

# SEGUE

The American Federation of Musicians, Local 104

## President's Message

I hope all of you are doing well and staying busy during the holidays. It's great to see our industry back up and running after the struggles of the past few years.

The past few months I have been busy working on the negotiation of the new Integrated Media Agreement (IMA). The IMA governs how musicians of signatory organizations (including Utah Symphony and Ballet West Orchestra) are compensated for media. Negotiations are slow and ongoing.

Recently, Congress has moved closer to passage of the American Music Fairness Act, which would require broadcast corporations to pay royalties for radio

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10.



broadcasts. The AFM is one of the primary reasons a bill like this is even up for consideration, and is a clear demonstration of the value of the union to musicians everywhere.

I also need to make you all aware of KeyComp, a new technology that uses short instrumental samples to imitate a live orchestra in real-time. It is controlled by one or more synthesizers, and unlike normal 'click tracks' it has the ability to adjust to the nuance of live performance through the performer's input. Essentially, the click track is now programmed into the synth, allowing the track to better fit the live performance. It has the potential to seriously reduce or even completely replace pit orchestras across the country.

This kind of threat couldn't come at a worse time for musicians, who are struggling with continued increases in

housing costs and the stubbornness of inflation which continue to erode our living standards. But it couldn't come at a better time for large entertainment corporations, like Disney, who are making billions off the exploitation of their artists and patrons.

Musical Theater is supposed to be exactly that - *Musical - not 'KeyComp' Theater. Our musicians take pride in their work and patrons are paying good money to hear live music. KeyComp will not improve the audience experience, it does not care about our local musicians or local businesses. Its only benefit is more money in the pockets of a few executives. We must all hold our employers accountable for protecting live music in our local venues, and patrons must*

*know that they're getting what they paid for - great, live music.*

There is of course a larger conversation that needs to be had about the relationship between musicians and technology in performance. One would hope that any such conversation

would focus on protecting the jobs of hard-working musicians while enhancing performances, and not only on reducing expenses.

Wishing you all the best this holiday season and for the new year to come!



Ex-President of Local 104 Mike Palumbo, with his class of Viola Students at Weber State University.



Left to Right

**Harold Gottfredson, Marlin Baker, Ben Ivey, Marion Albiston  
and Sheldon Hyde. At Utah's Hogle Zoo**

## **New members**

Rachel Christensen  
Flute

Erin David  
Violin

Zach Hammond  
Oboe, English Horn

Maryna Pohlman  
Trumpet Bb Trumpet, C trumpet,  
Flugelhorn, Piccolo Tr

Alex Purdy  
Tuba

## **Address Changes**

Joe Muscolino  
Max Muscolino  
Yuan Qi

## **Deceased**

Francis Eugene Timlin

## **Privacy Policy at Local 104**

It has become part of Local 104's policy to redact the addresses for New Members, Member Address Changes and other information in the interest and safety of our members and the social unrest in our community, state and nation.

Our e-publication is for members only and emailed, but much information of this nature is data mined and stolen for use of identity theft much like social security numbers and needs to be safe guarded.

Please call the office if you need the contact information of a particular member or contractor. I will return your email or call as soon as possible.

Sincerely,

Dave Sharp—AFM 104 Business Agent

## FRANCIS EUGENE TIMLIN

This tribute was written by the Seattle Flute Society about Local 104 member Francis Eugene Timlin.

The Seattle Flute Society mourns the passing of our treasured friend and colleague, Francis Eugene Timlin, who died September 19, 2022. He was 69 years old. At the time of his death, he was serving as SFS Historian; previously, he served for 31 years as our organization's Treasurer. Francis held degrees in music from the University of New Mexico, the University of Utah, and the University of Washington. He joined the New Mexico Symphony at age 18, was the flutist for the Seattle Woodwind Quintet, and enjoyed playing chamber music as well. His doctoral dissertation was "An Analytic Study of the Flute Works of Jacques Ibert."

