



# The Dallas/Fort Worth MUSICIAN

Newsletter of The Dallas/Fort Worth Professional Musicians Association  
Vol. 20, No. 4 • www.musiciansdfw.org • Nov - Dec 2011



## DFW Festivals Showcase Union Talent



### Mixer Planned for DFW Musicians

February 20, 2012 at 7:00pm  
Brooklyn Jazz Cafe in Dallas

Local 72-147 will be holding a mixer for current and prospective members at the Brooklyn Jazz Cafe on 1701 S Lamar in Dallas on February 20. Come and enjoy food, drink and great company at a great destination for live jazz music. By coming together regularly in this way, we seek to foster internal communication within our membership, provide a venue for networking, and a way to educate members while reaching out to prospective members. Mark your calendars and invite someone who needs to be a part of the union, and plan to have a great time.



Hundreds of Local 72-147 musicians were featured this year in the Fort Worth Main Street Music and Arts Festival, the Denton Jazz and Arts Festival and most recently the Historic Mansfield Music and Arts Festival. Pictured on top: Members of **Domino Effect**: Derrick "Domino" Winding, Dean Columbaro, Amy Brown, Jerry Kelley, Tiffany Hales, Jeff Taylor & Aaron Hawkins. On bottom left: from **Johnnie Red and the Roosters**, Johnnie "Red" Latham, Jas Stephens & Bobby Counts (Charles Mayo not pictured). On bottom right, from **Crawfish**, Joe Auenson, Ron Dilulio & Jerry Hancock (also Danny Hubbard and Michael J. Dohoney, not pictured)



## \$110 Annual Dues for 2012

Local 72-147's annual membership dues are \$110 for 2012, if paid in January. Semi-annual membership dues are \$57 if paid in January and July. Payments can be made by mail with a check or money order, or you may come by the Union office. Credit card payments may be made online at [www.musiciansdfw.org](http://www.musiciansdfw.org).

Annual membership dues become delinquent if they remain unpaid after January. Semi-annual membership dues become delinquent if they remain unpaid after January or July. A \$5 tardy fee is assessed for each delinquent month in which membership dues remain unpaid.

Please consider including a \$5 TEMPO contribution when paying your dues. TEMPO assists deserving political candidates for the US Senate and House of Representatives who are sympathetic to the needs of musicians and the AFM.

### 2012 ANNUAL DUES

\$110 if paid in January  
\$115 if paid in February  
\$120 if paid in March

### SEMI-ANNUAL DUES

\$57.00 if paid in January  
\$62.00 if paid in February

PAYABLE TO AFM LOCAL 72-147.  
PAYMENTS MAY BE MAILED TO:  
1939 Stadium Oaks Court, Ste.110  
Arlington, Texas 76011

or pay online at [www.musiciansdfw.org](http://www.musiciansdfw.org)



# THE PRESIDENT'S MESSAGE

It has been an interesting year to say the least, at times overwhelming and at other times exhilarating. It seems more like several years rolled into one. We started out the year in the early stages of a transition to a new era in this Union's history. Ray Hair had recently been elected President of the AFM and was, by necessity, spending less time in the office here because of his duties in New York. The transition committee that had been appointed by Ray had assigned me the duty of taking on some of Ray's responsibilities here at the Local. At the same time Stewart Williams was assigned the task of taking on some of my duties as Secretary-Treasurer to help take up the slack.

In the end we were both better prepared to assume our new roles as officers, which we were appointed to by the Executive Board after Ray submitted his resignation. There was much work to be done in learning more about our new jobs and in deciding how we wanted to organize ourselves in order to keep the Union progressing as smoothly as possible.

I knew from the very beginning that if the job we were doing as officers was not satisfactory then, with an election upcoming, the membership could easily remedy the situation in short order. I found this somewhat reassuring; after all I had never sought to make a career out of being a Union officer. Due to the fact that all officers and board members have since been elected by acclamation, I assume the membership is at least satisfied enough, or that nobody else wants our jobs. Either way, I am most grateful to be surrounded by conscientious, hard-working people who have made it easier for me to do my job.

