



**THE PROFESSIONAL MUSICIANS' ASSOCIATION**  
**Local 500, American Federation of Musicians**  
**Raleigh, North Carolina**



**FROM THE PRESIDENT**  
**Grady Crumpler**  
**2012, a very good year!**

All in all, 2012 was a good year for Local 500. The 2011 changes we made to the General Rules section of our minimum wage scales clarified some nebulous contractual areas, resulting in more work for musicians and less guesswork for contractors.

North Carolina, the Triangle in particular, continues to be a hub for all sorts of artistic performances, many of which include music.

Personally, I saw performances from A to W this year (Aretha Franklin to Wicked), and would have made it all the way to Z if I could have attended the Zappa Plays Zappa show! Our regional economy is picking up, which will help non-profit groups, many of which are involved in the arts. And that makes me feel upbeat.

As I read International Musician and other news sources, and see deep conflicts between musicians and management around the country, I feel especially thankful for the cooperative spirit that flows through our arts community. I compliment the musicians and managers who negotiated NC Symphony's new Memorandum of Agreement, which I signed last summer. I very much enjoyed Carolina Ballet and NC Opera's collaboration on "Les Enfants Terribles," with three piano players providing live accompaniment. A former boss told me that a rising tide floats all boats, and I feel like that is happening with the synergy in our arts community.

Specific to the Local, I described three medium term goals I wanted to achieve: update our bylaws, overhaul our web site, and hold a member event. I am pleased to report that Bob Anderson has spearheaded the work on the bylaws, and the proposed changes are printed in this newsletter. Regarding the web site, our designer set up the infrastructure but had a calamitous problem when changing servers, so he will begin from scratch.

Regarding the member event, my best intentions were undone by a series of orthopedic problems, two of which required surgery. Shortly after the second operation, my wife was diagnosed with several conditions that cause her ongoing pain and fatigue. As I continue my post-surgical rehabilitation and support my wife through her challenges, I have concluded that I will not be able to devote sufficient energy to our recoveries while representing the Local to the best of my ability. For this reason, I will not be seeking reelection in the spring.

When we install our new board members and officers in the spring, I will have served on the Local 500 board for twelve years, the past three as president. It has been a privilege to work with so many talented people during this time. I thank each of you for your vote of confidence over the past three years, and look forward to seeing many of you onstage in the months and years to come!

Grady Crumpler, President, The Professional Musicians' Association, AFM Local 500

**PROFESSIONAL**  
**MUSICIANS'**  
**ASSOCIATION**

**AFM Local #500**  
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[Carla Copeland Burns](#)  
[Dana Friedli](#)  
[Greg Lee](#)  
[Belinda Swanson](#)

**Union Dues**

**Your 2013 Union Dues is due. If you haven't paid it or received a reminder in your mail please let us know immediately!**

**email: [afm500@afm500.org](mailto:afm500@afm500.org)**  
**or call 919-649-4998**

**\$100 - 2013 paid in full**  
**\$52 - 6 months**

**Next Board Meeting**

Wednesday, February 20

7:45 pm

Home of Grady Crumpler in  
northwest Raleigh.

You are welcome to attend; please  
let us know so we can give you  
directions.

## REFLECTING on 50 YEARS of ICSOM

Speech given by Bruce Ridge, ICSOM Chair

*On May 12, 1962, thirty musicians from twelve of the world's greatest orchestras gathered in Chicago to create a new organization, the International Conference of Symphony and Opera Musicians (ICSOM). The decisions made by those founding members of ICSOM changed the entire landscape for orchestra musicians over the next five decades.*

*Fifty years later, ICSOM returned to Chicago last summer for the largest conference yet, where representatives of ICSOM's 51 member orchestras, along with Local AFM Officers, the AFM International Executive Board, leaders of the Regional Orchestra Players' Association, the Organization of Canadian Symphony Musicians, the Theater Musicians Association, and the Recording Musician Association, all gathered together to celebrate ICSOM's 50th anniversary in a display of unity and democracy.*

*1962 was a time of great difficulty for orchestra musicians. There were no full-year orchestras, and salaries averaged around \$5000 annually. Orchestral musicians had no job security, no benefits, and no say in the negotiation and ratification of their contracts. ICSOM changed all of that. The musicians of ICSOM won recognition from the AFM, won the right of ratification, and played crucial roles in the creation of the National Endowment for the Arts, the AFM Symphony-Opera Strike Fund, and the audition code of ethics.*

*The musicians of the North Carolina Symphony have been ICSOM members since 1972.*

*Chicago Mayor Rahm Emanuel issued a proclamation that declared the opening day of the 50th anniversary conference "International Conference of Symphony and Opera Musicians Day", stating that ICSOM has "undoubtedly had a resounding impact within culture and upon the overall performance of music and music quality throughout the United States."*

*The 50th anniversary of ICSOM is a time for reflection and reverence for the musicians who rose up at a time when it would have been easier to stay silent, but it is also a time for articulating a vision for the future. Just as the formation of ICSOM changed everything in 1962, we are certain that a group of ICSOM musicians, many as yet unborn, will gather again in 2062 to celebrate the accomplishments of the next fifty years as well.*



**Bruce Ridge, member-Local 500**

*Chairman, International Conference of Symphony and Opera Musicians (ICSOM)*

The board has long been discussing small changes in the local bylaws to better reflect the everchanging world, specifically in regards the internet and email communication. We asked Bob Anderson to take on the tedious task of logging through the bylaws and suggesting changes.

