



the

Local 56 Musician

Live It Up
With Live Music

The Official Journal Of the Grand Rapids Federation Of Musicians, Local 56, AFM, AFL-CIO

Summer 2016

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Vol. 40 Issue 1

THE ACCIDENTALS



Local 56 Home Grown Traverse City Trio
taking the country by storm!

Photo courtesy of Artist

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President's Corner

My Brothers and Sisters:

I give my gratitude and thanks to the Grand Rapids Symphony Musicians Association (GRSMA) Negotiating Committee of Diane Helle and Paul Austin (co chairs), and members Leslie Van Becker, Barb Corbato, Beth Lepak, Jeremy Crosmer, Chris Martin, and last but not least Nathan Kahn, AFM negotiator. This was a very pivotal contract in that it needed to provide some restoration, growth, and a longer term agreement to build the organization. Mission accomplished. This contract took over a year and a half, during which we all got older and worked through an unsettling period. The committee and GRSMA members remained strong and in solidarity, and many had a hand in the efforts. The AFM guidance and help from PR specialist Randy Whatley proved very valuable as we needed to move management to an agreeable contract.

Moving forward, Local 56 will be negotiating the Lansing Symphony Orchestra agreement this summer with just as much determination for seeing growth and stability in their agreement.

Our outreach to freelance players and youth musicians continues with participation in local musicians learning seminars and the scholarship fund. Ongoing efforts to keep union musician involvement with the GR Festival of the Arts and the West Michigan Labor Fest help provide opportunity for local musician performances.

Help us keep live music strong and spread the word about the value of a musicians union to any potential members. Have a safe and prosperous summer.

Eric Vander Stel

Congratulations, Grand Rapids Symphony Musicians Association
on a new Five Year Contract!

The Local 56 Musician

Official Journal of the Grand Rapids Federation of Musicians

Local 56 of the American Federation of Musicians, AFL-CIO

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Local 56 Executive Board

Eric VanderStel, President

Bennie Keys Jr., Vice President

Gary Sironen, Secretary/ Treasurer

Paul Austin

Chris Martin

Kevin Murphy

Elgin Vines

Officer & Board Member Nominations Due

Nominations are now in order for Local 56

President
Vice President
Two Board Members at Large

These are three-year positions beginning Jan. 1, 2017. Titled Officers are also Delegates to AFM Conventions by virtue of office. To be nominated, a nomination form with signatures of two L56 members in good standing must be submitted to the Local 56 Office by September 1. Nominees must have been a member in good standing of the Local for at least one year prior to the close of nominations. Nomination forms and instructions are available online at www.livemusicgr.org in the Members Only section, or from the Local 56 Office. Elections will be held by mail ballot only in November.

THE ACCIDENTALS — FINDING THEIR FOCUS

Local 56 members Katie Larson, Savannah Buist, and Michael Dause are driving with a purpose—both musically and literally. The young musicians, although no novices to the music scene, have been touring cross-country in their van to the tune of over 600 shows with packed audiences clamoring to get a listen, a glimpse, a taste—again and again - of one of the most unique, talented and emerging acts of our time. GRFM Secretary, Gary Sironen and I saw them live on June 2 at The BOB in Grand Rapids and I attended their show at Founders that evening to a full crowd of diehard fans and many that were smitten in the mitten for the first time. They've already opened for such greats as Joan Baez, Arlo Guthrie, Keller Williams, Carbon Leaf & more with their Indie-fluenced music that's been described as "giving an edge to folk with unique instrumentation". I'll add "with both angelic and hauntingly gritty harmonies".



Katie (at 15), cello, and Sav (16), violin, were thrown together for a music assignment in orchestra class in high school in their hometown of Beulah, MI in 2011. These Interlochen Arts Academy grads are considered to be a music phenomenon. "Our name came from our meeting, but also the musical term *accidental*, because in music theory, it refers to a note that doesn't really belong, but makes the music more interesting," noted Sav. The duo became a trio after meeting drummer/guitarist, Michael, a Northville, MI native, at Blissfest 2013 and bumping into him again in Nashville in 2014.

Dause left Berkeley and now 14+ instruments are masterfully played between the three. They were the winners of the St. Cecilia Music Award, Art Prize Public Vote 2015. Impressive for their first year together!



Their songs are a reflection of their many influences, incorporating many genres—gypsy jazz, poetry, jazz improvisation, folk, rock. The band's most recent single is called "Michigan and Again," and — if you couldn't tell — it's a love song for our home state.