I want to give a special thanks to Secretary-Treasurer, Stewart Williams. I was certain when Stewart was first appointed by the Board that he would do a great job. If anything, Stewart has gone above and beyond the call of duty and brings an outstanding sense of dedication to his work. Not only has he taken on the basic tasks of his office in a very comprehensive manner, but Stewart is always looking for ways to create even greater efficiencies. I quickly recognized that Stewart has the skills necessary for designing our newsletter, and he has done most of the overall preparation himself. And Stewart is responsible for a new and improved way of accepting online payments for dues, as some of you have already noticed.

One of the first things I wanted to do after I became

President was to ask the Executive Board to elevate Christy Price to the position of Office Manager. I have not regretted that decision in any way. Christy has been immensely helpful to me in the basic logistics of running the office. I always knew that Christy possessed certain computer skills that I was lacking to be sure. But, I have come to learn that her abilities are even greater than I had previously thought, as one of the most important jobs I asked her to do was to redesign the Local's website. Primarily I wanted to give it a new look as we were long overdue for an update. Christy has not only accomplished that task but has made the website function better, and she will continue to look for ways to improve the site and keep us current.

Mike Kennedy has been invaluable to me in his role as the administrator of AFM Entertainment. I give a tip of my hat to Mike for the way he handled the task of organizing and running our involvement in the Mansfield Arts Festival in October. The Festival organizers were so happy with the results that they have already asked us to be involved again next year.

I would be remiss if I did not mention Rose Mathews, manager of Musicians Federal Credit Union. Rose has continued to do the same magnificent job she's always done. And it's nice to know that I

don't have to worry at all about the Credit Union so long as Rose is in charge.

There is much work to be done in the year ahead. We have several orchestra contracts that need to be bargained, which of course means a continuous effort to organize. We have all of the same music festivals upcoming and plans for a Union-wide informational mixer, which you will note elsewhere in this newsletter. And we are always here to administer and stand behind all of the many contracts involving our members, whether it be the ongoing collective bargaining agreements of our symphonic members or the many single engagement agreements of our free-lance members.

I appreciate the trust that you, the membership, have placed in me as President of Local 72-147. I will do my best to continue to earn that trust.

Here's wishing all of you a very Happy Holiday Season!



*Ken Krause*



**THE DALLAS FORT WORTH MUSICIAN** is published quarterly by the Dallas/Fort Worth Professional Musicians Association, Local 72-147 American Federation of Musicians, located at 1939 Stadium Oaks Court, Arlington, Texas 76011. For newsletter inquiries and submissions, please call 817-469-6040. FAX 817-469-1448. All Rights Reserved. Reproduction or use of contents without written permission from the publisher is prohibited.

<p><b>KEN KRAUSE</b>, President  <b>RAY HAIR</b>, President Emeritus  <b>STEWART WILLIAMS</b>, Secretary/Treasurer</p>	<p><b>MIKE KENNEDY</b>, Club Date Organizer  <b>CHRISTY PRICE</b>, Office Manager</p>
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[www.musiciansdfw.org](http://www.musiciansdfw.org)

**HAPPY  
HOLIDAYS**

## ...from the Secretary-Treasurer



**Stewart Williams**

### Come to the Union Mixer on February 20

I hope every one is having a happy and profitable holiday season this year. I must say that it is an exciting time for our local. We are having so many discussions between our officers, board members and rank and file members about ways to keep making our union better. As you can read in this issue, we are planning a mixer for next February to help bring us together, improve internal communications, and recruit new members.

The principles of good unionism dictate that we must stand together -- as one -- in order to be effective as advocates for our profession and art form. Underneath this truth is the reality that we must talk to one another, and confront the sometimes difficult work of communicating, ironing out differences, and better understanding (and appreciating) each other and our talents. One of the most enjoyable things that this job has brought me over the past months is learning about our diverse membership. Working in the union office daily has burst me out of my own bubble of what life as a musician really is.

