



RONDO



Tuesday
Wednesday
Thursday
10 to 12:30
Phone
(757) 622-8095

MAY 2025

OFFICIAL BULLETIN
OF LOCAL 125
AMERICAN
FEDERATION OF
MUSICIANS
Affiliated with
A. F. L. - C. I. O.

GENERAL MEMBERSHIP MEETING Tuesday, May 20th @ 7:30 PM Join us at the Union Hall or via Zoom

Click to Join Zoom Meeting:

<https://us06web.zoom.us/j/85930025509?pwd=AAVfCAsMeOQzmV5IJtUw5dS0XLMUNo.1>

Meeting ID: 859 3002 5509 Passcode: 808513

President's message...

Dear Members,

Since our last Rondo issue life has been hectic to say the least. February and March are crazy busy months in the VSO. It can feel like weeks go by before you get a day off from the work we piece together to make a living as musicians. Springtime truly feels like a whole new world. At our monthly Executive Board meetings we talk a lot about the role of our union. At the very least we are a sounding board for people who are experiencing issues in the work place and at best when we can take to task a management that isn't adhering to their contractual obligation.



The Virginia Symphony is our largest member group and our only CBA (collective bargaining agreement). The orchestra committee, elected by their peers, works to ensure the CBA is followed. I've served on the OC many times and it is thankless but incredibly valuable work. Musicians turn to the OC when they feel something isn't right, either contractually or interpersonally. If the OC needs the added support of the union, we are there.

You probably know all these things. I write about them in this message because lately we've had more than a handful of musicians looking to us and I have been struck with how incredibly valuable it is to listen. Listen and fight for people to be treated fairly.

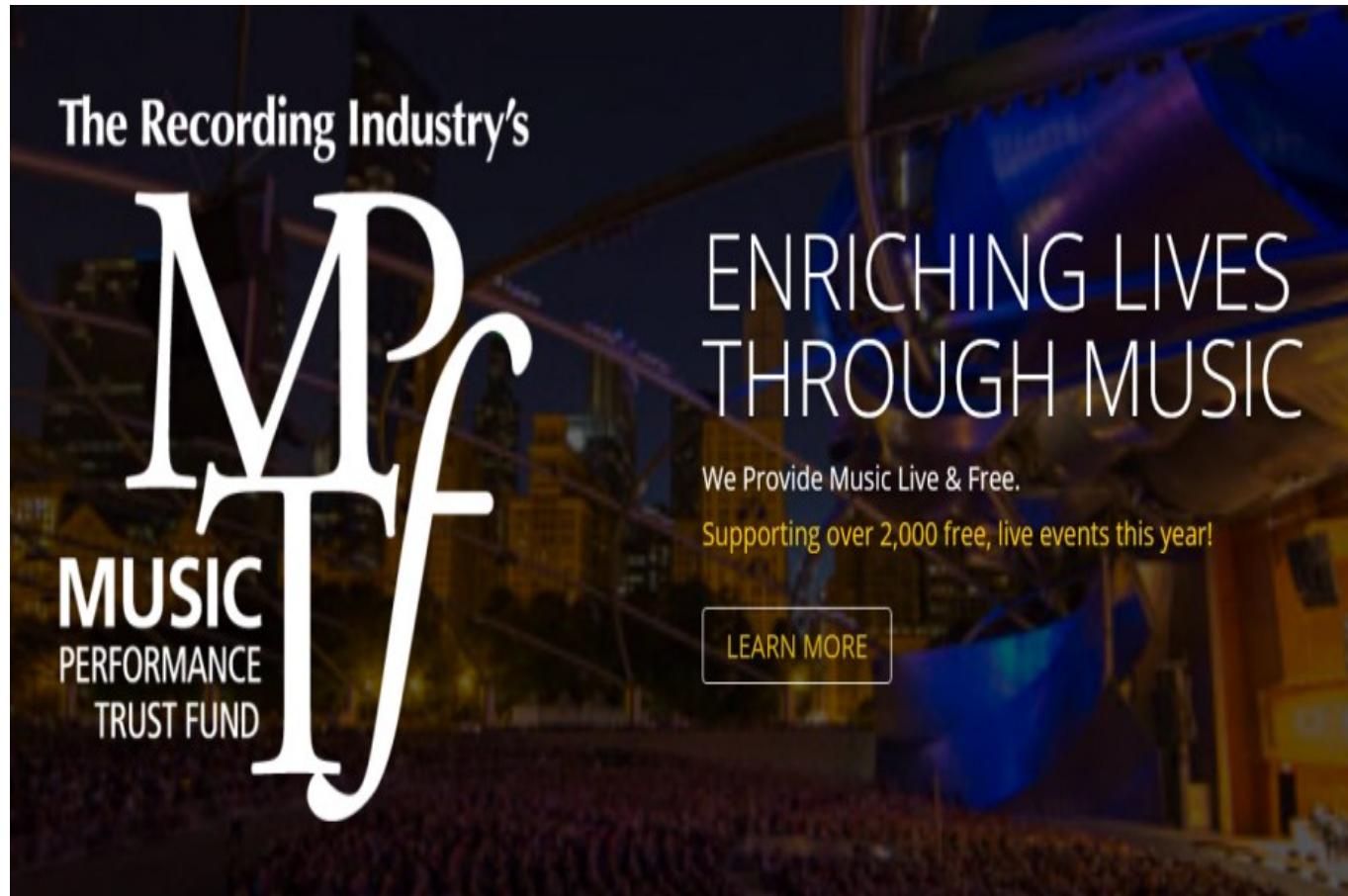
Workplace culture is something I talk about a lot these days. How do we want to be treated as musicians? How do we want to treat each other? These are important factors that can make or break a healthy work environment. We learn as freelance musicians, if you cannot get along with your peers you probably won't be asked back for another gig. Of course, it is our job to act professionally but it is the employers job to step in if unhealthy behavior festers. None of us are making enough money to warrant a combative work environment. We went into this profession because we love what we do. The grind and the pay can make us jaded over time so it's important to do whatever we can to continue to love what we do.

