubis (keys), Nisan Stewart (drums), and Ethan Farmer (bass) of Local 47 (Los Angeles, CA); Phil Hamilton (guitar); and vocalists Christopher Emmons, Amber Sauer, Antonio Sol, and Trenyce Cobbins. Joining them are Local 369 (Las Vegas, NV) musicians: Dan Falcone (trumpet), Curt Miller (trombone), and Phil Wigfall (sax).



JOI JAZZ ORCHESTRA

The JOI Jazz Orchestra, the professional orchestra of the nonprofit Jazz Outreach Initiative (JOI), was created by JOI co-founders Kenny Rampton of Local 802 (New York City) and Gary Cordell of Local 369 (Las Vegas, NV). It is comprised of first-call professional Las Vegas musicians who are volunteer mentors for the students of the Las Vegas Youth Jazz Orchestra. This band creates an opportunity for these outstanding musicians to perform together, showcasing talented Las Vegas musicians and

composers. The JOI Jazz Orchestra produced its first recording in the summer of 2023. Performing in the JOI Jazz Orchestra are: leader and trumpeter Gary Cordell; violinist Lauren Cordell; saxophonists Phil Wigfall, Eddie Rich, Rob Mader, and John Summers; trumpeters Daniel Falcone, Pete Bresciani, Wes Marshall, and Glenn Colby; trombonists Curt Miller, Nathan Tanouye, Dave Philippus, and Sonny Hernandez; pianist Dave Loeb; bassist John Belzaguy; and drummer Johnny Friday.

THE JOEY SINGER QUINTET

Pianist Joey Singer of Local 369 (Las Vegas, NV) fronts the quintet comprised of bassist Steve Flora, drummer Mike Mechem, saxophonist Dave Stambaugh, and vocalist Michelle Johnson, also members of Local 369. Singer has enjoyed a lengthy career as a pianist, conductor, composer, and studio musician, touring the world with the late Debbie Reynolds for over 30 years. He has music directed Steve Lawrence, Johnny Mathis, and Florence Henderson, and performed with Andrea Bocelli, Henry Mancini, David Foster, Dame Shirley Bassey, Michael Feinstein, and Rosemary Clooney. For many years Singer has been active on the local theater scene, having played for and conducted Mandalay Bay and Tropicana productions of *Mamma Mia!* In December 2021, he played and conducted *Frank: the Man, the Music* at Carnegie Hall, which was hailed as the closest recreation of a Frank Sinatra concert ever produced.



LAS VEGAS CHAMBER PLAYERS

Led by Local 369 (Las Vegas, NV) President Yunior Lopez, the Las Vegas Chamber Players is a chamber orchestra comprised of members from the Las Vegas Philharmonic, the Dr. Shirley Linzy Young Artists Orchestra of Las Vegas, and local freelance professional musicians. Cuban-born Lopez enjoys a unique career as a chamber viola player, conductor, and entrepreneur. A JUNO award-winning musician, he appears regularly throughout North America, collaborating with esteemed artists. Spanning multiple generations and representing the future of Local 369, performing as the Las Vegas Chamber Players are: violinists De Ann Letourneau, Abigail Knox, Susan Kim, Soo Yeon Kim, Robert Taylor, Juanpablo Figueroa, Adrianna Thurber, Aolani Aguirre, Brandon Buckmaster, Kevork Mikaelian, Rebecca Sabine, Eryn Joseph, James Harvey, Josephina Romero, Svetlin Belneev, and Michael Jimenez; violists Omar Shelly, Crystal Yuan, Erik Garcia-Rojas, John Pollock, Jennifer Hellewell and Arturo Hernandez; cellists Andy Smith, Julian Romano, Moonlight Tran, Andrew Sundberg, Jeremy Russo, and Lindsey Springer; and bassists Brycen Ingersoll, Sam Morgan, Chris Davis, and Damien Gomez.