But getting to know one another is about more than just making friends. It is absolutely imperative if we want to use our collective strength to make a difference in the music business. Make no mistake, our employers are talking to each other! They are sharing their knowledge to keep wages as low as they can be, and they are trying to play us against one another so that we undercut each other, staying as divided as possible. It's just business as usual for them. This is especially true of the club scene. As spread out and diverse as it is, it poses an extreme challenge to organize. But it is not impossible. The first step is to get together and create an understanding amongst ourselves about minimum wages, how to negotiate, using contracts, etc. We, as a union, are in a unique position to pool our resources, sharing our knowledge and education so that all our members have the information and guidance they need.

It is also necessary to pull as many of our colleagues into our network by getting them to join the union. And I'm not just the union treasurer talking about getting more dues! I'm talking about building a solid front in our struggle to make life better on the streets, letting club owners and other musical presenters know that musical services are high-end items, meriting good pay and respect.

So please come out to our union mixer on February 20 at the Brooklyn Jazz Cafe. We will have food and drinks, good company, and lots of good information. We will also be discussing new plans for making the union more helpful to everybody.

We will be inviting as many of our colleagues as we can to come out and find out about what our union is about. So bring yourself and anyone else who needs to join our union. We want them to know that we need them, and we want to show them that they need us.

## 2011 Election Results

The nominations meeting for officers of Local 72-147 was held on November 6. All officers and eight Executive Board members were elected by acclamation. Additionally, two at large delegates to the AFM Convention were elected by way of acclamation. The results are as follows:

President, Kenneth Krause  
Vice-President, Karen Schnackenberg  
Secretary-Treasurer, B. Stewart Williams

#### Executive Board:

Dwight Anderson	Tom Demer
Brian Brown	Matt Good
Wayne Burak	Breggett Rideau
Marjorie Crenshaw	Julie Vinsant

#### \*Convention Delegates:

Marjorie Crenshaw  
Karen Schnackenberg

\*Local 72-147 is allowed 4 delegates to the AFM Convention. President and Secretary-Treasurer are delegates by virtue of their office. Elected delegates are elected at large.

## MUSICIANS FEDERAL CREDIT UNION



### INSTRUMENT LOAN SPECIAL

- 7.00% APR
- 5 to 7 years
- Up to \$49,999 of appraisal value or invoice

**SAVE 1.00% (Current Apr is 8.00%)**

This offer is for both current and new credit union members who qualify. Promotions starts August 1, 2011 and ends Dec. 31, 2011.

Call Rose Mathews at the credit union for a loan application and new account info if not already a credit union member.

1939 STADIUM OAKS COURT  
SUITE 110  
ARLINGTON, TX 76011

OPEN: TUES, WED, & THURS  
12:00 NOON TO 5:00 PM  
(817) 469-6040



## New Agreement Reached with Fort Worth Stock Show

A new collective bargaining agreement has been reached between Local 72-147 and the Fort Worth Stock Show. The agreement spans 4 years, beginning with the 2012 show and running through the 2015 show. The new agreement continues a long standing tradition of employing Union musicians to perform for the Stock Show Rodeo. The new agreement retains all of the language from previous agreements concerning working conditions, along with increases in wages over the life of the agreement. The Union was assisted by orchestra members Tim Ishii and Rick Stitzel.

*The Fort Worth Stock Show Rodeo Band, which performs next January 13 through Feb 4. Pictured above: Rick Stitzel, conductor; Susan Ishii, Tim Ishii and Rene Ozuna, Saxophones; Pete Aan, drums; Keith Adkins, Wes Woodrow, Don Bozman and AG Roberson, trombones*

## AFM & Recording Industry Strike New 3-Year Deal

The American Federation of Musicians of the United States and Canada (AFM) and the major recording companies struck a new three-year labor deal just before midnight on October 27, 2011. The new agreement, which becomes effective upon ratification, calls for scale wage increases across the board, as well as other economic improvements, in contrast to the current climate of deep concessionary bargaining in many industries.

The AFM has had a decades-long labor relationship with the recording industry but negotiations in this round were led by new spokespersons on both sides. The new Sound Recording Labor Agreement represents the first industry-wide agreement concluded by the new administration of AFM International President Ray Hair. Industry was represented by new labor counsel Bernard Plum of the firm of Proskauer Rose LLP in New York. The two sides aired issues of deep concern with unsparing frankness, but in an atmosphere of cooperation aimed at reaching constructive solutions to the problems faced by both sides in the troubled sound recording industry.

