

# Intermezzo

*cfm*  
chicago federation of musicians  
local 10-208 afm

**Officer Elections:**

**Sunday, November 13th, 2022  
12:00 Noon to 6:00 pm**

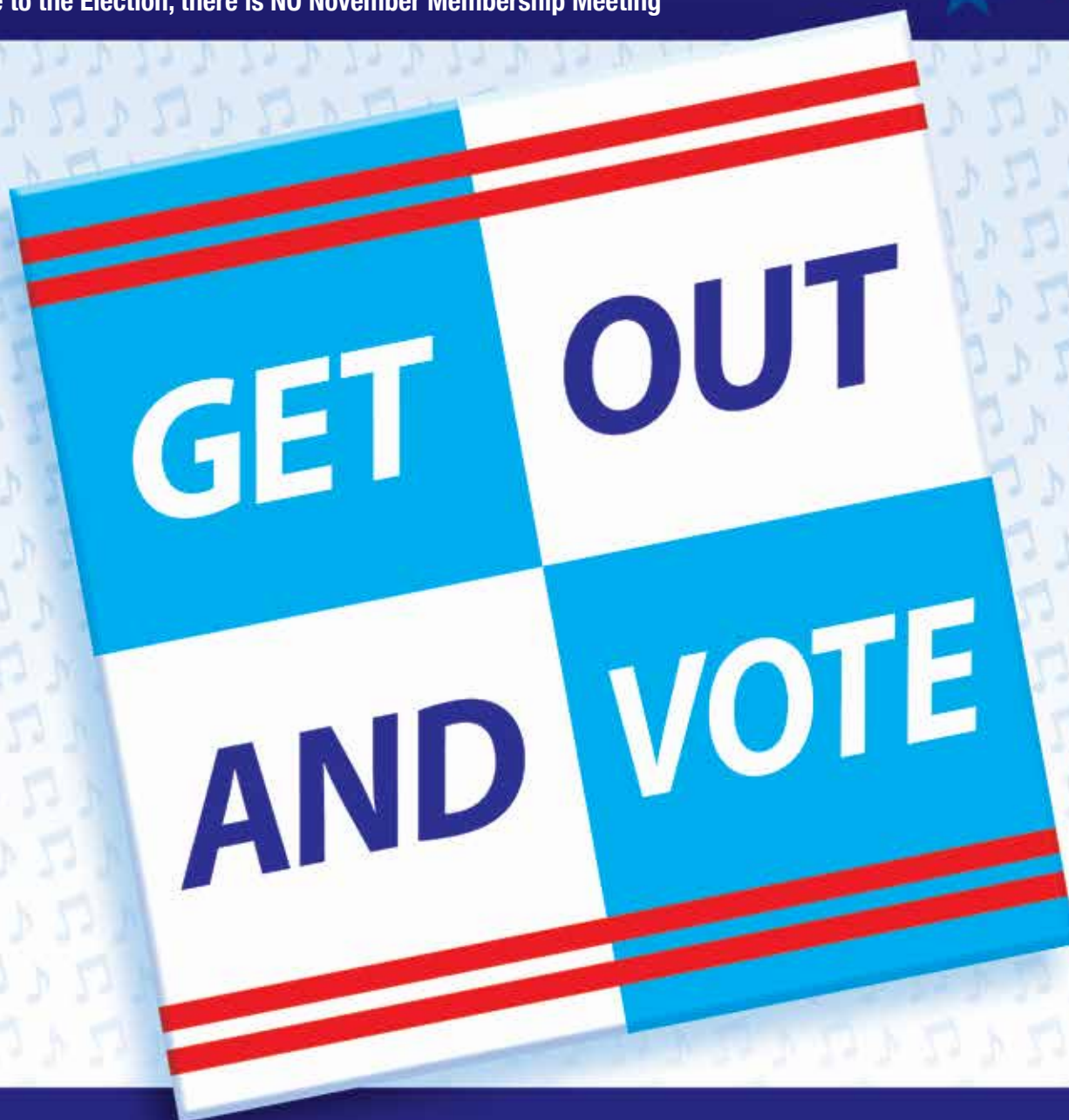
**Installation Meeting:**

**Monday, December 12th, 2022  
@ 6:00 pm**

**November 2022**

**Vol. 82 No. 6**

**\* Due to the Election, there is NO November Membership Meeting**



## **SPECIAL ELECTION ISSUE**

## For President

(By virtue of office, the President is a delegate to the AFM Convention, Illinois AFL-CIO Convention, and Chicago Federation of Labor)



**Elect**  
B.J. Levy

With fifteen years of experience and completion of extensive labor leadership training at DePaul University, I will build a bridge to brighter tomorrows for our members. It is my aim to revive this union, not remake it. As Secretary-Treasurer, I guided the CFM through an unprecedented financial crisis. John Floeter and I will maintain current strong agreements, while organizing new ones. As the son of a union president, I have always benefitted from and believed in the mission of organized labor. We must remember our strength. Please vote to empower yourselves. Vote for the future. Vote to revitalize this union.



