

AFM SYMPHONIC SERVICES DIVISION

ICSOM's long standing request for a department of the American Federation of Musicians devoted to symphony affairs was met for many years by the part-time attention of presidential assistants. Gil Rogers was succeeded briefly by Robert Crothers in 1969 and then by Ted Dreher. Upon Dreher's retirement in 1982, AFM president Victor Fuentealba appointed Lewis Waldeck, the first full-time administrator of the AFM Symphony Department. In 1994, Lew Waldeck retired as administrator, and Florence Nelson was appointed Director of Symphonic Services by AFM President Mark Massagli. Upon Ms. Nelson's election to the position of AFM Secretary-Treasurer in 2001, President Lee appointed Janice Galassi Director of the Symphonic Services Division (SSD). In March of 2004, Ms. Galassi was appointed Director of Organizing and Education and in July, 2004, President Lee appointed SSD Canada Director Laura Brownell as Director of the entire Symphonic Services Division. Brownell resigned her position in August 2008 and Christopher Durham was appointed SSD Director by Tom Lee in March 2009. In August 2011, Jay Blumenthal was appointed SSD Director and Assistant Treasurer by AFM President Ray Hair. After Mr. Blumenthal's election to the position of AFM Secretary-Treasurer in 2016, President Hair appointed Rochelle Skolnick in October of 2016 as Director of Symphonic Services and Special Counsel to the AFM.

The SSD offers assistance to Local Officers, Player Conferences, orchestra committees, and the general membership. The SSD serves as a primary resource to committees and Locals during negotiations and assists with data collection, strategic planning and contract language. The SSD also provides assistance with contract administration and enforcement, electronic media language and media projects.

The SSD also works alongside the Player Conferences to represent the symphonic membership of the AFM at the industry level. Relationships are developed and maintained with other cultural groups and agencies so that issues of common interest can be addressed in a concerted fashion.

A primary function of the SSD is to provide education and support to Local officers, committee leaders and rank and file members to prepare for challenges in contract negotiation, administration and enforcement. Support is provided through written materials, webinars and consultations by email, telephone and in-person. The AFM, through SSD, makes available to Locals at reduced cost a financial analysis of symphonic employers.

The SSD administers the Symphony Opera Orchestra Strike Fund and the ROPA Emergency Relief Fund. Currently there are sixty-five contributing orchestras in the Strike Fund.

In the realm of symphonic electronic media, SSD continues to assist locals, committees, and managers in their media projects by administering national media agreements, working together with negotiating committees and their Locals in advising on contract media language, determining the appropriate media agreement for proposed projects and assisting through the project's completion.

In preparation for the publication of the AFM comparative Wage Charts, the SSD collates the information for all 159 orchestras in the Symphonic Players' Conferences (52 in ICSOM, 86 in ROPA, and 21 in OCSM). In addition, the staff contributes articles to the *International Musician* and provides research as needed for local officers, the Symphonic Player Conferences, and newspaper editors.

The AFM's Symphonic Services Division works closely with orchestras, Locals and other AFM departments to best represent and advocate for symphonic musicians throughout the U.S. and Canada.

THE LOCAL OFFICER'S QUICK REFERENCE GUIDE TO THE SYMPHONIC SERVICES DIVISION

The SSD staff is committed to assisting Locals and symphony orchestras. The staff offers a variety of services for both individuals and groups, including contract administration, assistance by telephone or on-site with negotiations, advice and support with grievances, workshops and training sessions, guidance with symphonic electronic media, as well as numerous informational publications.

NEW YORK STAFF

Rochelle G. Skolnick, Director and Special Counsel/Assistant to the President (ext. 1220; 314-756-3858; rskolnick@afm.org)

Rochelle was appointed Director of Symphonic Services and Special Counsel in October of 2016. Prior to her appointment, Rochelle practiced union-side labor law for 10 years at the law firm of Schuchat, Cook & Werner in St. Louis. She has served as SSD Counsel since 2009. Rochelle graduated from the Interlochen Arts Academy and the Eastman School of Music and worked as a symphonic and recording violinist, performing with the Syracuse Symphony, Fort Wayne Philharmonic, Florida Philharmonic and Palm Beach Opera. She served as Orchestra Committee Chair and ROPA delegate for the Palm Beach Opera Orchestra. In 2003 she left full-time work as a musician to attend law school at Washington University in St. Louis, where she served as Executive Notes & Projects Editor of the *Journal of Law & Policy*. She received the Mary Collier Hitchcock Prize for her article, *Control, Collaboration or Coverage: The NLRA and the St. Paul Chamber Orchestra Dilemma* (20 Wash. U. J. L. & Pol'y 403).