The new contract includes scale wage increases

*(see RECORDING DEAL on page 8)*

### ONLINE PETITION

#### Bring Back Live Music to the Texas Ballet Theater

Please sign our online petition by going to [www.change.org](http://www.change.org), and searching for "bring back live orchestra", or you can find a direct link by going to [www.musiciansdfw.org](http://www.musiciansdfw.org) and scrolling down to "Petition to Texas Ballet Theater".

The Texas Ballet Theater continues to perform without employing orchestra musicians in the pit in Fort Worth's Bass Hall and Dallas' Winspear Opera House. This has gone on for 3 years now, despite the Ballet management's claim that they would return to the use of a live orchestra 2 years ago. Things have not changed. This is not real ballet.

This has damaged the livelihood of many professional musicians within our community, and has denied the dancers' the flexibility provided by live music.

**Please urge the TBT to return to the high quality performances they once enjoyed by employing real live professional musicians.**

**[www.change.org](http://www.change.org)**

# Unfair Labor Practice Charge Filed Against Summer Musicals

On December 9 Local 72-147 officially filed an unfair labor practice charge against the Dallas Summer Musicals for its failure to sign the collective bargaining agreement that was reached nearly two years ago. Contract negotiations for a successor agreement were successfully concluded in January of 2010, by President Ray Hair and a negotiation committee comprised of members of the DSM Orchestra. The agreement covers wages and working conditions for orchestra musicians from January 1, 2010 through December 31, 2014. A printed copy of the new Master Agreement was signed by Mr. Hair and forwarded to Michael Jenkins, President and Managing Director of DSM, for his signature.

In fact, the DSM and the Union have been working under this very agreement for 2 full seasons, with Mr. Jenkins having previously informed Ray Hair in a telephone conversation that he had the contract on his desk and would sign it and return a copy to the Union. After Ken Krause assumed the office of President he sought to engage Mr. Jenkins in an attempt to obtain his signature on the Master Agreement. President Krause, along with members of the negotiation committee met with Mr. Jenkins in June 2011 for the purpose of resolving a grievance concerning a separate matter. It was at that time that Mr. Jenkins informed the Union that he would not sign the Master Agreement, claiming that negotiations were never concluded and insisting on new language that would significantly change the contract that had already been agreed to and result in a weaker deal from the Union's perspective.

The Union continued to adhere to its position that an agreement had been reached in good faith, and that it would not agree to any changes. At the request of President Krause, Ray Hair made several attempts to reach Michael Jenkins by phone in order to try and convince him to keep his word and sign the contract previously agreed to. Mr. Jenkins never responded to those calls.

"The only communication we have received since our meeting with Michael Jenkins in June is a letter he sent to me in early August requesting a meeting so that we might conclude negotiating the agreement – obviously so that he can achieve the terms he wants rather than what was previously agreed to", said Mr. Krause. "In the meantime, I have uncovered written evidence that we think proves the validity of the Union's position; evidence that had previously been unapparent to me, and which only strengthens our claim."

The Union authorized its legal counsel to send a formal demand letter to the DSM in October threatening legal action if a signed copy of the agreement was not received within ten calendar days. The Union gave the management of the DSM as much leeway as it could afford before filing charges with the NLRB, having never heard a word one from Mr. Jenkins or anyone else connected to the DSM.



## NEW AND/OR REINSTATED MEMBERS AND THEIR PRINCIPAL INSTRUMENTS

<b>Bassoon</b> Peter Unterstein	(972)-983-1913
<b>Cello</b> Mihai Marica	(203) 415-3894
<b>French Horn</b> Li Zhi Yeoh	(940) 594-9582
<b>Guitar, Acoustic</b> Brian Bridger	(214) 364-4747
<b>Harp</b> Kimberly S. DeRosa	(940) 497-4973
<b>Keyboard</b> Billy Harold	(469) 835-2309
<b>Percussion</b> Patrick Herring	(214) 735-7444
<b>Trombone</b> Brent Phillips	(254) 644-7605
<b>Trumpet</b> Michelle Glasscock	(812) 650-2677
<b>Violin</b> Andrew Giordano	(570) 506-5910
<b>Vocalist</b> Gwen "GiGi" Gray Tiffany Hales	(817) 228-1519 (214) 861-7426

