

Intermezzo

Ifm
chicago federation of musicians
local 10-208 afm

Virtual Membership Meeting:
Monday, February 8th, 2021
@ 6:00 pm

Virtual Membership Meeting:
Monday, March 11th, 2021
@ 6:00 pm

January/February 2021
Vol. 81 No. 1



ELECTION 2020: CFM MEMBER RUNS FOR OFFICE, AND MAKES HISTORY



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FROM THE PRESIDENT TERRYL JARES

Happy Days “May Be” Here Again!

With President-Elect Joe Biden and Vice-President-Elect Kamala Harris soon to be in to the White House, it is hoped that the world will be a brighter place for the arts. It won't be certain until after they take the oath of office; however, there are already glimmers of hope on the horizon.

The NEA (National Endowment for the Arts) will be seen as an important and prominent part of our culture. During the 2009 negotiations of a stimulus package, then Vice-President Biden was key in including \$50 million for the arts. It is expected he will appoint a new head of the NEA with a focus on support of artists and their vision. Creative arts are essential in our society for inspirational and transformational values. They also boost local economies. They will be important and necessary to our recovery.

Travel of foreign artists into the United States has become increasingly difficult and expensive. Once we emerge from this pandemic and venues across the country are able to present concerts and theatrical productions to full houses again, the hope is that the immigration system will embrace foreign artists and help instead of hinder them when entering our country. This is especially true for our Canadian musicians who have a much more difficult time entering the USA than we have entering Canada to perform.

Shortly after the election, I had conversations with both Senators Dick Durbin and Tammy Duckworth. One of the prime concerns we discussed was the extension of the Unemployment Insurance (UI) program. As of today, many musicians will lose their benefits on December 26, 2020. This may have been the only lifeline keeping food on the table and a roof over one's head. My hope is by the time

you read this, the proposed \$908 billion stimulus package that includes an extension of UI benefits and a weekly bonus of \$300 will have passed.

Labor has been hit hard over the years with cuts to wages, benefits and job security. There has been a rise in income inequality, a stagnation of wages and exploitation of workers. Workers are losing their voice in our society. It is the hope that the Biden-Harris team will give public and private sector unions the ability to build a stronger and more secure middle class in America by encouraging strong collective bargaining.

The dispute over “Scabby the Rat”, the Chicago-born union symbol of labor discord, continues. Peter Robb of the NLRB says using Scabby is a violation of the National Labor Relations Act and not protected under the First Amendment because it is used to “menace, intimidate and coerce.” Jim Sweeney of the Operating Engineers Local 150 disagrees. “All Americans have the right to free speech and Scabby is one of our ways to communicate with the public.” I'm voting for Scabby.

I hope that each of you had a wonderful holiday season. This year sure will go into the history books as one of the most unlike any other. Many of us saw time without family and friends. The traditional work we do during this time, if it happened at all, found a different form by the limitations of large gatherings. The return of our profession, which seemed so far away a few months ago, now may be closer in sight with the approval and administering of a COVID vaccine. I'm hoping that we'll be singing “Happy Days Are Here Again” soon!



A Couple of Things

I hope you had a peaceful holiday season and were able to connect with friends and family. My hopes for the upcoming year are positive. I am hoping that with the vaccines on the way, our lives will enjoy some type of normalcy. How long it will take for audiences and musicians to feel like they can attend and create performances is a longer process, but it feels like we are headed in the right direction.

Many of us have been using Zoom as a platform for our virtual performances. While the pandemic drives us to find new ways to get our performances in front of purchasers, the idea of protecting those performances (through union contracts) is still a valid concept. When you get a request for such a project, you should reach out to Dean Rolando at the CFM. He can guide you through the appropriate contracts to cover the project and what the costs associated with that would be. The protection of recorded media is still a valid concept. Tracking the life of that recorded media, how it can be used and who is responsible for the intellectual property of the project are all important questions that need to be addressed. Dean's email is drolando@cfm10208.org. Get in touch with him if you have questions.