THE BONEHEADS

After nearly a 30-year hiatus, the Las Vegas Boneheads was revived by Local 369 (Las Vegas, NV) member Curt Miller. Performing at the AFM Convention are: trombonists and Local 369 members Miller (leader), Nathan Tanouye, David Philippus, Randy Crawford, Ralph Pressler, and Sonny Hernandez; drummer Johnny Friday of Local 47 (Los Angeles, CA); bassist Steve Flora of Local 369; and pianist

Dave Loeb of Locals 47 and 369. The original Boneheads was founded by local professional trombonist Abe Nole in the early 1960s. The group rehearsed on the second floor of the old Silver Slipper on the Las Vegas Strip, or occasionally at Abe's home. The musicians would work two shows per night, six or seven nights a week, and then get together after hours for their own enjoyment.



Artist Profiles

BOULEVARD STRINGS

Boulevard Strings is led by Lauren Cordell and includes violinist Geri Thompson, violist Omar Shelly, and cellist Moonlight Tran, members of Local 369 (Las Vegas, NV). Cordell's professional career was launched during high school with performing engagements in the Nevada Symphony Orchestra and Henderson Civic Symphony. In college, she performed with the Henderson Symphony Orchestra, and later became one of the youngest musicians to win a tenured position with the Las Vegas Philharmonic. She also toured the world as a featured fiddler for Michael Flatley's Lord of the Dance. In addition to Boulevard Strings, Cordell performs with Lady Gaga's Jazz Piano Show at the Park MGM. She plays violin, viola, and mandolin as well as jazz, rock, pop, country, and her favorite genre, gypsy jazz.



DAVID PERRICO POP STRINGS ORCHESTRA

In residency at The Smith Center for the Performing Arts since 2012, David Perrico Pops Strings Orchestra is also the Las Vegas Raiders house band for games at Allegiant Stadium. The exciting, innovative, and dynamic orchestra is led by Perrico's powerful trumpet and stunning vocalists. It features an all-female acoustic string section playing Perrico's electrifying arrangements of hits covering pop, club, rock, Latin, jazz, EDM, classical, R&B, and original

compositions. Pop Strings is comprised of world-class Las Vegas musicians including Local 369 (Las Vegas, NV) members Perrico; pianist Otto Ehling; guitarist Steven Lee; bassist Keith Nelson; drummer Jose Jimenez; tenor saxophonist Andrew Friedlander; violinists Adrianna Thurber, Christina Levi, and Katherine Kinsley-Garcia; violist Crystal Yuan; and cellists Zuzana Delcore and Amanda Andreasen.



Artist Profiles

LON BRONSON BAND

Formed in 1990, the Lon Bronson Band is enjoying an unprecedented run in Sin City. They have headlined at the Golden Nugget Showroom, the Riviera, and are currently in residence at The Smith Center for the Performing Arts, having recently completed their 35th sold out show there. The iconic 14-piece horn-infused band is well known nationally and locally for their eclectic mix of classic rock, soul, and blues. Also known for its outstanding level of musicianship, the Lon Bronson Band holds the record for the longest-running band in Las Vegas. Last summer, the group served as house band for the Caesars Palace 50th Anniversary Gala Concert. Members of Local 369 (Las Vegas) performing include: Bronson (trumpet/vocals), Michael VanGo (vocals), Michelle Johnson (vocals/guitar), Mark Barrett (drums), Brenda Cowart (keys), Keith Nelson (bass), Jim McIntosh (guitar), David Perrico (trumpet), Neil Maxa (trombone), Andrew Friedlander (alto/tenor sax), and Eddie Rich (baritone sax).



**Hire Union Musicians
for your next event.**

**Why Book with
AFM Entertainment?**

**Best Variety, Biggest Selection,
Union Musicians**

We represent thousands of acts throughout the U.S. and Canada. We provide a unique, broad cross-cultural selection — solos, duos, show bands, and big bands, in every musical style.

AFM Entertainment.org

THE FIRST FEDERATION-OPERATED INTERNATIONAL BOOKING AGENCY



AFM Entertainment: Live music for your union event, wedding, or party. We're professional, we're affordable, and we'll make your event memorable. Visit AFMEntertainment.org for more information.