Our thoughts at this time are with his spouse of over 42 years, Dean, and the rest of his family. Tribute donations in Francis' memory may be made to the Seattle Flute Society (<https://www.seattleflutesociety.org/>)



View from my old office window at Local 104

# SONATE

*a Violino e Violone o Cembalo,*

Dedicate

*ALL' ECCELLENZA*

DI

RICCARDO CONTE DI BURLINGTON E CORK,  
BARONE CLIFFORD DI LANDESTROUGH &c.

DA

PIETRO CASTRUCCI ROMANO,

Virtuoso di Violino, all'attuale Servizio di S.E.

OPERA PRIMA

**GERALD ELIAS, VIOLIN**

**PAMELA PALMER - JONES, HARPSICHORD**

**NORIKO KISHI, CELLO**

A AMSTERDAM

CHEZ JEANNE ROGER

N<sup>o</sup> 435



[www.afm.org](http://www.afm.org)

and

[www.utahmusicians.org](http://www.utahmusicians.org)

## Local 104 Resources links

**The AFM Multi-employer Pension Fund** [www.afm-epf.org](http://www.afm-epf.org) Each member can register and log in to check the status of their account and use the calculator to look up how much your projected contributions have earned. This site has been of great benefit as the Pension Fund has a small staff with an enormous work load and turn-around time for questions was often several days.

**The national AFM** website is at [www.afm.org](http://www.afm.org) their contacts page is at [www.afm.org/about/contact/](http://www.afm.org/about/contact/)

**Liability, Instrument and Equipment, Health insurance etc.** If you register with the national AFM website you can review the various insurance products there. There are also Dental and medication discounts among other things.

**The AFM Local 104** website is at [www.utahmusicians.org](http://www.utahmusicians.org) Our email is at [afmslc@utahmusicians.org](mailto:afmslc@utahmusicians.org) We also have a benefits page at [Benefits: Local 104, AFM, Salt Lake City \(afmqartet.org\)](http://Benefits: Local 104, AFM, Salt Lake City (afmqartet.org))

**Union Plus benefits** website is at [www.unionplus.org](http://www.unionplus.org) benefits guide at [Union Plus Benefits Guide.pdf](http://Union Plus Benefits Guide.pdf)

**Casual Contracts and Recording contracts** for freelance members can be obtained through the Local 104 office as well as a version that allows for members to contribute to their own pension plan. There are also recording contracts for the various uses let us know and we can assist you.

The national AFM has **Road Gig Assistance**, to secure pay for the musicians from unscrupulous employers. The AFM pays the band and will pursue the matter with the employer in the local courts that have jurisdiction in that area or region.

**National and Local newsletters** such as the **International Musician** at [International Musician | Official Journal of the American Federation of Musicians of the United States and Canada](http://International Musician | Official Journal of the American Federation of Musicians of the United States and Canada) and the **Segue**. Call the office for a recent copy of the Segue.

**Collective Bargaining agreements or CBA's.** We negotiate contracts on behalf of our members that form collective bargaining agreements. To secure a standard of living for our members commensurate with other jobs and professions in the region. Local 104 is the exclusive collective bargaining agent for Utah Symphony Musicians and the Ballet West Orchestra. They provide the financial obligations for legal representation during collective bargaining, contract infractions, grievance and arbitration processes, as well as providing other services throughout the year to its members. The Symphony and Ballet Orchestra have an Orchestra Committee and act as official arms of the Local, representing the Union at the workplace and with management. Our musicians may act in other oversight capacities with duties spelled out in these contracts, but the final responsibility for administering our Collective Bargaining Agreement lies with Local 104.

**Local labor attorney** Jon Axelrod is on retainer by Local 104.

**Work-place representation.** Both the Utah Symphony and Ballet West Orchestra have Shop Stewards to facilitate communication and represent the interests of the employees.