With voices, lyrics and a sound mature beyond their years, and after many transitions in a short time span, The Accidentals joined forces with acclaimed singer-songwriter-producer [Marshall Crenshaw](#) and [Grammy Award-winning producer Stewart Lerman](#) in 2015 to produce four new albums. Upon the contract becoming renegotiable, the band opted to continue releasing music independently in 2016. They've recently signed with management agency, All Good Factory, who manage the Cardboard Kids and Ben Folds (two of the groups favorites) and are located

in Nashville. "We've been with them for a couple of months now, and they are truly incredible people. We're excited to be working with them and excited for what the future holds." added Sav.

The future? "We let our music speak for itself. Having patience, taking risks and keeping our eyes on our goal keep us in check. We are some of the straightest kids you'll ever meet!" Sav said with a chuckle. "Our parents are professional musicians with road experience and have been our wisest advisors and mentors. Also—we're too young to hang out at the clubs where we play", thus one of their newest releases- the clever, intensely low gear rhythmic driven song, *Parking Lot*, for all those times they were forced to hang out in the van pre-show and between sets.

In reference to their experience and benefits of becoming GRFM members, all three extolled the level of advice, guidance and helpfulness in professional contract negotiations, fair pay, treatment and policies when signing with both Crenshaw and All Good Factory. "We definitely felt protected throughout the process", all agreed wholeheartedly.

Katie added that The Accidentals "will be back from our West Coast tour July 7th, and we will be playing shows in Michigan for July and the first half of August!"

Details may be found on their website www.moreaccidentals.com and other social media. Download *Parking Lot* & *Michigan and Again* for free at Moreaccidentals.Bandcamp.com.

-Mary Rademacher



Local 56 Exec Board Minutes

January 4, 2016

The meeting was called to order at 4:53 PM by President Vander Stel.

Present – President Eric Vander Stel, Vice President Bennie Keys Jr., Secretary/Treasurer Gary Sironen, Elgin Vines, Kevin Murphy and Michael Crawford. Jenni Cullin and Paul Austin were excused.

M/S (Keys/Vines) to accept the Minutes. Carried.

M/S (Keys/Vines) to accept the Finance Report. December income - \$9,354.56; expenses - \$15,447.76. 2015 totals: Income - \$83,421.52; Expenses - \$135,104.79. Excess expenses were paid from cash on hand at the beginning of the year and cashing a \$40,000 Certificate of Deposit. The Budget deficit included \$41,000 in unanticipated CBA Negotiation expenses; and \$5,000 less than expected Membership Dues (most of which comes through payroll deductions that began in December instead of October, as had been past practice). **Carried.**

M/S (Keys/Murphy) to accept the Membership Report. NEW: John Potes. RESIGNED: Robby Jewett, Jonathan Reed. Carried.

COMMUNICATIONS -

The latest ICSOM newsletter contained a good article and picture about the Grand Rapids Symphony negotiations.

OLD BUSINESS

The Local's "Member of the Day" feature on Facebook, posted by Office Assistant Mary Rademacher, gets lots of viewer traffic.

Let's Talk GR Music, a local freelance musician Facebook group, is hosting monthly meetings about the GR area music scene. Sironen, Vander Stel and Murphy attended the December meeting, which focused on self-promotion and a desire for cooperative efforts to promote live music locally. Sironen spoke about how the Local might benefit by members and Board Members in particular reading posts and attending the meetings. Benefits can include good networking opportunities for

Local, chances to get the pulse of area freelance musicians, hear topics of interest to non-member musicians, and show a different face to local musicians. Vines pointed out that this effort should include some follow-up, including inviting non-members to join the Local. The next meeting is Jan. 17.

Page, Seth Ruse (reinstate).

COMMITTEE REPORTS

NEGOTIATIONS – Vander Stel had an engraved glass brick made to honor retiring AFM Negotiator Nathan Kahn for his years of working with the Local and the musicians of the Grand Rapids Symphony.

PRESIDENT'S REPORT – Vander Stel attended several GRS negotiations meetings and visited and spoke at a Lansing Symphony Orchestra rehearsal in December. In clubs locally, Vander Stel has observed that area clubs are looking for good cover bands, of which there appears to be a shortage.

SECRETARY'S REPORT –

A Wedding Planner Bridal Fair is being held tonight, at which some L56 members are playing in exchange for booth space.