**Elect**  
Charlie Schuchat

I am dedicated to uniting our members into one powerful union that can adapt to ever-changing musical landscapes. I look to expand opportunities for our current members while also attracting new and younger members. I'll strive to bring a union voice to all working musicians and create awareness of the importance we offer as artists in the Chicago metropolitan area and its surrounding communities. The programs we develop at the local level will be highly relevant and valuable to our membership. If we work together, we can become a model for music unions across the United States.

[www.chooseforwardcfm.com](http://www.chooseforwardcfm.com)

It is strongly recommended to get your ballot in the mail by November 4th to assure delivery to the AAA before the election.

### ELECTIONS — Section XVIII

F. Upon request, each full member having paid current dues and all assessments is entitled to one ballot. Absentee ballots shall be available to any member in good standing who, for any reason will be outside the jurisdiction of the local, or otherwise unable to vote in person, on the day of the election. Requests for absentee ballots must be in writing and must be mailed to and received by the election officials at a post office box reserved for that purpose. Absentee ballots must be received by mail and be in the hands of the election officials before the closing of the polls. The "double envelope" system shall be used to safeguard the secrecy of the absentee ballots. The Secretary-Treasurer shall supply the election officials, day-to-day, with a list of members in good standing, together with their account numbers. The election officials shall not divulge the names of voters, unless required to do so by law.

### Absentee Ballot Request

To: American Arbitration Association  
150 N. Michigan Ave.  
Suite 3050  
Chicago, IL 60601

Dear Sir:

I, \_\_\_\_\_, hereby request an Absentee Ballot  
(Print Name)

for the Local 10-208 election to be held on November 13, 2022.

Local 10-208 Account Number: \_\_\_\_\_

NO NOTARIZATION IS REQUIRED

(Signature)

Absentee ballots may also be requested by e-mail sent to: [AAACHicago@adr.org](mailto:AAACHicago@adr.org)

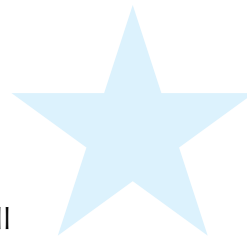
In the e-mail you must provide your name and Local 10-208 account number. Multiple requests from the same e-mail address will not be accepted.

# For Vice-President



**Elect**  
John Floeter

I have been a CFM member since 1979, performing classical, jazz, folk, and musical theatre work. I am a member of the Grant Park Orchestra, Chicago Sinfonietta, and Elgin Symphony. I believe in the power of strong unions to improve the lives of working musicians, and have negotiated solid contracts for Grant Park and chaired committees creating the first contract for the Lake Forest Symphony. I believe that robust advocacy with transparency, empathy, and collaboration will strengthen our entire profession. As Vice-President, I will work in concert with BJ Levy saying we aim to revive this union, not remake it.



**Elect**  
Jeff Handley

I've been fortunate to have played professionally in all areas of the Chicago musical scene: Symphonic, Opera, New Music, Theatre, Popular. For 20 years I designed and managed several Educational programs for Schools in Chicago and suburbs. I have extensive knowledge in the business end of music. I am now interested in moving into the Vice Presidency role so that I can continue to work with musicians and help them to be successful in their careers. I am excited to support Charlie and our amazing team. This is a team that represents and supports the diversity of music in Chicago.



# For Secretary/Treasurer



**Elect**  
Karen Suarez Flint

I am excited to be a part of a leadership team that values the diversity of its membership, supports inclusive, creative and nurturing workplaces, unites members, and further strengthens 10-208's financial standing. I am a highly organized, seasoned multi-tasker, with meticulous attention to detail. As an effective communicator, I am skilled at presenting simple and complex ideas in a clear and easy to understand manner. I have a strong financial background and experience with QuickBooks. I am running with a diverse team of individuals that each bring their unique experiences and talents. To learn more about us, please visit [www.ChooseForwardCFM.com](http://www.ChooseForwardCFM.com)



# For Board of Directors



**Elect**  
Elizabeth Anderson

As a longtime freelance cellist and local 10-208 member, I've worked across a wide spectrum of musical engagements in the Chicago area: symphonic, theater, ballet, opera, casual and chamber music. I'm excited about the opportunity to bring that wealth of diverse experience to the union board, and eager to play a role in increasing the membership and thus the strength of our union. Chicago has a rich and diverse musical community, and I believe that as a board member I can assist our union in more effectively supporting professional musicians working in all aspects of the Chicago music scene.