**[CLIP AND SAVE FOR  
FUTURE REFERENCE]**



## Upcoming Membership Meetings

Wednesday, December 28, 2011 at 7:00 pm

On the agenda:  
2012-13 Freelance Wage Scale Update

Monday, April 23, 2012 at 7:00 pm

Meetings held at Union Headquarters in Arlington

## LIFE LINES

### Marriages

**Oksana Sifri to Curt Thompson** on April 24, 2011 in Fort Worth. Oksana is an active freelance violinist, and Curt is Associate Professor of Violin at TCU. They reside in Fort Worth.

**Keira Fullerton to Colin Garner** on July 14, 2011 near Austin. Keira is a cellist with the Fort Worth Symphony and Colin is a violist with the Dallas Opera Orchestra. They reside in Arlington.

**Karen Basrak to David McQuade** on August 6, 2011. Karen is Principal Cellist with the Fort Worth Symphony. Karen and David reside in Fort Worth.

## NEW RECORDING DEAL

(continued from page 4)

in each of three years, health and welfare increases, and terms that will allow the signatory companies to open up new business opportunities while providing innovative new income streams to the AFM and Employers' Pension Fund and the Music Performance Trust Fund (MPTF). The AFM and Industry founded MPTF over sixty years ago to fund free live music performances across the U.S. and Canada out of a portion of Industry sales revenue. MPTF funding has declined along with the steep declines in sales revenue. The new labor deal contains the first increase in MPTF funding in more than half a century.

In keeping with their collaborative approach, the parties agreed to authorize joint committees to meet in early 2012 to review elements of their residual systems. A top priority will be to clear up a backlog of audits and speed company payments into the Sound Recording Special Payments Fund, which shares Industry sales revenue with recording musicians. The committee will also consider whether and how to simplify and improve contribution formulas. Finally, another joint committee will explore the viability of addressing other new revenue streams with the companies.

## Bill Collins Benefit Fund

### Musicians Helping Musicians

Every year members of our union suffer health crises that are only made worse by the financial difficulties incurred by a loss of work. This year five of our members were assisted by the Bill Collins Fund when they were confronted with health emergencies.

The Fund was begun by Bill Collins III in memory of his Dad, member Bill Collins, Jr., to aid sick, injured and disabled Union members in financial distress. Please consider making a donation to the Bill Collins Fund to enable Local 72-147 to help its members in crisis. The Fund's ability to provide assistance depends solely on the generosity of our members. Send your check to the Union office payable in any amount to the Bill Collins Benefit Fund.

Help us help your colleagues in a meaningful way. We'll publish your name in the *Dallas Fort Worth Musician* with our thanks.

### In Memory of Raymond M. Hair, Sr.

Boston Musicians  
Association\*  
William Collins III\*

Kenneth & Sherry  
Dunn\*  
Ken & Karen Krause\*

Recording Musicians  
Association\*

Susie Ager  
Robert & Brandon Arthur\*  
Bill Atwood  
Analisa Bailey  
Steve Bayless  
Roger Blackmar Jr.  
Rex Bozarth  
Debbie Brooks  
Larry Brunelle  
Louise Canafax  
Sarah Carmichael  
Dennis Cavalier  
Ernie Chapman  
Bill Collins III  
Sonja Conway  
Andrew Cooper  
Brent Dacus  
Adriana DeCosta  
Tommy DeSalvo  
Sharon Deuby  
Roger Dismore  
Bob Eidner  
Jim Fielder  
Ron & Linda Gail Fink  
Jennifer Garner  
Natasha Geddie  
Pat Glynn  
Genie Grant  
Sorin Guttman  
Toby Guynn  
Eugene Gwozdz  
Ray Hair  
Lou Harlas  
James Hayden III  
Marshall Head  
Shannon Highland