I want to thank the orchestra committee at the Lyric Opera for their hard work and diligence in achieving an agreement for the remainder of their collective bargaining agreement (CBA). They were involved in a hard-fought struggle with their management, who wanted to open the agreement prior to expiration. The committee maintained that they were willing to address a change to help everyone get through the pandemic and get to the end of the current contract, at which time contract negotiations for a successor agreement would take place. Finally, as a grievance deadline approached, a deal was reached that

gave the employer some relief for the remainder of the agreement but kept much of the CBA in its current form. The committee did a great job representing the members of their unit. Congratulations to the committee, Kevin Case and CFM leadership.

The Board of the CFM has been talking about the future of the *Intermezzo*, our newsletter. During the pandemic, that cost has been significantly reduced as we have produced some of our issues for online delivery only. This change has saved our Local financial resources. This is part of the reason that the Board is looking at cost savings by reducing the number of issues, creating more informative and helpful content and promoting email delivery of the *Intermezzo*. The plan as of now is to create six issues for 2021 with all six issues sent out via email and a limited number of paper copies printed for three of those six issues. Pursuing this course of publication will result in a substantial savings for the Local, and it will get the publication to membership in a more timely fashion. By eliminating the time required at the printer and then delivery to the post office, this will get the electronic issue into most members' computers/tablets/phones faster.

While this is our goal, we do not have everyone's email address. To try to get that information, the CFM Board and officers will be calling those members who do not have email listed with us. We would like to get everyone signed up for email delivery of the *Intermezzo*. We also deliver more and more information through our Constant Contact emails. Some members have opted out of that, and if you are one of those who did opt out, we ask you to reconsider and opt-in again.

In solidarity, Leo

NOTICE

Just a reminder that the deadline for submitting CFM Bylaw amendments or proposals is February 8, 2021 for consideration at the April Bylaw meeting. Proposals should be emailed to Vice-President Leo Murphy. lmurphy@cfm10208.org or mailed into the offices of the CFM. The deadline of February 8, 2021 allows for getting those proposals into the *Intermezzo*. If you have any questions please contact the office of the Vice-President. Thank you.



Budget Planning and Thank You

By the time you read this, the holidays will be behind us. These are the most festive months of the year, and big months for income in normal years. Of course, 2020 was anything but normal, and processing that has been a monumental task. I want to extend my thanks to all of you for putting your trust in me. I am working on your behalf every day here at the office to keep this union strong and on a footing that allows us to emerge whole on the other side. To that end, I am preparing the 2021 budget in advance of the normal process which would happen after December's close. I aim to present preliminary numbers to the board on December 8 and have a detailed discussion concerning planning on December 15. Balancing the budget this year is going to be a difficult task that is more important now than perhaps any time in the last 30 years. Please attend the January membership meeting, where the budget will be discussed in order to hear details and voice your concerns.

Invoices for 2021 membership dues were mailed out at the beginning of November. Annual membership dues remain \$212.00 for regular members and \$112.00 for life members. If you wish to pay in two installments, the cost is \$111.00 per half year for regular members and \$61.00 per half year for life members. You may pay by check and mail it to us or pay online through the CFM website. You may also call Sandra Castellanos in the Membership Department at extension 136. She can process your payment over the phone. Individual membership is far and away the most important asset of this union. We are strong only if we act together. Maintaining our membership numbers is how we maintain that strength. If any of you are experiencing financial difficulty that makes payment of your 2021 dues impossible, please apply to the Musicians Relief Fund by sending an email to me at blevy@cfm10208.org.

As always, if you have any questions please contact me here at the office. My best to you and your families, and here's to a brighter 2021.

Minutes from every board meeting are available to members on the CFM website. Please log in and click the "CFM Board of Directors Meeting Minutes" link at right.



Lynn LaPlante:

New DuPage County Board Member Talks about Bringing People Together, Playing the Violin for Jimmy Carter and Making History

Last November’s election brought not only a new President of the United States, but a number of “firsts” around the country. Missouri voters elected their first Black congresswoman; a woman in Delaware became America’s first transgender state senator; Fort Bend, TX elected both its first Black sheriff since Reconstruction and its first Black mayor. And in DuPage County, west of Chicago, for the first time since the county’s inception over 180 years ago, its board will have a Democratic majority. One of the people who made that happen is new DuPage County Board member – and CFM member – violinist/violist Lynn LaPlante.