**Elect**  
Doyle Armbrust

Pipefitters Local 597 currently impacts my life more than my own union, having interrupted a three-generation bloodline of plumbers to serve a...different...human necessity. As I conclude an exhilarating 12-year run with Spektral Quartet, I've resolved to exit my orbit at CFM's periphery – where Spektral and virtually all chamber ensembles drift – and point my comms expertise at making union membership essential and a source of pride amongst my many peers. I view a seat on this board as an opportunity to invite your audacious idea into the laboratory with mine and formulate something altogether new.



**Elect**  
John Blane

As a CFM member for 40+ years playing shows, jingles, tours, jobbing dates, concerts in all genres and as a music copyist here and on Broadway, I have seen our business profoundly change. What hasn't changed is our union – remaining relevant to an industry transformed and responding to a crushing drop in membership. It is my personal goal to help build back a CFM that represents and advocates for a diverse workforce of ALL musicians. This election is a rare opportunity to retool the leadership and future of a contemporary CFM. Please consider supporting me for the Board of Directors.



**Elect**  
Heather Boehm

Bringing 14 years experienced leadership in AFM Player Conferences—organizing new CBAs, increasing membership, protecting jobs—I'm running to represent all CFM musicians. Playing violin/viola, I've strived to be a good colleague—in bands, studios, theatres, orchestras, and contracting in my hometown: Chicago. I've learned to speak up, build coalitions, and take productive collective action against concessions and inequity—co-authoring Anti-Discrimination/Harassment/Bullying CFM Bylaw protections for safer workplaces. Let's prioritize increased CFM visibility, relevance, and expanding opportunities for musicians of all ages, backgrounds, and genres to provide for our families, retire in dignity, and create outstanding music together.



**Re-Elect**  
Rich Daniels

Having served on our board for many years, it has always been my hope to try and give voice to the concerns of our members while helping to see that our union reflects the needs of the entire membership. In the coming term, we will see the need for significant changes as we find a new permanent home for the union, set the course for a strategic plan that reflects our future, hire an organizer and see that more live music opportunities are created in our local community. Please know that I remain very grateful for your confidence and support.



**Elect**  
Steven Duncan

Freelance low brass musician, classical and commercial, with breadth of experience to understand how the union can and should support its members. Twice served on the Wage Scale Committee, and on Marriott Lincolnshire's recent negotiating committee, securing wage gains, increased pit minimums, and language prohibiting pre-recorded music that displaces live musicians. Four years volunteer service on a non-profit board ([globalgardenfarm.org](http://globalgardenfarm.org)) working to advance a common mission, but also speaking up when an officer overreached (or under-reached). I humbly hope to bring this balance of collaboration and oversight to my service as a CFM board member.



**Elect**  
Caitlin Edwards

I desire to be a board member because I want to advocate for musicians from underrepresented communities and the younger generation of CFM members. I want to determine how we, as a union, can best serve these musicians and remain a relevant and uplifting force throughout communities. Musicians are often overlooked or undervalued, especially those from underrepresented backgrounds and those who are just beginning within their careers. I want to make sure that the voices and concerns of all musicians are heard equally, to ensure that we maintain a strong union that effectively defends and protects all of its members.



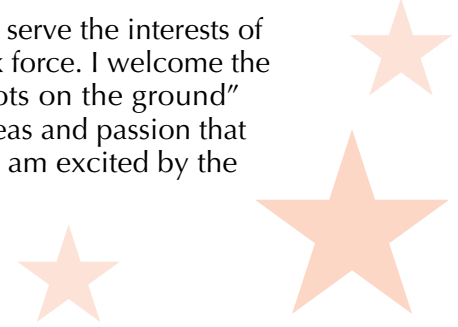
**Elect**  
Bobby Everson

As a CFM member for my entire professional career, I have witnessed the importance of strong union protection and representation. Serving on the players' committees of two orchestras and participating in contract negotiations has given me solid grounding in the vital workings and functions of the CFM. I am honored by the opportunity to represent my colleagues as a member of the CFM Board of Directors, and thrilled to be part of the outstanding team headed by Charlie Schuchat. For years he and I have performed together as musicians; I look forward to working with him as our Union President.