Carl Hillman  
Charlie Hoffman\*  
Greg Hustis  
Ron Jones  
Phil Kelly  
Mike & Dorothy Kennedy\*  
Jerry & Sandy Keys  
John & Jennifer Laird  
Mary Leito  
Chris McGuire  
Chuck Mandernach  
F.J. Milan  
Jim Milan  
Adron Ming  
Ralph Morgan  
Gretchen Nichols\*  
Henry Okstel  
Todd Parsnow  
Bruce & Denise Patti\*  
Steve & Cinde Pettey\*  
Kim Platko  
Hildegard Froelich  
Rainbow  
Cleo Raymond  
Jack Rumbley  
Leo Saenz  
Jay Saunders  
Karen Schnackenberg  
Chris & Susan Seiter  
James & Lisa Sims  
Sara Jo Snider  
Ed & Carol Soph  
SoundExchange\*  
Larry Spencer  
Dorothy & Charles Stewart  
Jon Stutler

Terri Sundberg  
Eric Swanson  
Don Thomas  
Preston Thomas  
Bert Truax  
Twin Liquors LP  
*In memory of  
Michael Hamilton*  
Charles Veazey  
Randy Lee Vradenberg  
Hsinyi Wang  
James Warden  
Stewart Williams\*  
Chuck Willis  
Curtis Wilson  
Bruce Wittrig  
Camilla Wojciechowska  
Wes Woodrow  
Alan Yanofsky  
Dave Zoller  
Eric Zukoski

### In Memory of Jack Cannon:

Diane and Gordon Birkner  
Louise Canafax  
Edward T. Cousins  
Joan Damon-Simon  
Ted Evans  
Fox Family Pools  
Iguana Pools, Inc.  
Laura and Steven Kruger

\*Donations made  
since July 2011

## NEGOTIATIONS ROUNDUP

### *a capsule of talks in progress*

**WACO SYMPHONY:** An agreement was reached for a one-year extension of the previous contract. The union and orchestra committee is organizing to negotiate a longer term progressive contract. Talks will begin in late spring.

**EAST TEXAS SYMPHONY:** The current three-year contract will expire May 31, 2012. The union and orchestra committee is meeting to prepare for talks to take place this spring and summer.

**CASA MANANA:** A five-year contract with CM will expire April 30, 2012. The union and orchestra representatives are preparing for negotiations to commence later this spring.

**DALLAS OPERA:** The Dallas Opera Orchestra is currently working under a one-year extension of a five year contract, which will expire May 31, 2012. The union and committees are preparing to negotiate a successor agreement. Talks are expected to begin in April.

**FORT WORTH SYMPHONY:** The Union and the FWSO negotiation committee is organizing to negotiate a successor agreement to its current 2-year contract which expires next summer. Talks for a new, progressive deal are expected to begin in late spring.

## THE LAS COLINAS SYMPHONY ORCHESTRA

invites applications for:

**PRINCIPAL OBOE** Audition Date - February 1, 2012  
54 services at \$107.96 per service\*  
plus concerto appearance at \$1,500

**2ND TROMBONE** Audition Date - February 2, 2012  
48 services at \$93.57 per service\*

\*an additional per service amount may be paid if all services are accepted and performed.

To schedule an audition and receive additional information, please contact Yvonne Montgomery at:  
Las Colinas Symphony  
P.O. Box 141446, Irving, TX 75014

info@lascalinasymphony.org  
www.lascalinasymphony.org

## Support the AFM TEMPO Fund

AFM donates to Members of Congress who fight for full performance rights on all sound recordings, stricter copyright enforcement measures, work to maintain and strengthen our pension system, and advocate for more funding for the National Endowment for the Arts and Arts in Education Programs.

# Wage Scale Update

Cultural Wage scales for 2011-12 and 2012-13 were ratified on August 20. Union recommendations were developed with the assistance of a cultural wage scale committee consisting of Brian Brown, Barbara Allen, Sarah Carmichael and Dwight Anderson. Cultural Scales are listed below.

Union proposals for cultural, show and single engagement wage scales will be considered at a membership meeting on December 28 at 7pm. Proposed changes will become effective if adopted January 1, 2012. Proposals (as printed below) were developed with the help of a freelance wage scale committee consisting of Bobby Counts, Roland Elbert, Mark Harper, Steve Kelly, and Jon Stutler.

