

Local 71

Submitted by: Gary Buss

Number of Members: 120

Full-time staff: 3

Part-time staff: 0

CBAS:

Other work under contract:

Year in Review:

-Several MPTF education performances

-20+new members

-Continuation of special rates/discounts with area businesses for Local 71 members

-Successfully negotiated 3-year CBA with Local 71 and Memphis Symphony orchestra

-Successfully negotiated 3- year CBA with Local 71 and Orpheum Theater

-Initiating new student membership program

-Training workshops for area contractors

-Expansion of members-only section Local 71 website, including scale sheets and contract examples and definitions

-Initiation of contract/CBA talks with area semi-professional orchestras

Local 72-147

Submitted by: Aaron Pino

Number of Members: 1060

Full-time staff: 3

Part-time staff: 1

CBAS: 12

Other work under contract: many church jobs, some chamber music groups, traveling artists/shows, quite a few MPTF sponsored events, not much recording work anymore

Year in Review:

MPTF - as always, we had the Denton Arts and Jazz Festival and the Main St. Arts Festival in Fort Worth. Also in Denton we are continuing the Twilight Tunes series, and have added a new event called Amplify Denton. We also had a couple of events for Black History Month, and a couple for Jazz Appreciation Month, one of which was also an all female group.

Membership is roughly the same, less than 5% growth.

Our associated credit union, Musicians Federal Credit Union, has a new manager. It does instrument and car loans for members of the local and immediate family.

On the labor front, the Dallas and Tarrant county CLCs were merged to form a new North Texas Area Labor Federation in January.

We have recently purchased some a/v equipment and are doing some re-arranging of our office suite in order to be able to livestream some performances and perhaps start a podcast for the local. The a/v equipment will be mobile so it can be used at other locations as well - we hope to increase our visibility in this way.

In 2025 we bargained new agreements with the Fort Worth Symphony and the Wichita Falls Symphony, and this year are in talks with the Waco Symphony, the Lewisville Lake Symphony, the Lawton Philharmonic, and two theater groups, Casa Manana in Fort Worth and the Dallas Theater Center.

Local 80

Submitted by: Nathan Shew

Number of Members: 83

Full-time staff: 0

Part-time staff: 3

CBAS: 3 - Chattanooga Symphony, Huntsville Symphony, Chattanooga Bach Choir

Other work under contract:

Year in Review:

We ran a membership drive and got 13 new or reinstated members as a result. We also got two touring Broadway shows on a union contract. We have also been deepening ties with local labor council.

Local 94

Submitted by: Elizabeth Obal

Number of Members: 114

Full-time staff: 0

Part-time staff: 1

CBAS: 3, Tulsa Opera, Signature Symphony at Tulsa Community College, Friends of Starlight (Concert Band)

Other work under contract: N/A

Year in Review:

MPTF programs over the past year include "The Ugly Duckling" at the Grove, and notably the SoMardiGras Disco and the Food Truck Fest in Arkansas with Katrin Newbill.

Membership has remained in gradual decline from 116 to 114 over the past financial year, a 2% loss overall.

We are currently working to reverse this trend.

We rent our office from the local labor union, LiUNA Local 107, and attended the Labor Day festival including many local entertainment unions put on by IATSE Local 354.

We successfully negotiated a \$5 across the board pay raise with Friends of Starlight this year. We successfully negotiated with Tulsa Opera last year.

Local 116

Submitted by: Steven Begnoche, Trustee

Number of Members: 35

Full-time staff: 0

Part-time staff: 0

CBAS: 1-Shreveport Symphony

Other work under contract:

Year in Review:

The Local is currently in Trusteeship due to the past President-Secretary Micheal Moss and past Sergeant-At-Arms Clair White forming a shell corporation, selling the Local's building (\$150,000), depleting the building's checking account (\$1,500), depleting the Local's Scholarship Fund (\$11,700), depleting the Scholarship Fund's checking account (\$1,500). These funds were put into the shell corporation leaving the Local and its membership without access. Additionally, Moss paid himself \$30,400 of the Local's \$32,911.45 in its general operating account for wages despite not conducting an election for an office to which he would be paid. This left the Local with \$2,511.45 to its name, no building and no scholarship fund. Furthermore, they seized the Local's office equipment and records and withheld them in a location not made available to the membership. Moss and White prevented the Local governance from fulfilling the duties of their jobs, did not communicate in any fashion with its membership (no newsletters, no general membership meetings, no executive board minutes) and refused to communicate with the AFM (no FIF, FWD, Roster reports, General Membership Meeting and Executive Board Meeting Minutes requests). The Local's membership declined severely during their time in office.