**Elect**  
Jim Gailloreto

As a Board of Director for the CFM, it would be my privilege to serve the interests of all members to strengthen and develop our position in the work force. I welcome the opportunity to support Charlie Schuchat's vision with a "boots on the ground" representation and perspective. I look forward to bringing in ideas and passion that can lift us up. Charlie is the right person at the right time and I am excited by the possibility of contributing to this new era of leadership.



**Elect**  
Michael Kozakis

I've been a freelance percussionist and CFM member for 20+ years and have played in most of the orchestras and ensembles that have CBA's, including the Lyric Opera, Chicago Philharmonic, Chicago Symphony, and regional orchestras. The Union needs to continue to advocate for strong wages, work rules, and a reliable pension. It also needs to look forward and remain relevant in this ever-changing world of technology and educate young musicians on the benefits of membership. All of this should be done with fiscal responsibility, open communication with members, and a Board that represents all facets of the music industry.



**Re-Elect**  
Janice MacDonald

As the music world evolves and changes, we, as a union, must be proactive and adaptive in order to keep in touch with the needs of all generations of our musicians, to remain relevant and to keep our local growing. As a longtime active CFM member I've had the opportunity to work in a wide variety of settings with many of the musicians of our local, which has given me great insight into the concerns of our members. I hope to continue to be an advocate for our musical community and would appreciate your support.





**Elect**  
Michael Ross

I've been a member of the Chicago Federation of Musicians 10-208 for over thirty five years. In my experience as a professional musician, I have covered many facets of the music industry, from theater, studio recording, touring, jazz clubs, etc. When I encounter other musician I would ask them if they are a members of the musician's union and many have said "no", or "I'm thinking about joining". I believe in order to increase membership, the union must become more creative in reaching our highly qualified musicians so they can reap the benefits of what the union has to offer.



**Elect**  
Caroline Slack

In Chicago and across the county, the most meaningful work I've been a part of as a freelance violinist has been serving on various orchestra committees and negotiating collective bargaining agreements. These experiences have taught me the importance of creative problem solving, communication, organization, and productive collaboration, skills that are crucial for effective Local leadership. I am passionate about improving our union contracts, advocating for professionalism in our industry and representing my colleagues. It would be an honor to advocate for my fellow Chicago area musicians as a member of the Board of Directors.



**Re-Elect**  
Joe Sonnefeldt

It's been my privilege to serve for the last 3 years and I hope I've earned your vote for RE-ELECTION. During the pandemic shutdown I brought the idea of the M-HART program to the board and spearheaded that effort with B.J. Levy. A member of the Organizing Committee, I suggested that the CFM would benefit greatly by embarking the Strategic Planning process. I'm hopeful that a new administration will take this idea seriously. While we've made progress on some fronts, the continuing loss of jobs and our shrinking membership both need serious attention!



**Elect**  
Ed St. Peter

I come to you with extensive and applicable skills in both music and business. My goal: apply my skills in an actionable manner to effect change, provide practical guidance for our local. Experiences: Trumpeter, Producer, Contractor for major artists, broadcast television, commercials, recorded music, virtual and hybrid events, live dates. Business Owner and Exec Producer: major commercial music production company Executive Producer: major advertising agency broadcast department, client relations, department budgeting. High-level people and team management skills: desire to confront steady decline of membership by engaging in programs designed to build relevance, positively affect and support all members.



**Elect**  
Renée Vogen

I want to be a board member because I strongly believe in the power of unions, and I want to help our members understand how the union can be working for them. The last few years it has felt like gains I thought had been made in our industry have been lost, and now, more than ever, we need union advocacy and protections so that we can further solidify the safe, fair and respectful working environments that we all deserve. I am excited to join Charlie's team because I would love to be a new voice for our local.

**SAMPLE  
BALLOT**

**CHICAGO FEDERATION OF MUSICIANS  
LOCAL 10-208, A. F. OF M.**

**SAMPLE  
BALLOT**

American Arbitration Association, Administrator  
On-site Election Date: November 13, 2022, 12:00 p.m. NOON – 6:00 p.m.