The next meeting Board meeting will be held on February 1 at 4:45 PM. The meeting was adjourned 6:57 PM.

Respectfully submitted by Gary Sironen, Secretary.

Local 56 Exec Board Minutes

February 1, 2016

The meeting was called to order by 4:55 PM by President Vander Stel.

Present – President Eric Vander Stel, Vice President Bennie Keys Jr., Secretary/Treasurer Gary Sironen, Kevin Murphy and Chris Martin. Jenni Cullin and Paul Austin were excused.

M/S (Keys/Murphy) to accept the Minutes. Carried.

M/S (Keys/Murphy) to accept the Finance Report. January income - \$20,450.15; expenses - \$8,926.12. **Carried.**

M/S (Keys/Murphy) to accept the Membership Report. NEW: David Carter, Walter Stanford. RESIGNED: Takeshi Abo, David Bowen, Fred DeGennaro. Carried.

COMMUNICATIONS -

The YP (Yellow Pages phone directory) monthly report was shared, which indicates the number of times the Local's information appeared in web searches and the number of times customers clicked on the Local's link as a result of YP advertising.

The AFM sent a reminder of election rules pertaining to Local Delegates and those running for AFM offices for the upcoming summer AFM Convention.

Jennifer Cullin submitted a letter of resignation from the Local 56 Board of Directors due to work schedule conflicts. Cullin's resignation will be accepted with regrets. The Board thanks her for 13 years of service on the Board.

COMMITTEE REPORTS

NEGOTIATIONS – Grand Rapids Symphony negotiations continue; remaining costs to the Local should be minimal barring a catastrophe. Our Local/Negotiation Committee communication remains high in comparison to other Locals. Our PR campaign (growth, not cuts) has had a positive effect in keeping the focus of negotiations away from cuts in pay and schedule. Thanks to Paul Austin, Diane McElfish Helle and the rest of the NC for their continued hard work.

The Lansing Symphony Orchestra musicians have elected a new Orchestra Committee and Negotiation Committee. The OC effectively handled a potential grievance. The NC is surveying musicians regarding issues to be discussed in the upcoming negotiations. Work Dues deducted from musicians have been forwarded to the Local. Management is talking with attorneys about their requirements in the work dues collection process.

SCHOLARSHIP – The GRFM Scholarship Fund Board will meet immediately following this Board meeting.

NEW BUSINESS -

The Board agreed to accept a member-generated recommendation to place a Bylaw amendment resolution on next fall's ballot to lower the Local minimums for Life Membership from 35 years in Local to 35 years in AFM. This will be submitted to the Membership as a Resolution from the

Board in the fall and take effect next year if approved by the Membership.

PRESIDENT'S REPORT – Vander Stel has been active with GRS Negotiation Committee and thanks them for their devotion of time and energy.

SECRETARY'S REPORT – Sironen has been working with several GRS musicians on grievances.

Murphy discussed some ideas for helping the city of Flint with their water crises. Sironen said that he has been in touch with Flint Local President Joe Boettger, who thought it most appropriate to support city and state support efforts.

The next Board meeting will be held on March 7 at 4:45 PM. The meeting was adjourned 7:05 PM.

Respectfully submitted by Gary Sironen, Secretary.

GRFM Scholarship Fund, Inc.

A meeting of the Board of the GRFM Scholarship Fund, Inc. was called to order at 7:05 PM. Present were President Eric Vander Stel, Vice President Bennie Keys Jr., Secretary/Treasurer Gary Sironen, Kevin Murphy and Chris Martin.

The Board voted to continue to award one Donald D. Armstrong Scholarship of \$150, one Robert Madura String Scholarship of \$600 and one Thomas Erickson Double Bass Scholarship of \$850. Madura and Erickson scholarship auditions will be held at Christ Lutheran Church on Monday, March 21.

The meeting was adjourned 7:12 PM.

Respectfully submitted by Gary Sironen, Secretary.

Local 56 Exec Board Minutes

March 7, 2016

The meeting was called to order by 4:58 PM by President Vander Stel.

Present – President Eric Vander Stel, Vice President Bennie Keys Jr., Secretary/Treasurer Gary Sironen, Chris Martin, Kevin Murphy. Elgin Vines and Paul Austin were excused.

M/S (Keys/Martin) to accept the Minutes. Carried.