1501 Broadway, 9th Floor; New York, NY 10036 | Tel: 800-762-3444 x 235

SERVING AFM MUSICIANS FOR OVER 100 YEARS

Do you have a story to tell that you want to share with your fellow Federation members? Let us help spread the word in print and online!

Every issue is written, edited, and published with the interests and concerns of professional musicians in mind. You will find member musician profiles, labor news, orchestra news, legislative updates, health articles, product announcements, new releases of books and albums, and more in each issue.



Send your news and announcements to im@afm.org.

PLATINUM GOLD.

The ligature of choice for a veritable “Who’s-hoooo” of accomplished players.



- Superb Response
- Excellent Intonation
- Pure, Bell-Like Tone
- A Warm, Dark Aspect That Helps Synthetic Reeds Sound More Like Cane



Patents. See website. Questions? Chat us 24/7! www.rovnerproducts.com



SAG-AFTRA

BEST WISHES FOR A SUCCESSFUL 102ND CONVENTION



Proudly working together to protect performers in the music industry through the AFM @ SAG-AFTRA Intellectual Property Rights Distribution Fund.



The Midwestern Conference of Musicians

THE ILLINOIS CONFERENCE, THE MID AMERICA CONFERENCE, AND THE MID-STATES CONFERENCE

Salutes and Congratulates the AFM on its 102nd Convention

Illinois Conference:

President Kim Streenz ■ Vice President B.J. Levy ■ Secretary/Treasurer Jerrold Cobetto

Mid America Conference:

President (vacant) ■ Vice President Bennie Keys, Jr. ■ Secretary/Treasurer Martin Borton

Mid-States Conference:

President Daniel Cerveny ■ Vice President Roscoe Porch ■ Secretary/Treasurer John Kendeigh

sagaftra.org    



Dallas/Fort Worth Professional MUSICIANS ASSOCIATION

BEST WISHES FOR A SUCCESSFUL CONVENTION

from the Officers and Members of AFM Local 72-147



Orange County Musicians Union

Celebrates the
102nd Convention
of the
American Federation
of Musicians

Best regards from the
officers, staff and members of Local 7

President Edmund Velasco
Vice President Greg Reynolds
Sec-Treas Tammy Noreyko
AFM Delegate Ron Minor



AFM LOCAL 618
MUSICIANS ASSOCIATION OF ALBUQUERQUE

**CONGRATULATIONS TO THE
DELEGATES OF THE AMERICAN
FEDERATION OF MUSICIANS
102ND CONVENTION!**

Local 618 extends our deepest gratitude to
President Ray Hair, International Vice President Bruce
Fife, Secretary-Treasurer and IM Publisher Jay
Blumenthal, Diversity, Legislative and Political Director
Alfonso Pollard, the International Executive Board and
the AFM national staff for their selfless dedication and
extraordinary leadership throughout the pandemic.

IT'S GOOD TO BE BACK!

TRACEY WHITNEY, PRESIDENT | TED RUSH, VICE PRESIDENT
EMILY CORNELIUS, SECRETARY-TREASURER
WWW.AFM618.ORG 505.255.2069

20 YEARS SOUND EXCHANGE



**SCAN TO
LEARN MORE
AND REGISTER**

SoundExchange is the only organization designated by the U.S. government to administer non-interactive sound recording royalties. We collect and distribute digital performance royalties on behalf of 650,000 music creators and growing.

Artist and copyright owners must register with SoundExchange to collect non-interactive royalties generated from sound recordings.





Get MORE from Your Membership

AFM Members

Did you know you have access to top-rated protection?

There's no need to spend hours on the phone or online—your AFM membership offers powerful solutions for everyday coverage needs.

Call 1-800-503-9230 or visit AFMinsurance.com to learn more.