Her path in life hadn’t initially led to public service. Growing up as the youngest of eight kids in Arlington Heights, LaPlante started the violin at age 8. She took lessons with the Chicago Symphony Orchestra’s principal second violinist Joseph Golan through high school, got her undergraduate degree from the University of Illinois and obtained a master’s degree at the University of Notre Dame. Afterward she entered an orchestral studies program that Golan had started at Roosevelt University. “I trained with the Chicago Symphony Orchestra and played with the Civic Orchestra of Chicago. That was also when I started playing viola and I took lessons from the CSO’s Richard Ferrin and Li-Kuo Chang.” LaPlante is currently the principal viola of the Chicago Jazz Philharmonic and a member of the viola section in the Charleston (SC) Symphony Orchestra.

When asked what prompted her to run for office, her answer is simple: “The 2016 election. I think there’s a lot of us that, if Hillary Clinton had won, we’d still all be in our comfortable pre-2016 lives. I’ll never forget that night (of the election): CJP was in rehearsal, and we were all watching the returns on our phones. None of us could believe Donald Trump was winning.”

Clinton conceded the next day. “It shook me. That was when I took (former President Barack) Obama’s call to action to heart: to not complain, but to lace up your shoes, get some signatures and go run for office yourself.”

She also drew inspiration from her longtime heroes, former President Jimmy Carter and former First Lady Roslyn Carter. The pair have devoted themselves to an array of public service projects through their Carter Center, which promotes human rights, global health care, fair and free elections and diplomacy. “When you see they impact they’ve had on the world from tiny Plains, GA, in their 80s and 90s,” said LaPlante, “I found

that fascinating. President Carter also has spoken about the importance of women to run for office and make a difference in their communities.” In 2016, she even reached out to the Carters’ church and asked if they would like a violinist to play for services. Having secured an invitation from the church’s music director, LaPlante, her husband and their four children got in the car and drove to Plains. She’s since become friends with the Carters and has played violin in their church on two more occasions.



LaPlante and her family with President Jimmy Carter and Roslyn Carter. Photo courtesy of Lynn LaPlante

LaPlante first became involved in public service by serving as a precinct committeeperson for the Milton Township Democrats. PCs act as ambassadors for the party in their neighborhoods: they deliver literature and signs for campaigns, gather signatures for candidates and get out the vote. “I had been volunteering with Milton Township before 2016, but I took it to the next level by becoming a PC.” She also became a prolific writer, penning essays about various issues for [HuffPost](#) and a grassroots media site called [Demcast](#).

DuPage County had always been a Republican stronghold. “Even four years ago, the county still had no challengers to Republican incumbents,” said LaPlante. “Before the 2018 midterms, I saw that there was no one challenging the chairman of the DuPage County Board, and I thought that was ridiculous. Any incumbent should at least participate in the democratic process. Because if no one runs against him, then he doesn’t even have to show up for interviews, he doesn’t have to have a debate, he doesn’t have to engage. So, I thought, ‘I’ll do it.’”

To prepare for the 2018 campaign, LaPlante received help from the Milton Township Democrats, and also her friends.

(Continued on next page)

"We sat around the living room, deciding who was going to help with what. They hadn't participated in politics before, but they were all very successful in their professions and in running organizations in the community, and they knew how to get stuff done. I needed 1,500 signatures to be on the ballot; they got 3,000!"

She also sought to help her fellow candidates in other races. "I put on a free 'get-out-the-vote' concert. I asked all my musician friends to play. It was held at the DuPage County Fairgrounds, and we had the largest gathering of Democratic candidates in the history of DuPage County, from (gubernatorial candidate) JB Pritzker all the way down the ballot to judicial candidates. We had Orbert Davis and the CJP; singer Tammy McCann and Ralph Covert (of "Ralph's World" and the Bad Examples) performed. People came out and met the candidates and listened to great music. This is what I do; I bring people together."



LaPlante with Democratic candidates Susana Mendoza, JB Pritzker and Kwame Raoul at her 2016 Get Out the Vote concert.
Photo courtesy of Lynn LaPlante

Despite those efforts, LaPlante lost that race, but just barely. She came closer to defeating a Republican in that county than any other Democrat in history, by less than 2% of the total votes.