M/S (Keys/Martin) to accept the Finance Report. February income - \$11,476.37; expenses - \$9,528.76. Current Assets (checking, savings) - \$18,654.34; Other Current Assets (investments) - \$73,063.45; Liabilities - \$7,465.62. **Carried.**

M/S (Keys/Martin) to accept the Membership Report. NEW: Louisa Blood, William Fonger (reinstated), Abdula Saidov. REINSTATED: Chris Hansen, Julia Hernandez, Rey Hernandez. **Carried.**

COMMUNICATIONS - The AFM Convention will be held in Las Vegas June 20-23, Las Vegas; Local 56 Delegates will be Eric Vander Stel and Gary Sironen. The Mid America Conference will meet 2 days prior to the AFM Convention in Las Vegas, June 18-19; Delegates will be Bennie Keys and Gary Sironen.

OLD BUSINESS - M/S (Sironen/Murphy) In lieu of paying travel fees for Keys, the Local will cover Keys' per diem and hotel for the Mid America Conference, as per Local 56 Bylaws, plus an additional two days hotel for the AFM Convention, as well as additional airfare fees that may not be covered by Keys' personal airline points. **Carried.**

Sironen will be the featured speaker at the March "Let's Talk Music GR", talking about the music business. "Let's Talk Music GR" is an ongoing series of events for area musicians, scheduled and planned by local musician Scott Rider at various area locations appropriate to the topic.

COMMITTEE REPORTS

FINANCE – Sironen will set up a financial review of the Local, asking Local members who are CPA's for quotes; candidates must be able to work with and be familiar with QuickBooks.

NEGOTIATIONS – Martin gave an update on GR Symphony Negotiations. Progress is slow. Grievances in progress were also discussed.

SCHOLARSHIP – The GRFM Scholarship Board will review a request for an exception to the eligibility rules for one of the scholarships. Application deadlines for all three scholarships is March 14; the auditions for the Madura and Erickson scholarships are March 21.

PRESIDENT'S REPORT – Vander Stel remains busy with symphony negotiations, grievances and performing regularly.

SECRETARY'S REPORT – Sironen has been busy with grievances, annual financial reports and scholarship arrangements.

The next Board meeting will be held on April 4 at 4:45 PM. The meeting was adjourned 6:36 PM.

Respectfully submitted by Gary Sironen, Secretary.

GRFM Scholarship Board

A meeting was called to order at 6:37 PM. Vander Stel, Keys, Sironen, Martin and Murphy were present.

An exception to the age requirement for the Robert Madura String Scholarship audition was requested, discussed and denied.

The meeting was adjourned at 6:56 PM.

Respectfully submitted by Gary Sironen, Secretary.

Local 56 Exec Board Minutes

April 4, 2016

The meeting was called to order by 4:47 PM by President Vander Stel.

Present – President Eric Vander Stel, Vice President Bennie Keys Jr., Secretary/Treasurer Gary Sironen, Chris Martin, Kevin Murphy, Elgin Vines and Paul Austin.

M/S (Keys/Murphy) to accept the Minutes. Carried.

M/S (Keys/Vines) to accept the Finance Report. March income - \$4,940.07; expenses - \$6,976.98. Current Assets (checking, savings) - \$17,762.50; Other Current Assets (investments) - \$73,063.45; Liabilities - \$8,766.89. **Carried.**

M/S (Austin/Murphy) to accept the Membership Report. NEW: None. REINSTATED: Steve Anzivino. RESIGNED: James Lutz. **Carried.**

COMMUNICATIONS - MPTF allocations have been announced. Work dues have been 4%, should have been 5% with half going to the AFM. This will be adjusted this year.

OLD BUSINESS – Grand Rapids Festival apps have been reviewed, scheduling has

been completed.

COMMITTEE REPORTS

FINANCE – Sironen will set up a financial review of the Local, still needs to be done.

NEGOTIATIONS – Paul Austin, GR Symphony Negotiations Committee Co-Chair, reported that negotiations have been completed. The Musicians and Symphony Board have ratified it. President Vander Stel congratulated and thanked the Committee members: chairs Paul Austin and Diane Helle, and members Beth Colpean, Barb Corbato, Jeremy Crosmer, Chris Martin and Leslie Van Becker. Vander Stel presented a Glass Brick with the committee members’ names engraved to Paul & Diane. The Board recommended coffee cups for committee members.

The Lansing Symphony Orchestra Musicians have elected a Negotiations Committee and begun surveying the members preparing for talks. Austin will arrange with ROPA for a rep to visit LSO musicians prior to their May 4 concert.