**FROM BOB ANDERSON, chair of the Bylaws Committee:**

*Below are the portions of our by-laws for which we recommend changes.*

*The other sections are unchanged. Please note that the old text is struck through, and changes or additions are shown in bold face and underlined.*

*The Board of Directors recommend adoption of all these changes. If you have questions please call or email any of us. As you will find in the included Article XIII: Amendments, Section 2, these changes will be read at the next meeting, a second reading will be done at the subsequent meeting, and a majority vote at that time would adopt the changes to our bylaws.*

**Local 500, AFM Proposed Bylaw changes as of 1/26/13**

### **ARTICLE II: OBJECT**

Section 1. The object of this Association is to promote the interests and general welfare of professional musicians by advancing good faith and fair dealing between the members and those employing them, and the establishment of a minimum scale of wages for their services, **and general workplace rules.**

### **ARTICLE IV: MEMBERSHIP**

Section 1. Any musician of good moral character who can follow **practice** the profession of music in any of its branches and who lives in the jurisdiction of the AFM may become a member of the Association.

**Section 4.** Life Membership status, and entitlement to reduced dues, shall be granted to Federation members of at least thirty-five consecutive years who have also attained seventy **sixty five** years of age.

**Section 5.** A musician registered as a student in an accredited school, college or university may join as a Student Member. Student members have the same rights and obligations as Regular Members; are subject to all Federation and Local rules, regulations and bylaws; shall pay the same membership and work dues but shall not pay the Federation or Local Initiation fees upon joining. A Student Member will remain in that classification until they are no longer a student at which time they will become a Regular Member at with no additional cost fees.

#### **ARTICLE V: OFFICERS**

**Section 1.** The officers shall consist of a President, Vice-President, Secretary-Treasurer and an Executive Committee of five **four to six at-large members**, all of which said officers The officers and at-large members shall together constitute the Board of Directors.

##### **PRESIDENT**

**Section 4. (a)** It shall be the duty of the president to preside at all meetings of the membership and of the Board of Director and to enforce due observance of the Bylaws. The President shall convene all meetings of the membership and of the Board of Directors and shall decide all points of order unless a two-thirds majority of the voted cast dissent therefrom members present vote otherwise.

(d) The President shall vote only in case of a tie vote of the Board of Directors, except For matters that are voted upon by secret ballot he/she shall vote.

##### **SECRETARY-TREASURER**

**Section 6. (a)** The Secretary-Treasurer shall be responsible for all the administrative duties required by the Local. These duties would include keeping a faithful record of the proceedings of membership and Board meetings, answering all communications, keeping an accurate account of the membership, issuing notices for all membership and Board meetings, keeping an accurate account of all receipts and expenditures of the Local, presenting a detailed financial report at Board meetings, paying all bills approved by the Board, signing all checks, keeping current the insurance for the Death Benefit collecting all fees and dues from traveling musicians and members of the Local, and depositing said fees and dues in the Local's bank account.

(b) The Secretary-Treasurer shall fulfill the obligations to Local members required by the Federation including providing the members with newsletters, membership rosters, membership cards, copies of the Local's Bylaws and Minimum Scale List and a referral program. The Secretary-Treasurer shall also fulfill the duties required of Locals by the Federation including updating the membership roster, forwarding of reports, payment of Federation Initiation Fees, Federation Work Dues and Per Capita Dues in a timely manner.

(d) The Board will make recommendations concerning minimum wage scales to the membership for their approval. The Board shall have the power to establish minimum wage scale on specific engagements not covered by the scale in effect.

#### **ARTICLE VI: RIGHTS AND DUTIES OF MEMBERS**

**Section 1.** Members shall promote the purpose and strength of this Association by preferring to hire and perform hiring and performing with other members whenever possible.

**Section 5.** Members must notify the Secretary of change changes of address and electronic communication within ten days. in a timely manner. A notice directed to a member's residence, or electronic communication as appearing on the books in the records of the Secretary, shall be deemed a legal notice.

**Section 8.** Members in good standing are eligible for a Death Benefit of \$1,000 beginning after six months of membership.

**Section 9 8.** (Renumbered, text unchanged.)

**Section 10 9.** (Renumbered, text unchanged.)

#### **ARTICLE VII: DUES, PENALTIES, FINES AND WAGES**

**Section 1.** Regular and Life Membership dues and the Local Initiation Fee shall be determined upon recommendation of the Board to the membership.

**Section 3.** Any member whose regular membership dues remain unpaid past one year shall thereafter be required to reaffiliate under the same terms and conditions as a new member. are in arrears, may retain membership in good standing by paying all dues in arrears and the current calendar year dues.

#### **ARTICLE VIII: NOMINATIONS AND ELECTIONS**

**Section 3.** Nominations of candidates and election of officers shall take place in odd-numbered years, nominations in October April, election in December May, installation in January June.

#### **ARTICLE IX: MEETINGS**

**Section 1.** Meetings of the membership shall be held no fewer than three times per year. The date, time and place as ordered by the Board shall be communicated to all members in writing, or by electronic communication when possible.

#### **ARTICLE X: FUNDS**

**Section 2.** Should cases of emergency arise or a further demand be needed to defray any of the necessary expenses of the Local, an additional assessment may be levied if passed by a majority of votes at a meeting of the Local.

**Section 5.** All payments shall be by check or secure electronic transfer of funds.

#### **ARTICLE XIII: AMENDMENTS**

**Section 2.** A proposition proposed amendment shall be read at the next membership meeting with a second and final reading taking place at the following membership meeting. If a majority of those attending vote in favor of the amendment, it shall stand as being adopted.

AFM Local 500 // [www.afm.org](http://www.afm.org)  
919.649.4998 // [www.afm500.org](http://www.afm500.org)



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