Shortly afterward, LaPlante received an encouraging letter from Senator Tammy Duckworth. "She wrote to suggest a program called the Illinois Women's Institute for Leadership (IWIL). It's a training academy that selects women in Illinois and trains them for a year to run for office on every level of government. I thought, 'I'll never get in. I don't have a political science degree, I'm not a lawyer,' but I applied, and I was accepted."

LaPlante chose to run again in 2020 for a position on the DuPage County Board. While LaPlante wasn't able to put on another concert to get out the vote due to COVID, she drew heavily on her training with IWIL. "I took so many notes I kept them in a binder and carried it with me all the time. I felt like a different candidate because I was so much more confident. It was really hard to use my voice at first, but this time I was so much more comfortable." This time, she won.

LaPlante was sworn in on December 7th and started her term on the 8th. While most board terms are four years, the County Board is required to "reset" every 10 years, meaning all 18 members and the chairman will need to run again for their seats. Due to timing,

LaPlante's term will only be two years. Board members meet every other Tuesday and serve on specific committees. "I have been appointed as Chair of the Community Development Commission, and will also serve on the Strategic Planning, Environmental and Finance Committees. I'm also Vice-Chair of the Collective Bargaining Commission, which, as a proud union member, is very exciting," said LaPlante. "And I'm looking forward to being named to the Arts DuPage Committee in January."



LaPlante being sworn in.
Photo courtesy of Lynn LaPlante

There are several things LaPlante hopes to accomplish. "The Board is in charge of the budget, which is currently \$483 million. Our job is to decide how the money is allocated. I want to get important budgetary decisions passed and make sure the people of DuPage County have everything they need to weather this pandemic. I'm really nervous that we haven't seen the worst of it."

She is also passionate about encouraging different types of people to serve on county boards. "Right now, 51% of the population of the country is female, but holds only 25% of elected offices. That has to change. Also, most board positions are often held by lawyers. Law firms really encourage their employees to run for these positions. Industries that want to do business within the county and might need legal help, usually go to the lawyers on the Board and bring that business to their firms."

The people she especially wants to run for office? Musicians. "In my opinion, musicians are born for this. As a Board member I need to read the budget, do some research and read a lot. And what do musicians do? We're given a stack of music. We have to learn it, study it, prepare and perform it, sometimes only in a week's time. We're disciplined. We have been studying our whole lives. We know how to manage our time and take hard subject material, break it down, put it back together and digest it. If you can do that, I promise you can do this job."

"What I want people to do is see what I've done, and I want them to go for it. If they need encouragement, reach out to me and I will help you. We need different perspectives in our elected officials. If we keep electing the same type of people, we'll never get different results. And we need different results in politics right now."



WHO, WHERE, WHEN...

JEFF HANDLEY

CFM BOARD MEMBER

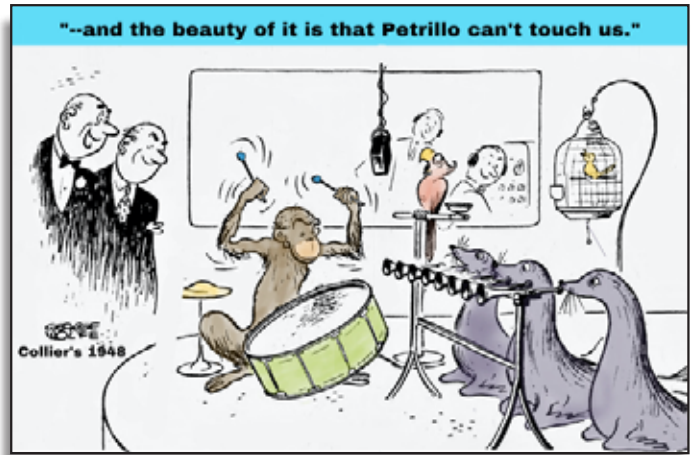


Recently, I had access to over a hundred political cartoons regarding **JAMES C. PETRILLO** and the recording ban of 1942. These are available on the [CFM website](#). They're great cartoons and were national news at the time. I wanted to do a little research to find out what these were about.