### 2012-13 Wage Scales

#### Cultural Engagements (effective 9/1/11)

	2011-12	2012-13
2 hrs	\$ 135 / 125	\$141 / 130
3 hrs	\$ 165 / 150	\$172 / 156
Rehearsal, per hour	\$ 50 / 47	\$ 52 / 49
Overtime, per 1/4 hr	\$ 41.25 / 37.50	\$ 43 / 39
Pension Contribution (% of scale)	5%	5%

#### Church Worship Service (effective 9/1/11)

A worship service is defined as any regular service that takes place during a customary church event, less than one hour and 15 minutes in length, in which music and/or theatre do not comprise a majority of the service.

	2011-12	2012-13
1 1/4 hrs service	\$ 120	\$ 125
Overtime, per 1/4 hr	\$ 36	\$ 37.50
Rehearsal, per hour*	\$ 45	\$ 51.00
Local Radio, one play	\$ 50	\$ 50
Local TV, one play	\$ 50	\$ 50
Additional services	\$ 65	\$ 65
Pension Contribution	5%	5%

#### Wedding Services (effective 9/1/11)

1 hour	\$ 120	\$ 125
Additional Hour	\$ 45	\$ 50
Overtime 1/4 Hour	\$ 22	\$ 25
Pension Contribution	5%	5%

### Freelance Scale Proposals for 2012-13

(pending approval in December 27 Membership Meeting)

#### Club Date Engagements

	up to 4 hours	over 4 hours
Weeknights	\$ 100	\$ 40/hour
Weekends	\$ 125	\$ 40/hour

#### Single Engagements (non-cultural, non-continuous)

	2012	2013
Rehearsal, per hr., 2 hr. min.	\$ 50	\$ 50
3 hr performance	\$ 160	\$ 175
4 hour performance	\$ 200	\$ 225
Overtime, per half hour	\$ 39.99	\$ 43.75
Rehearsal OT, per 1/2 hr, after 4 hrs	\$ 30	\$ 30
Transportation allowance, per mile		IRS Rate

#### Show Engagements (star policy and industrial)

Rehearsal, per hour, 2 hour minimum	\$ 50	\$ 50
2 hour show	\$ 175	\$ 200
3 hr show\	\$ 200	\$ 225
Arena Shows	\$ 225	\$ 250
Overtime, per half hour, after 3 hours	\$ 50	\$ 50
Pension contribution	12%	12%

A MEMBER SERVICE OF DALLAS FORT WORTH PROFESSIONAL MUSICIANS ASSOCIATION

# AFM Entertainment



**AFM Entertainment is updating and improving. Send us your band's updated info on CD-ROM or by email:**

**MP3 files, Video Files, Photos, Song Lists, Musician Bios**

**For further information about getting a web page for your band, contact Mike or Christy at the Union office: 817-469-6045  
info@afmentertainment.net**

**The Name of  
RICHARDSON SYMPHONY, INC.  
was placed on the AFM's  
INTERNATIONAL UNFAIR LIST  
on July 1, 2010**

AFM Bylaws provide for fines not exceeding \$50,000 and/or expulsion for members who render musical services for organizations, establishments, or persons who have been placed on the International Unfair List.

## Rate DFW Clubs at VENUOLOGY.COM

Venuology.com is a space where musicians can safely share information about venues. Bands can review venues where they perform, writing anonymously about their experiences, listing details such as the club's back-line, sound quality, room size and how the club promoted the show. They can even share how they were treated by the management and how much the band was paid.

This can be an invaluable tool for sharing information and banding together to face venues which often refuse to pay musicians adequately. "When booking musical acts, these clubs may now face a small army of empowered musicians rather than isolated individuals," said Matt Plummer, AFM Freelance Services Division.

## Share Information Knowledge is Power

*RETURN SERVICE REQUESTED*

Dallas-Fort Worth Professional Musicians Association  
Local 72-147 American Federation of Musicians  
1939 Stadium Oaks Court, Suite 110  
Arlington, Texas 76011