**National and Local Recording Agreements** – to insure and protect the recording work done by our members when negotiating with National and Local media.

**Legislation:** The AFM also advocates pension reform, instruments and air travel standards, and many other things they have been successful at accomplishing. You may make contributions to union friendly candidates through the TEMP fund.

**You can contact** our Local's Secretary/Treasurer, Krista Baker -- or Office Manager, David Sharp -- during business hours at 801-972-1915 if you have any questions. Their office is located at 2261 South Redwood Road, Suite L, and Salt Lake City, UT, 84119. Office hours are Monday through Friday, 10 AM – 4 PM. It is preferable if you contact the office during the COVID period through phone or email: [afmslc@utahmusicians.org](mailto:afmslc@utahmusicians.org) You can also contact them (and conduct many transactions such as dues payments) through the Local's website at <http://utahmusicians.org/>

### **Our Executive Board and staff:**

President Keith Carrick

Vice President Sally Humphreys



Secretary-Treasurer Krista Baker

Executive Board Members: Veronica Kulig, Julie Edwards, Emily Day-Shumway, Cassie Olson, Scott Harris, Kenny Hodges

Business Agent: David Sharp

**Facebook pages of interest:**

<https://www.facebook.com/musiciansutsym> MOTUS FB page

<https://www.facebook.com/ICSOM> Facebook's ICSOM page

<https://www.facebook.com/afm104> Facebook page for Salt Lake's Union Local

<https://www.facebook.com/afm.org?ref=ts&sk=wall> American Federation of Musicians on Facebook

<https://www.facebook.com/profile.php?id=100000814406882> FB page for "AFM Matters" (from Ray Hair, President of the AFM)

<https://www.facebook.com/theorchestrainsider> FB page for "The Orchestra Insider," by Drew McManus

<https://www.facebook.com/americans4arts?sk=wall> Americans for the Arts (National advocacy group)

**Websites:**

<http://musiciansutahsymphony.com/>

*The website run by the Musicians of the Utah Symphony*

<http://icsom.org/>

International Conference of Symphony and Opera Musicians

<http://utahmusicians.org/> SLC Musicians' Union, Local 104

<http://afm.org/> National Music Union HQ, NYC, N.Y.

<http://www.huffingtonpost.com/michael-kaiser/> Michael Kaiser's arts blog on Huffington Post

<http://www.adaptistration.com/> Arts Management Blog by Drew McManus

<http://www.artsjournal.com/slippeddisc/> Norman Lebrecht's news blog on the performing arts world

Remote learning [Guide to Remote Distance Learning Music for students/Teachers \(octaneseating.com\)](http://octaneseating.com)

## Common Acronyms

**MOTUS** Musicians of the Utah Symphony

**AFM** American Federation of Musicians: Union representing thousands of professional musicians across the United States and Canada.

**AFM-EP** American Federation of Musicians-Employers Pension Fund: Defined benefit pension of which the USO contributes an amount equal to 8.5 - 9% of your annual gross compensation on your behalf for retirement.

**CBA** Collective Bargaining Agreement

**IMA** Integrated Media Agreement: New agreement covering all types of broadcast and recording media

(except recording sessions for CDs) with updated rules governing musician compensation and Management usage. Negotiated jointly by managers, union officials and orchestra musicians nationwide, and to which orchestras become signatories on an individual basis.

**ERISA** Employee Retirement Income Security Act: Laws providing guidelines and restrictions regarding employer contributed pension and other retirement investment vehicles.

**401-K** Federal Tax identification for a retirement investment vehicle utilized by the USO, and other non-profit (501-3c) organizations.

**ICSOM** International Conference of Symphony and Opera Musicians: Players Conference for U.S. major orchestras

**LAO** League of American Orchestras, also referred to as “The League”: National organization of symphony orchestra board members, executives, and management representatives.