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On a much lighter and positive note, we want to encourage you to apply for MPTF (Music Performance Trust Fund) grants. These grants provide admission-free, live music performances. If you have a group and would like to look into accessing these funds please be on the lookout for an upcoming email survey. We would like to host a zoom meeting to educate our members about the MPTF and how to apply for grant money. The pay scale for these performances would be taken from our Local Price List.

I invite you all to join us at the next **General Membership meeting on May 20 at 7:30**. You may join us on zoom but I guarantee you will enjoy the meeting more in-person. Take the time to read the entire Rondo. A lot of thoughtful work goes into each issue. I'm proud to work with each member of our wonderful Executive Board. Come to the General Membership meeting, bring your questions and concerns, and get to know us better!

In Solidarity,
Joanne



The Recording Industry's

MPTF

MUSIC
PERFORMANCE
TRUST FUND

ENRICHING LIVES
THROUGH MUSIC

We Provide Music Live & Free.
Supporting over 2,000 free, live events this year!

LEARN MORE

Information about the **Music Performance Trust Fund** will be provided at the May 20th General Membership meeting. Steve Begnoche, our AFM Southern Representative, will soon present a webinar to Local 125 members providing all the information needed to get started. We will send a survey to ascertain interest and to set a date for the webinar, so check your email!

HELP IS A CLICK AWAY



The American Federation of Musicians of the US & Canada is proud to announce the launch of the **NotMe app**, a secure and confidential platform designed to empower our members to report workplace misconduct such as contract violations, corruption, harassment, discrimination, bullying, ethics and compliance issues, and safety concerns.

Together with the newly implemented AFM Code of Conduct, these initiatives signify our renewed dedication to maintaining professional standards and our commitment to creating a safe and respectful environment for all musicians.

More details can be found in the article, "#Not Me—A New Platform for Reporting Workplace Misconduct," by Rochelle Skolnick and Jonathan Ferrone, which is included the April *International Musician*.

Key features of the NotMe app include:

- **Anonymous Reporting:** Choose to report incidents anonymously or with your identity.
- **Secure Communication:** Encrypted platform ensures your privacy.
- **Comprehensive Reporting:** Report a range of concerns, from harassment to payroll discrepancies.
- **AFM Support:** A team of AFM legal counsel will review and respond to all reports.
- **User-Friendly:** Easy-to-navigate app and website.

The #NotMe app is 100% free to all AFM members, and is available in English, French, and Spanish.



Health & Safety



Ethics & Compliance



Whistle-blowing



Harassment & Discrimination



Culture



Bullying



Fraud & Corruption

We've got an app for that...

Submit reports anytime, anywhere.

**NotMe is accessible 24/7,
putting support right in your pocket.**

For more info, visit: AFM.org/not-me-app

YOU'RE INVITED...

Before the General Membership Meeting on May 20th, Joseph and Sia (the proprietors of Pure Lagos) will be opening the doors on the first floor for you.

As you can see from their ad, Pure Lagos is offering a 15% discount to Union Musicians (and not only on that evening). If you have not stopped by previously, you owe it to yourself to visit. Whether enjoying a museum experience or a shopping experience or just becoming acquainted with our downstairs neighbors, you will enjoy the vibrant feel and energy of Pure Lagos. And as our tenants, we all have an interest in their continuing success.

Please consider attending the meeting in person AND spending the first 15 minutes or so perusing the art and other eclectic items for sale at Pure Lagos. After that we will convene on the second floor as usual for our quarterly meeting. Beverages (hard & soft) and snacks will be provided as usual.

Welcome Musicians Union 15% off



Africa in Norfolk!

Pure Lagos African Art Gallery
251 W Bute Street, Suite A
Norfolk, VA 23510
757.944.8506
purelagos.com



Linda Dennis and Tom Reel protesting at Congresswoman Jen Kiggins' office in support of the American Federation of Government Employees



Favorite signs
at the HANDS
OFF!
Rally

Linda Dennis at the
HANDS OFF! Rally
at Town Point Park



Scott Harris supporting Union
brothers and sisters at the May
Day Labor Rally.



Secretary/Treasurer's Notes...



DIRECTORY UPDATES:

NEW MEMBERS

Brendon Elliott

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Jeremy Ward

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Jordan Ponzi

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Double bass, electric bass

RESIGNED

Sherie Aguirre

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Jorge Aguirre
Rufino Tamayo 92
Colonia Acapantzingo
Cuernavaca, Morelos
Mexico 62000

CREDIT CARDS

Want to pay your dues online? Go to www.afm.org

The AFM mission statement:

- **We can live and work in dignity;**
- **Our work will be fulfilling and compensated fairly;**
- **We will have a meaningful voice in decisions that affect us;**
- **We will have the opportunity to develop our talents and skills;**
- **Our collective voice and power will be realized in a democratic and progressive union;**
- **We can oppose the forces of exploitation through our union solidarity.**