In current times, many musicians were affected when DJs came into prominence, especially if you played in a wedding band. Well, imagine how it must have been in the mid 40's. Before that time, there were live orchestras playing on the radio. Due to the growing recording industry, these musicians were out of work. Also, live music in bars and clubs were being replaced by the jukebox. Petrillo was a Chicago musician who played with **PAUL WHITEMAN**, and in 1942, he was the President of the American Federation of Musicians. Petrillo called for a complete ban on recorded music that lasted two and a half years! The "short story" result was musicians and songwriters would get royalties from the recording industry and a fund was started which is still in existence today. Today we know it as the Music Performance Trust Fund. A couple more interesting things came from this ban; vocalists became much more prominent because they had their own union and it fostered the growth of

independent labels that were to become responsible for emerging styles like bebop, rhythm and blues and the crossover potential of country and western.



In 1947, Petrillo started a second ban. This time the recording industry was ready. Musicians worked nonstop for the days leading up to the ban. Most recording companies did not have a lot of back-catalogue, so they needed as many new recordings as possible to get them through the ban. There is a double CD collection that features some of the recordings that were recorded through those frantic days and nights, called "[Beating the Petrillo Ban: The Late December 1947 Modern Sessions](#)". Lots of great music and mostly never heard until the release of the double CD.



As I chose a few of my favorite cartoons, I cleaned them up a bit and added a little color. My apologies to the original artists.

In accordance with changes to the bylaws passed in September, the CFM has formed a new committee called the Fair Employment Practices Committee (FEPC). The members of the committee are Charlie Schuchat, board representative; Naomi Frisch, legal advisor; Chuck Bontrager; Vannia Phillips; James Sanders; Karen Suarez Flint; Renee Vogen; and John Bruce Yeh. The committee, along with CFM officers, directors and staff all received training from an employment attorney in sexual harassment prevention on December 8, 2020. The FEPC held

their first meeting on December 14. The FEPC will be working on the tasks set forth in the bylaws in the coming months, and will share periodic updates in the *Intermezzo*. We hope that making our members more aware of the problems of workplace harassment will improve working conditions for everyone. Below is some basic information related to workplace harassment that the FEPC wanted to share with the membership. If any member wishes to bring concerns or questions to the FEPC, please reach out to Charlie Schuchat at cschuchat@gmail.com.

YOU CAN HELP COMBAT SEXUAL HARASSMENT

LOOKS LIKE:

- **Any verbal or physical interaction that is sexual and that you do not want.**
 - Verbal abuse, jokes, or conversations about sex.
 - Physical contact that you do not want, including physical assault
- **A sexual suggestion or explicit language about sex that you do not want.**
 - Pressure for sex and/or demanding sexual favors. For example, flirting, or asking for sex.
 - Showing sexually explicit or degrading materials, like posters, calendars, signs, emails, or clothing with offensive messages.
 - Sexually oriented entertainment at a work-related event.
- **A pattern of sexually discriminatory remarks.**
 - Comments on a person's appearance that make the person feel uncomfortable because of their sex.
- **An employer making decisions about you depending on whether you submit to sexual demands.**

Employers are responsible for addressing sexual harassment, and the law holds your employer responsible if you are sexually harassed; if your submission to or rejection of sexual advances is used as the basis for employment decisions about you; and/or the harassment creates an intimidating, hostile, or offensive working environment.

- To speak with someone at the Illinois Sexual Harassment and Discrimination Helpline, call [1-877-236-7703](tel:1-877-236-7703)
- To request legal assistance, you can go to TIME'S UP Legal Defense Fund at <https://nwlc.org/legal-assistance/>
- To file a complaint with the EEOC, visit bit.ly/eec-online or call [1-800-669-4000](tel:1-800-669-4000)

For more information, visit womenemployed.org/sexual-harassment

Learn more about your rights on the job at womenemployed.org/your-rights-job

IF YOU SEE SEXUAL HARASSMENT HAPPENING:*

- **Interpret it as a problem.** Do I recognize that someone needs help? Does this look like sexual harassment?
- **Feel responsible to act.** Help should always be given. See yourself as being part of the solution. Interventions initiated by men may be particularly effective.
- **Educate yourself on what to do.** What is your workplace harassment policy?
- **Intervene safely.** You can disrupt the situation by getting the person out of it, or distracting the harasser. Take action but be sure to keep yourself safe.
- **Ask the person being harassed if they are okay.** Provide options for support. For example, ask them if they want to make a report through formal complaint procedures and support their decision.