**OCSM** Organization of Canadian Symphony Musicians: Players conference of Canadian orchestral musicians.

**RMA** Recording Musicians Association: Players Conference for recording musicians (w/membership largely in New York, Los Angeles and Nashville).

**ROPA** Regional Orchestra Players Association: Players conference of U.S. regional orchestral musicians.

**SSD** Symphonic Services Division: Offices within the headquarters of the AFM which serve to assist the needs of orchestras in areas of negotiation, media, legal opinions and other services.

**TMA** Theater Musicians Associations: Players Conference for Broadway pit musicians.

**ZAP** Zoo, Arts and Parks Tax. Local county sales tax (one tenth of 1%) approved by county election in the late 1990’s. The Symphony is the County’s largest recipient of Zap tax funds.

Call Local 104 if we can explain or help in any way with these benefits. It makes for a better work environment for all when we organize and help one another make our livings. On behalf of Local 104’s Executive Board and Officers we thank you for your membership.

In solidarity,

David Sharp  
Business Agent  
AFM, Local 104  
801-972-1915

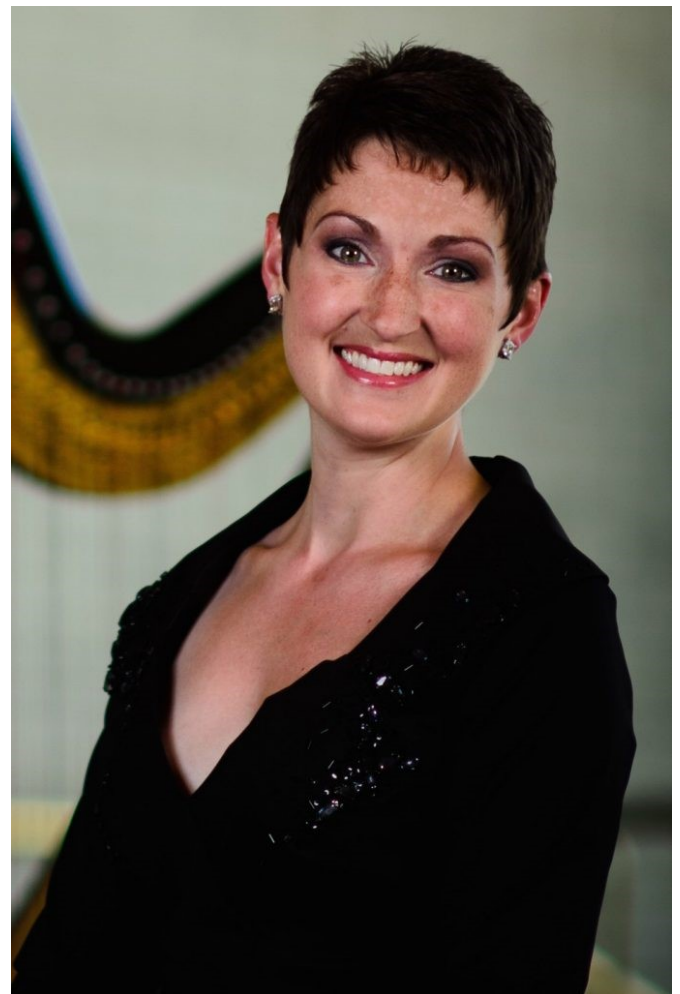
[afmslc@utahmusicians.org](mailto:afmslc@utahmusicians.org)



**Wen Yuan Gu** Utah Symphony Utah Opera



**Zach Hammond** Utah Symphony /Utah opera



**Louis Vickerman**

Utah Symphony Utah Opera



**AFM, Local 104**

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[www.utahmusicians.org](http://www.utahmusicians.org)

801-972-1915

**SEGUE**



**The American Federation of Musicians, Local 104**

**Celebrating**

**121 years in Utah**



Jessica Danz—Barbara Ann Scowcroft—Clovis Lark of the Utah Symphony / Utah Opera