There is one (1) CBA group - the Shreveport Symphony Orchestra whose members were ignored by Moss and White. At the start of the trusteeship, the Orchestra Committee and I were able to research similar orchestras to put together proposals to negotiate a successor CBA. The results were a new two-year agreement with increases in wages in the second year and Pension rate increases in both years.

The MPTF Grant Performance Program has been resurrected after being dormant for several years providing employment Wages, Cartage, and Pension for our members. MPTF performances in 2026 have included Black History Month celebrations, Women's History Month events, and MusicianFest Assisted Living Communities Performances. Upcoming events for the new MPTF fiscal year include Juneteenth and Hispanic Heritage Month performances.

The Local has revised its Constitution and Bylaws with current language that allows the Local to be more inclusive of all humans beings in all areas of performance. Additionally, the Local has revised its Freelance

Wage Scale book to reflect current absolute reality economic scales (with Pension) for all the musical functions of all genres currently being performed within its jurisdiction.

The Local is engaged in AFM Education and Training Workshops in the areas of Freelance Live Music Contract negotiation and facility (L-1/L-2/T-2; LS-1) and Independent Electronic Media Agreements with Session Reports (Demo, Limited Pressings, Single Song Overdub, Joint Venture, Local Employer-Employee Streaming, etc.).

The Local will be working with AFM Organizing Division Field Representative Southern Region Paul Bessimer and AFM Symphonic Services Division Director/Special Counsel Rochelle Skolnick to develop organizing strategies and education for area orchestra targets throughout the Local's jurisdiction.

In 2026, the Local has re-established membership with the Shreveport Central Labor and Trades Council and has participated in two (2) calls to action:

1. A Rally in support of the Teachers' Union for their lawsuits against the Caddo Parish School District.
2. The No Kings Shreveport Rally

At the start of Moss and White's tenure, the Local had one-hundred, seven (107) members. At the time of trusteeship, the Local had twenty-four (24) members. The Local currently has thirty-five (35) members (a 38% increase in membership).

At the start of Moss and White's tenure, the Local owned its building outright, had \$13,000 in scholarship funding and \$35,000 in its operating account. At the time of trusteeship the Local's members no longer had a building or access to the money for its sale, no longer had its scholarship fund or access to those monies, and had only \$2,511.45 in its operating account. The Local now has \$24,523.31 in its operating account, is current with its FIF, FWD and Per Capita Reports and payments to the AFM, has a new laptop, software, printer, filing equipment and a rehearsal room complete with drum set, guitar, bass and keyboard amps and a PA and a fully functional office (with musicians lounge and conference room) to serve its members.

Local 125

Submitted by: Joanne M. White

Number of Members: 140

Full-time staff: 0

Part-time staff: 3

CBAS: 1 CBA (Virginia Symphony)

Other work under contract: Local 125 has established working agreements with local theatre groups including the Virginia Musical Theatre, the Virginia Stage Company and the Virginia Arts Festival. The agreements are not CBAs; however, it establishes a per service wage and a pension contribution. These groups produce 4 or 5 productions per year and employ a Union contractor. Since we live in a "right to work" state, we are elated with the agreement that each group will prioritize the hiring of Union musicians.

Year in Review:

I am happy to report that Local 125 is financially sound. We are fortunate to own our building and to have wonderful tenants who operate an African Art shop on the first floor.

In June we will honor one of our own members as "Arts Supporter of the Year". Janet Kriner was the Principal Cello with the Virginia Symphony, now retired, and has been a member of Local 125 for 68 years. This celebration is especially meaningful since it coincides with her 90th birthday.

Local 125 is co-sponsor with the Virginia Arts Festival of a newly created program called TORCH, Thanking Our Resident Community Heroes. This program is the brainchild of one of our long-time Board members, Tom Reel. Each year a local non-profit in our area is selected as the beneficiary of funds raised through a benefit concert. ForKids, Inc. and Lynnhaven River Now have received funds through TORCH. The TORCH program was highlighted in the April 2026 edition of the International Musician.