IF IT HAPPENS TO YOU

- **Speak directly at the time the harassment occurs.** If it is safe to do so, make it clear that you do not like the behavior.
- **Keep a record of what is being done to you** in a bound book in which sheets of paper cannot be added. Write down what is said and done. Include dates, time, and places. If the harassment is happening over email or social media, print it out or take screenshots in addition to recording it in the journal.
- **Talk to your co-workers** to learn if anyone else saw the harassment, or has been harassed.
- **Use formal complaint procedures where you work.** Review your employer's sexual harassment policy and procedure for making complaints about sexual harassment. In many cases, you can also file a complaint with the Equal Employment Opportunity Commission (EEOC). Retaliation for filing a complaint is illegal. If you file a complaint and, as a result, are transferred to a lower-paying job, passed over for promotion, or fired, you can report it to the EEOC.
- **Remember that it is not your fault.** The person harassing is the one responsible for their behavior, not you.
- **Get support.** Sexual harassment can have a significant impact. Tell supportive friends, family, or colleagues. Counseling may also be helpful.

*Bystander tips based on guidelines developed by the University of New Hampshire through bystander intervention research.



ADDRESS AND PHONE CHANGES

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847-863-8182
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1531 W. Thorndale Ave., Apt. BE
Chicago, IL 60660
917-667-8488
CELLO

47392 PHILLIPPE, MICHAEL J.
1031 Linden Leaf Dr.
Glenview, IL 60025
224-659-4642
TRUMPET

57459 BOLCHOZ, NICHOLAS J.
9860 W. 153rd St., Apt. 208
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843-725-8203
DRUMS

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1531 W. Thorndale Ave., Apt. BE
Chicago, IL 60660
541-517-9294
VIOLA

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Chicago, IL 60618-7634
828-291-6280
DOUBLE BASS

52613 BRENNAN, PATRICK
346 Park Ave.
River Forest, IL 60305
312-480-8465
VIOLA

56942 INNOCENTI, PASCAL
2526 Jackson Ave., Apt. 2S
Evanston, IL 60201
773-490-6614
VIOLIN

53981 RHEUDE, BRYAN K.
DBA BEEKER MUSIC,
653 N Kingsbury St. Unit 1801
Chicago, IL 60654
312-286-8648
PIANO

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203 N. 6th St., PO Box 0026
Kirkland, IL 60146
779-212-9018
VIOLIN

56437 JONES, TREVOR
3416 N. Wolcott Ave., Unit 3
Chicago, IL 60657
717-339-9013
DOUBLE BASS

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1615 Pontiac Trail
Ann Arbor, MI 48105
708-205-4212
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Chicago, IL 60605
503-680-2064
BASSOON

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Evanston, IL 60202
847-987-6511
OBOE

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Chicago, IL 60618
630-650-3973
TRUMPET

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22631 Friar St.,
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630-779-7222
FLUTE

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1151 Geneva Ln.
Lake Zurich, IL 60047-2239
316-833-8935
TRUMPET

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ARRANGER

CALL FOR INFORMATION

The *Intermezzo* is our communication between the Local and our members. In addition to the printed version, we also post each issue on the CFM website. Most of the magazine is available to the public. We are always looking for events, accomplishments, and things of interest to other members and the public.

Share your announcements, reviews or anything you would like to see printed to tjares@cfm10208.org.

The Board of Directors reserves the right to determine whether material submitted shall be published.



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[Join & Renew Your TMA Membership for 2021!](#)

Never has there been a more **important** time to join the **Theatre Musicians Association**.

Theatres were the **first** to shut down & will be the **last** to return to work.

Outcomes of **local negotiations** & **Pamphlet B** post-shutdown will set **precedents** that determine the **future** of professional musicians for **decades**.