Deborah Newmark, Director of Symphonic Electronic Media (ext. 1225; 646-269-1823; dnewmark@afm.org)

Debbie has been on the staff of the AFM since 1997, first serving as a Contract Administrator for one year prior to moving to her current position. She is also the administrator of the AFM Symphony-Opera Strike Fund. As a bass player, she was a long-standing member of the Long Island Philharmonic where she held the position of committee chair and ROPA delegate for many years. She was also an active free-lancer in a variety of NY ensembles including New York City Opera, New York Pops, Little Orchestra Society and more. In addition to both Bachelor and Masters' Degrees in performance from the Manhattan School of Music, Debbie has a Master's Degree in Arts Administration from Columbia University.

Laurence Hofmann, Contract Administrator, Communications & Data Coordinator (ext. 1211; lhofmann@afm.org)

Laurence joined the SSD staff in 2014 after serving in various departments at the AFM for more than a year. With her own company Wildside Media she has been producing European indie films on social issues for the international market (including an American co-production with Steven Spielberg and the Shoah Foundation for "Volevo solo vivere (I only wanted to live)"). She also produced the album "Unmade Beds" of the emerging Italian band Marti. Laurence has worked in Rome, Italy as a production consultant at Cinecitta' Studios ("Hollywood on the Tiber") and created the multimedia division for music recording company Universo Spa. During her tenure at the MonteCinemaVerita' Foundation she traveled extensively throughout the world speaking at film markets. She holds a PhD. in Analytic Philosophy with degrees in the Humanities from the Universities of Bern, Switzerland and Heidelberg, Germany. Her great-grandfather was the founder of the labour party in Italian-speaking Switzerland.

US FIELD STAFF

Christopher Durham, Chief Field Negotiator (646-269-3760; cdurham@afm.org)

Chris first joined SSD in 1989. He rejoined the AFM-SSD staff in January 1995 and was named Director of SSD in March 2009. He has served as the Secretary-Treasurer of Local 2-197 in St. Louis MO, Vice-President of Local 103 in Columbus OH, and Trustee of Local 11-637 in Louisville, KY. He was a violinist in the Columbus Symphony from 1979-91. Durham served as a ROPA Member-At-Large from 1985-89. Chris was in the first Suzuki class in the United States as a student of Dr. John Kendall.

Todd Jelen, Negotiator/Organizer/Educator (330-322-2265; tjelen@afm.org)

Todd joined the AFM SSD staff as a Negotiator/Organizer/Educator in January 2015. Prior to that, Todd was the Secretary-Treasurer of the Akron Federation of Musicians, Local 24, from 2011 until 2015. He studied the bassoon at Cleveland State University and the Cleveland Institute of Music; and currently holds the position of Principal Bassoon with the Akron and Canton Symphonies. Todd negotiates contracts, organizes orchestras, and advises orchestra committees and Locals in their respective duties. He lives in Brook Park, Ohio with his wife Donna and their children Nika and Felix.

Jane Owen, Contract Negotiator (817-313-0887; jowen@afm.org)

Jane Owen joined the SSD in July, 2016 as a negotiator. She is Secretary Emeritus of ROPA and served as Orchestra Committee Chair for the Fort Worth Symphony Orchestra for many years, negotiating and administering contracts. She has also been on the Board of Directors of AFM Local 72-147. A graduate of the University of Cincinnati's College-Conservatory of Music and Northwestern University, Jane was Assistant Principal Oboe with the Fort Worth Symphony for 33 seasons. She has also played oboe and English horn with the Orquesta Sinfónica de Xalapa in Veracruz, Mexico and the Chicago Civic Orchestra.

CANADIAN STAFF

Bernard LeBlanc, Director, SSD Canada, CFM ([514/297-0509](tel:5142970509))

Bernard became SSD Director in Canada in 2015, having previously joined the AFM Canadian office as the SSD Canada assistant director in 2008. Earlier, he serves as the contract administrator at the Quebec Musician's Guild, Local 406, from 2005 to 2008. He has also worked as a personnel manager for community orchestras and club date events. As a bass player, Bernard studied at McGill University in Montreal. Since 1988, he has been freelancing in symphony orchestras and for other various musical activities. Bernard negotiates and maintains collective bargaining agreements, as well as advising and assisting negotiating, auditioning and orchestra committees in their respective duties. He resides and works in Montreal.

Richard Sandals, Associate Director, SSD Canada, CFM ([800/463-6333 x229](tel:8004636333x229))

Richard joined SSD Canada as Associate Director in April, 2018. He lives in Toronto, where he has been principal trumpet of the National Ballet of Canada Orchestra since 2001. Richard was the orchestra's OCSM delegate from 2004 to 2007, and has served extensively on the orchestra's Players' and Negotiating Committees. Since 2007, he has been on the board of Local 149 (Toronto) and is publisher of its newsletter. Richard holds degrees from the University of Western Ontario and Indiana University. At SSD Canada, Richard assists Director Bernard LeBlanc in contract administration for Canadian orchestras.