We have held membership drives for the last two years. The first was very successful, netting us 10 new members. For a small Local, this is huge! The membership drive last September was a disappointment with only 2 new members. We will try again this fall.

Local 125 is fortunate to have not only dedicated officers who generously give their time, but also an outstanding Executive Board. Members attend meetings regularly, either in person or via Zoom. They also volunteer to recruit new members and advocate for the union in the workplace.

Local 161-710

Submitted by: Peter de Boor

Number of Members: 1298

Full-time staff: 3

Part-time staff: 6

CBAS: 18: American Pops Orchestra, Arena Stage, Fords Theatre, Kennedy Center Opera House Orchestra, Maryland Lyric Opera, National Philharmonic, National Symphony Orchestra, National Theatre, Olney Theatre, PostClassical Ensemble, Round House Theatre, Shakespeare. Three of the 18 CBAs are currently expired, with two of those in active negotiations. We hope very soon to add the Alexandria Symphony to the list of local CBAs.

Other work under contract: 28 single engagement contracts, 2 recording contracts, 2 orchestras performed work under the IMA, 1 engagement under the Live TV Videotape agreement

Year in Review:

There has been a lot of consternation surrounding one venue in town, where the employers of our three largest CBAs are (and in one case, was) based, and which now faces an uncertain future because of capricious actions of the new board chair. This has the potential to have a large impact on the freelance scene as well: these large CBA employers have regularly employed freelance musicians, and now may do so much less; the members of the large CBA bargaining units might seek much more work in the freelance sector; and some of the regular (non-CBA) employers may have to seek other venues.

The large downsizing of the federal workforce, whose members used to be a substantial part of the area's middle class population, has affected the local economy, and in particular the local arts economy, with many if not all employers reporting reduced demand for tickets.

A targeted email (through Constant Contact) to members who are about to be suspended has been effective at reducing the number of people we have to suspend.

For the first time, the Local used its entire MPTF allocation. One instance was 13 different groups performing at the Mid-Atlantic Jazz Festival.

Local 257

Submitted by: Sec/Tres Rich Eckhardt

Number of Members: 1904

Full-time staff: 10

Part-time staff: 1

CBAS: 5, Nashville Symphony, Grand Ole Opry, Ryman Auditorium, General Jackson Showboat, Jackson Symphony.

Other work under contract: Multiple recording sessions from various labels, independents and custom album projects, individual live contracts and trust funds.

Year in Review:

New contracts signed for the Opry and General Jackson that will increase pay for musicians.

We are offering an accidental death & dismemberment policy free to our members via American Income Life.

We have established 100% free parking for members at over 25 Metropolis lots near venues in downtown Nashville.

Completed our Fair Trade Music survey, rating 55 downtown clubs. Top clubs were established by the survey and stickers have been issued to the top 10 clubs that treat musicians right. Over 250 local musicians participated answering questions regarding treatment of players, conditions and wish list of wants and needs.

Made a donation to Leadership Music.

Hosted our 6th year as a Toys For Tots drive drop site collecting thousands of toys for needy families.

Live music nights every Wednesday at our local. Each week features a different genre of music including jazz, world music, blues, soul and songwriters showcase.

Started the Pitt discussion group with members once a month at our local. We discuss a variety of topics including finances for musicians, health, contracts and Nashville number chart reading.

Local 342

Submitted by: Sakira Harley

Number of Members: 147

Full-time staff: 0

Part-time staff: 0

CBAS: one CBA / Charlotte Symphony Orchestra

Other work under contract:

Year in Review:

The newly formed Eastern Festival of Music will take place from June 30 to August 1 this summer with Music Director Gerard Schwarz and the same faculty members employed by the now dissolved Eastern Music Festival. Once the musicians have established their employment with the new management, they hope to negotiate an initial collective bargaining agreement, represented by Local 342.

Our membership numbers have been stable, and we do not report any big changes in our membership.

MPTF activity include several MusicianFest performances at assisted living facilities, as well as performances during Women's History Month. The Local's grant allocation remains underutilized.