**INSTRUCTIONS: Mark an "X" or a "✓" in the box next to the name of the candidates of your choice. Do not put your name, initials, or any other identifying information on this ballot. Ballots containing any identifying information will be voided.**

**PRESIDENT  
AND BY VIRTUE OF OFFICE A DELEGATE  
TO THE AFM & IL AFL-CIO CONVENTIONS  
AND CFL MEETINGS**

*(ONE (1) TO BE ELECTED – VOTE FOR 1 ONLY)*

- BJ LEVY
- CHARLIE SCHUCHAT

**ALTERNATE DELEGATE TO  
THE CONVENTIONS OF THE  
AMERICAN FEDERATION OF  
MUSICIANS**

*(ONE (1) TO BE ELECTED – VOTE FOR 1 ONLY)*

- JANICE MACDONALD (UNOPPOSED)

**VICE-PRESIDENT**

*(ONE (1) TO BE ELECTED – VOTE FOR 1 ONLY)*

- JOHN FLOETER
- JEFF HANDLEY

**FOR DIVERSITY DELEGATE TO  
THE CONVENTIONS OF THE  
AMERICAN FEDERATION OF  
MUSICIANS**

*(ONE (1) TO BE ELECTED – VOTE FOR 1 ONLY)*

- CAITLIN EDWARDS
- JAMES SANDERS

**SECRETARY-TREASURER**

*(ONE (1) TO BE ELECTED- VOTE FOR 1 ONLY)*

- KAREN SUAREZ FLINT (Unopposed)

**FOR ALTERNATE DIVERSITY  
DELEGATE TO THE CONVENTIONS  
OF THE AMERICAN FEDERATION OF  
MUSICIANS**

*(ONE (1) TO BE ELECTED – VOTE FOR 1 ONLY)*

- ROBERT EVERSON
- JEFF YANG

**BOARD OF DIRECTORS**

*(SEVEN (7) TO BE ELECTED - VOTE FOR 7 ONLY)*

- ELIZABETH ANDERSON
- DOYLE ARMBRUST
- JOHN BLANE
- HEATHER BOEHM
- RICH DANIELS
- STEVE DUNCAN
- CAITLIN EDWARDS
- ROBERT EVERSON
- JIM GAILLORETO
- MICHAEL KOZAKIS
- JANICE MACDONALD
- MICHAEL ROSS
- CAROLINE SLACK
- JOE SONNEFELDT
- ED ST. PETER
- RENÉE VOGEN

**DELEGATES TO THE  
CONVENTIONS OF THE ILLINOIS  
STATE FEDERATION OF LABOR  
AND CONGRESS OF INDUSTRIAL  
ORGANIZATIONS**

*(TWO (2) TO BE ELECTED – VOTE FOR 2 ONLY)*

- JOHN FLOETER
- JEFF HANDLEY
- KAREN SUAREZ FLINT

**DELEGATES TO THE  
CONVENTIONS OF THE AMERICAN  
FEDERATION OF MUSICIANS**

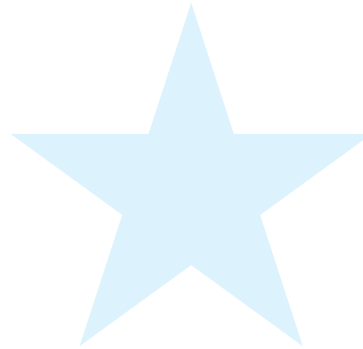
*(THREE (3) TO BE ELECTED – VOTE FOR 3 ONLY)*

- ANDY BAKER
- RICH DANIELS
- JEFF HANDLEY
- KAREN SUAREZ FLINT

**DELEGATES TO THE CHICAGO  
FEDERATION OF LABOR AND  
INDUSTRIAL UNION COUNCIL**

*(TWO (2) TO BE ELECTED – VOTE FOR 2 ONLY)*

- RICH DANIELS
- JOHN FLOETER
- KAREN SUAREZ FLINT



## NOTICE OF ELECTION

**CHICAGO FEDERATION OF MUSICIANS  
LOCAL NO. 10-208, A.F. of M.**

### **ELECTION OF OFFICERS AND DELEGATES**

TO BE HELD ON

**Sunday, November 13, 2022**

**12:00 Noon – 6:00 PM**

**At Union Headquarters**

**656 W. Randolph, Suite 2W**

**Chicago, IL 60661-2121**

Election of candidates will be conducted for the following offices and delegations to stand for election on Sunday, November 13th, 2022 for the three (3) year term beginning December 12th, 2022.

PRESIDENT, VICE-PRESIDENT, SECRETARY-TREASURER, MEMBERS OF THE BOARD OF DIRECTORS, DELEGATES TO THE CONVENTIONS OF THE ILLINOIS STATE FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS, DELEGATES TO THE MEETINGS OF THE CHICAGO FEDERATION OF LABOR AND INDUSTRIAL UNION COUNCIL, DELEGATES TO THE CONVENTIONS OF THE AMERICAN FEDERATION OF MUSICIANS OF THE UNITED STATES AND CANADA.

This "Special Edition" *Intermezzo* features the candidates running for election on November 13, 2022. The December issue will feature the election results and the columns and articles normally presented in the November/December *Intermezzo*.