Program Offered by AMBA Administrators, Inc. Association Member Benefits Advisors, LLC. In CA d/b/a Association Member Benefits & Insurance Agency CA Insurance License #0196562 • AR Insurance License #10014462 Plans may vary and may not be available in all states. For more information, including costs, exclusions, limitations, reduction of benefits and terms of coverage, call 1-800-503-9230 or visit AFMinsurance.com.

AFM INSURANCE PLANS INCLUDE:

- Equipment Insurance
- Auto, Home, Renters and Umbrella Coverage
- Business Liability Insurance
- Group Term Life Insurance
- Disability Income Insurance
- Group Accidental Death & Dismemberment Insurance
- Long-Term Care Insurance
- Travel Assistance
- Dental Insurance
- Medical Insurance



THE UNION BEHIND ENTERTAINMENT™

BEST WISHES ON A SUCCESSFUL CONVENTION

International Alliance of Theatrical Stage Employees, Moving Picture Technicians, Artists and Allied Crafts of the United States, Its Territories and Canada



Congratulations on the 102nd AFM Convention!

From the Grand Rapids Fed of Musicians, Local 56

LANSING SYMPHONY ORCHESTRA

GRAND RAPIDS SYMPHONY
Marcelo Lehninger, Music Director

MATTHEW D. LOEB
International President

JAMES B. WOOD
General Secretary-Treasurer

VICE PRESIDENTS

MICHAEL J. BARNES
First Vice President

THOM DAVIS
Second Vice President

DAMIAN PETTI
Third Vice President

MICHAEL F. MILLER, JR.
Fourth Vice President

DANIEL DI TOLLA
Fifth Vice President

JOHN FORD
Sixth Vice President

JOHN M. LEWIS
Seventh Vice President

CRAIG CARLSON
Eighth Vice President

PHIL S. LOCICERO
Ninth Vice President

C. FAYE HARPER
Tenth Vice President

COLLEEN A. GLYNN
Eleventh Vice President

JOANNE M. SANDERS
Twelfth Vice President

PAUL F. DEAN, JR.
Thirteenth Vice President

INTERNATIONAL TRUSTEES

PATRICIA A. WHITE CARLOS COTA ANDREW C. OYAAS

CLC DELEGATE

SIOBHAN VIPOND

207 W. 25th St., 4th Fl. • New York, NY 10001 • www.iatse.net



Congratulations and Best Wishes to the Delegates for a successful 102nd AFM Convention

Board Executive

Andy Morris, President
 Rea Beaumont, Vice President
 Charlie Gray, Secretary
 Pat Simmonds, Treasurer
 Dusty Kelly, Executive Director

Directors

Steve Mosher
 Debi Sander Walker
 Shane Kim
 Tony Carlucci

Lifetime Achievement Award 2020-2021

David Warrack & Jack Zaza

Musicians of the Year 2020-2021

Ryan Scott	Levon Ichkhanian
Orin Issacs	Signe Miranda
Ray Tizzard	Lawrence Cherney
Leisa Way	Christine Gale Harrison
Jody Colero	Shannon Wojewoda

www.tma149.ca



UNITY HARMONY ARTISTRY DIVERSITY

We put the **MUSIC** in Music City!

BEST WISHES

for a successful
102ND CONVENTION
 FROM EVERYONE
 AT AFM LOCAL 257

DAVE POMEROY, PRESIDENT
 WILL BARROW, SECRETARY/TREASURER
 EXECUTIVE BOARD, DELEGATES,
 AND THE GREAT MUSICIANS OF LOCAL 257



Congratulations to the AFM and best wishes to all delegates for a successful 102nd Convention!

International Federation of Musicians
Carrying your voice worldwide

FIM
 21 bis rue Victor Massé
 F-75009 Paris France
 office@fim-musicians.org
 www.fim-musicians.org



John SMITH OBE
 President
 UK



Benoît MACHUEL
 General Secretary
 France

Congratulations to the members of the
American Federation of Musicians
as you celebrate your
102nd International Convention.

The Recording Industry's



Thank you for providing the stellar musical performances and organizational skills that have united communities and inspired young and old.



The MPTF team looks forward to continuing the great working relationship and collaboration we share with you.