Local 375

Submitted by: Gus Weaver

Number of Members: 170

Full-time staff: 0

Part-time staff: 3

CBAS: 1, Oklahoma City Philharmonic

Other work under contract:

Year in Review:

Local 375-703 ran a membership drive July to September of 2025 to encourage the members of the Oklahoma City Philharmonic who weren't members to join before they voted on the new CBA. They did! There are now just a few members who joined the OKC Philharmonic since then that haven't joined the Local. This brought our Local from hovering at 150 to hovering at 170 members for the first time in a decade or more.

We have struggled to create MPTF projects but continue to build on our successes over the past few years. We are partnering the Norman Juneteenth this year to support music on Juneteenth, and we are partnering with the Oklahoma City Philharmonic to put on a July 3 MPTF concert before that orchestra's show that evening. In Amarillo, our board member Jack Determan is planning an MPTF show on July 2.

Last September, the Executive Board voted to rejoin the Oklahoma AFL-CIO. We have consistently been members of the Central Oklahoma Labor Federation, but for some reason we had not been able member at the state level for twenty or more years.

The 2025-2026 Orchestra Committee of the Oklahoma Philharmonic successfully negotiated a significant pay raise for the first time in fifteen years during their long negotiations last March, April, and May. They were well-prepared and appreciated the help of the AFM financial team along with AFM negotiator Jane Owen. The orchestra approved the new CBA in August. As part of the deal to raise pay above regular cost of living increases, the deal will be for five years.

Progress organizing Amarillo musicians continues at a slow, but steady, pace. A small core group has been a part of the drive to unionize club musicians there for a year and a half, and other musicians who have shown interest are starting to be a bit more involved and even join. We currently have seven members in Amarillo. We meet online every month. My goal as president is to have Amarillo members organized sufficiently within five to ten years to restart their own Local and take back jurisdiction of the Texas Panhandle and far western Oklahoma.

We hired a social media coordinator in March. We have not had one and now our Facebook, Instagram, and webpage are being updated much more regularly. Find us at Musicians of 375-703 on Facebook and @afmlocal375_703 on Instagram.

Local 389

Submitted by: Sam Zambito

Number of Members: 671

Full-time staff: 2

Part-time staff: 1

CBAS: 3 (Broadway Across America, Orlando Philharmonic Orchestra, Walt Disney World

Other work under contract:

Year in Review:

- 16 MPTF projects

- Completed negotiations for successor Walt Disney World CBA in Fall 2025

- Currently negotiating Orlando Philharmonic successor CBA

- Launched Member Spotlight program with first guest being Charlie DeChant, saxophonist for Hall & Oates for 50 years.

- Began including Spanish translations of officer reports in quarterly newsletter and have scheduled a Spanish-language member benefits workshop.

- Had multiple in-person workshops about organizing and freelance services with AFM's Gabe Kristal.

Local 427

Submitted by: RICHARD SPARROW

Number of Members: 265

Full-time staff: 0

Part-time staff: 8

CBAS: (2)THE FLORIDA ORCHESTRA AND SARASOTA ORCHESTRA

Other work under contract: BROADWAY RESIDENCIES IN TAMPA ARE CONTRACTED LOCALLY.
SOME FREELANCE CHORAL WORK IN SARASOTA

Year in Review:

MPTF: We went over our allotment for the first time this century. Fourteen varied performances.

Several different members are using MPTF and we have had at least one new member join as a result of MPTF.

Our membership drive in Sept-Oct 2025 was a success with Twelve new members.

A four year TFO CBA with substantial growth in wages.

Our Local 427-721 elections for EB and Officers went smoothly.

July 1st marks a new version of our Local wage scale.

We are currently updating Local Bylaws and have been beneficiaries of the AFM Freelance services matching funding.

Local 444

Submitted by: Stephanie K Magnus

Number of Members: 142

Full-time staff: 0

Part-time staff: 9

CBAS: 1-Jacksonville Symphony

Other work under contract:

Year in Review:

It has been a relatively quiet year with no negotiations or disputes. We used all of our MPTF allotment in 2025-2026. Our building has undergone several updates in the past few years and is now being used more than ever by members at no cost to them. We continue to stay connected with our communities building relationships that will support us if (when) the future is less calm.

Local 546

Submitted by: None

Number of Members: 78

Full-time staff: 0

Part-time staff: 1

CBAS: 1

Other work under contract: Knoxville Symphony Orchestra is the CBA group, infrequent other contracted work pops up occasionally each year.