Organizing * Curated Grants for Musicians * Safety Protocols * Advocacy Networking * Skill-building Webinars * Community Engagement * Solidarity

Increasing the public profile of musicians
Maintaining open communication between TMA members & the AFM
Building collegial relationships in the Chicago musical community
Advocating for your interests both nationally & locally

You will receive **informative NATIONAL** and **LOCAL** chapter newsletters to help you stay connected to relevant theatre happenings.

Dues for membership in the **TMA - Chicago Area Chapter** are **\$55 to receive communications by mail** for annual memberships (December 31st, 2021).

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P.O. Box #409486
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Chicago Federation of Musicians Scholarship Fund

Applications are being accepted for the 2021 CFM College Scholarship. Scholarships of up to \$1,000.00 will be awarded to the winner(s). Applicants must be enrolled in an accredited college music program for the Fall of 2021.

Applications are available by calling the Vice-President's Office of the Chicago Federation of Musicians and must be completed and returned no later than March 1, 2021.

If you have any questions about the scholarship, please call Vice-President Leo Murphy at 312-782-0063, ext. 222.



In memory of Leland Baska, Loren Binford,
Frank D'Rone, Shelly Elias, Rick Frigo
and Betty Matesky.

William A. Lee Memorial Scholarship

The Chicago Federation of Labor offers five (5) academic-based scholarships and five (5) random-drawing scholarships in the amount of \$2,000 to students graduating from a Chicago or suburban-area high school. Students may only apply in one of the two categories.

The scholarship awards are named after Lee, who served as president of the Chicago Federation of Labor for thirty-eight years. He devoted more than sixty years to organized labor and community service.

To be eligible, either the student or one of his or her parents must be a member of a local union affiliated with the Chicago Federation of Labor. All applications must be signed by either of the top two officers of the local union to which the student or his or her parent belong. Applications signed by union representatives or union stewards will be disqualified.

Completed applications must be returned to the Chicago Federation of Labor, William A. Lee Memorial Scholarship Committee, 130 E. Randolph St., Suite 2600, Chicago, IL 60601. All applications must be postmarked no later than February 10, 2021.

Go to: www.chicagolabor.org for more information.

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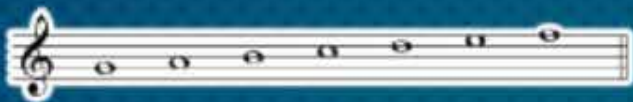


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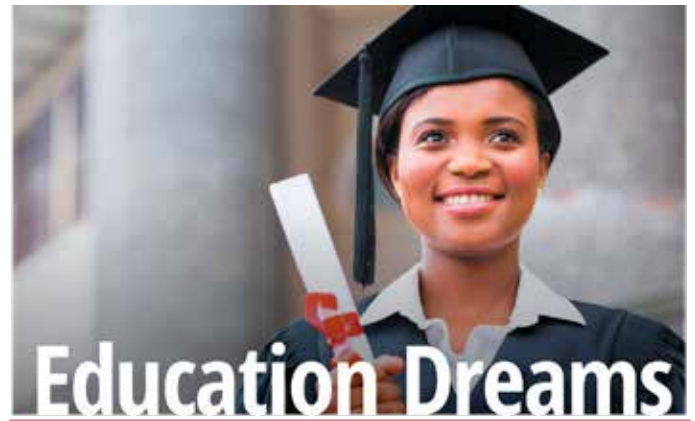
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Health and Welfare Department	Nick Ext. 119
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<i>Intermezzo</i>	Leo Ext. 222
1% Solution	Sandra Ext. 136
For all other Information, contact the	
President's Office	Ext. 111
Secretary/Treasurer's Office	Ext. 333
Vice President's Office	Ext. 222

Other Helpful Numbers:

American Federation of Musicians of the
United States and Canada:

New York (Headquarters)	(212) 869-1330
West Coast Office	(323) 461-5401
Canadian Office	(416) 391-5161
AFM-Employers' Pension Fund (NY)	(800) 833-8065
Film Musicians Secondary Markets Fund	(818) 755-7777
Live Television Videotape Fund	(818) 755-7777 ext. 611
Sound Recording Special Payments Fund	(212) 310-9400
Recording Musicians Assoc. (RMA)	(323) 462-4762

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