Year in Review:

Local 618

Submitted by: Denise R Turner

Number of Members: 226

Full-time staff: 0

Part-time staff: 2

CBAS: 4

Other work under contract:

4 CBAs - El Paso Symphony Orchestra, NMPhilharmonic,

Santa Fe Opera, Santa Fe Symphony

No full time employment. All Orchestras are "per service".

Santa Fe Opera is a 10 week summer season paid weekly.

Year in Review:

Our Local primarily funded by work dues from our orchestras, and after 6 years of serious financial deficits (2017-2023) we are slowly rebuilding and the Local ended 2023 with total equity of \$80,343 compared to \$60,462 in 2024.

The Santa Fe Symphony (SFS) ratified a new CBA in February 2026 with modest gains in per service rates and working conditions. The SFS CBA expired 9/1/25 and the musicians were paid back wages for the new per service rate increases in February 2026.

Both the El Paso Symphony Orchestra (EPSO) and the NMPhilharmonic (NMPhil) are currently in contract negotiations. Both CBA's expire on 8/31/2026. We are in the early stages of negotiations with little progress. The EPSO has had 2 sessions with no progress and no proposals from management. The next session is in late June.

The NMPhil has had 3 sessions with no financial proposal from management and only "piecemeal" concessionary working condition proposals. The Orchestra Committee has filed numerous grievances with several unresolved. The NMPhil has a history of delaying negotiations well beyond the expiration of their CBA. The 2022-2026 CBA was not ratified until May of 2024, almost 2 years after it expired.

The Santa Fe Opera CBA goes through August 2028. We have been working with their OC on several working condition issues, and have resolved all of them.

Our membership continues to grow with more musicians joining from the El Paso area.

Local 655

Submitted by: Jeffrey Apana

Number of Members: 190

Full-time staff: 0

Part-time staff: 2

CBAS: 2: Palm Beach Opera and Broadway Across America

Other work under contract: Miami City Ballet under a local engagement contract. Occasional recording sessions.

Year in Review:

President Hawley has continued her "Brews and Bylaws" meetings to reach out to musicians who are not aware of the Local. She also spoke at a Miami-Dade county commission meeting against proposed cuts in arts funding (the cuts were withdrawn for now). We have spoken to students at New World Symphony and the University of Miami Frost School of Music. Local 655 continues its slow decline in membership, but our executive board has begun some strategic planning to rebuild the Local. We have identified organizing targets and have worked with the AFM organizing department to begin training our board and a few rank and file members on organizing tactics. We have a strong committee at Palm Beach Opera, but a change in management has resulted in a less congenial relationship and several grievances. Our appeals committee did reinstate a Palm Beach Opera musician who was unjustly dismissed. We begin negotiations soon with the Opera and expect a difficult negotiation. Lastly, with pressure from musicians and the Local, our most anti-union contractor has been relegated to the sidelines as he lost his two major contracting positions. The nail in the coffin may have been

that when he lost his position from the first organization, he told musicians he would fire them from the second one if they continued to play for the first.

Local 674

Submitted by: Gary Williams

Number of Members: 674

Full-time staff: 0

Part-time staff: 0

CBAS: 0

Other work under contract: None

Year in Review:

MPTF Local 674 is streaming a series of 5 “Music From The Mountains” Trio performances. (Country, Folk/Americana, Jazz)

We’ve partnered with two local arts organizations, using their venues for performances and assisting with their programs.

Maintain an active online live entertainment calendar on our website, publicizing performances of our members in clubs, breweries/wineries, and restaurants: afmlocal674.org/calendar.

Local 777

Submitted by: Kimble Funchess

Number of Members: 35

Full-time staff: 0

Part-time staff: 0

CBAS: 0

Other work under contract:

Year in Review:

The local recently revised its bylaws with current language for a more diversified inclusion of all performers in every genre of music. The local has elected a diversified new governance that works in education and multiple varied genres of performance. The local will be engaging in organizing activities through AFM education and training to reach out to musicians and performers in all areas of music for greater inclusion, protection and membership in our local. Our focus initially, will be on college students enrolled in music programs. We plan on utilizing MPTF as an organizing and recruiting tool to meet those ends. We additionally plan on working with AFM Organizing Division, and AFM Symphonic Services Division for campaign strategies to organize orchestral musicians. We also will be forming a freelance wage scale committee to revise our freelance wage scale book to reflect current economic trends in all areas of performance.