SCHOLARSHIP – One application for the Madura scholarship was received; the award was granted to that recipient without having to audition after a phone interview with the student’s orchestra director. Three students were nominated for the Armstrong scholarship by their directors. A winner will be selected by the GRFM Scholarship Board following this Board meeting.

NEW BUSINESS –

Flint Local President Joe Boettger is running for a seat on the International Executive Board at the AFM Convention in June.

The West Michigan Labor Fest planning for the annual Fall event.

M/S (Sironen/Murphy) to extend reimbursement for Keys to attend the AFM Convention from the 2 days originally granted last month, to 4 days. **Carried.**

PRESIDENT’S REPORT – Vander Stel is advocating for a global International Musicians’ Day. He intends to present a resolution to AFM Convention. **M/S (Vander Stel/Sironen) that Local 56 supports Vander Stel’s resolution for an International Musicians’ Day, to be held annually on the first Friday in September. Carried.**

SECRETARY’S REPORT – Sironen was the featured speaker at “Let’s Talk Music GR”, a monthly event for area club and indie musicians, on the topic of the Music Business.

The Board moved to Executive Session for the remainder of the meeting.

The next Board meeting will be held on May 2 at 4:45 PM. The meeting was adjourned 6:28 PM.

Respectfully submitted by Gary Sironen, Secretary.

GRFM Scholarship Board

A meeting was called to order at 6:37 PM. Vander Stel, Keys, Sironen, Martin and Murphy were present.

The \$600 Robert Madura String Scholarship was awarded to the only applicant, Ryan DeKryger of Cadillac.

After considering three applicants for the \$150 Donald D. Armstrong Scholarship, the Board selected William Kelly from City Middle/High School as the recipient.

The meeting adjourned at 7:05 PM.

Respectfully submitted by Gary Sironen, Secretary.

| GR FED OF MUSICIANS | |
|--------------------------------------|---------------------|
| Local 56 Finance Report | |
| January through December 2015 | |
| | Jan - Dec 15 |
| Income | |
| Advertise Inc | 10.00 |
| Assets Sold Inc | 40,000.00 |
| Contrib Inc | 3,785.00 |
| Dues Inc | |
| Members | 36,793.70 |
| Work Dues | |
| Casual | 491.15 |
| GR Symphony | 38,097.10 |
| Lansing Symphony | 1,484.12 |
| Total Work Dues | 40,072.37 |
| Total Dues Inc | 76,866.07 |
| Init Inc | 465.00 |
| Interest Inc | 1,176.31 |
| Misc Inc | 3.21 |
| Perf Fees Inc | 1,076.93 |
| Reimb Exp | 39.00 |
| Total Income | 123,421.52 |
| Expense | |
| Advertise Exp | 1,632.10 |
| CBA Neg & Maint | 28,079.18 |
| Charges | 182.86 |
| Contrib | 100.00 |
| Dues Exp | 36,168.00 |
| Init Exp | 195.00 |
| Insur | 1,397.20 |
| Office Expense | 15,748.30 |
| Organizing Exp | 25.00 |
| Payroll | 38,606.45 |
| Payroll Expenses | -0.11 |
| Perf Fees Exp | 1,211.25 |
| Reimbursable Exp | 96.00 |
| Rent | 7,027.00 |
| Scholarships | 258.58 |
| Travel/Lodging/Meals | 4,377.98 |
| Total Expense | 135,104.79 |
| Net Income | -11,683.27 |

GR FED OF MUSICIANS
Balance Sheet
As of December 31, 2015

| | Dec 31, 15 | Dec 31, 14 | % Change |
|--|-------------------|-------------------|---------------|
| ASSETS | | | |
| Current Assets | | | |
| Checking/Savings | | | |
| Huntington Checking | 1,482.42 | 14,024.57 | -89.4% |
| Petty Cash | 54.00 | 54.00 | 0.0% |
| Rivertown CU High Share | 40,750.74 | 392.07 | 10,293.7% |
| Rivertown CU Main Saving | 157.08 | 156.92 | 0.1% |
| Total Checking/Savings | 42,444.24 | 14,627.56 | 190.2% |
| Accounts Receivable | | | |
| Receivables | 40.00 | 40.00 | 0.0% |
| Total Accounts Receivable | 40.00 | 40.00 | 0.0% |
| Other Current Assets | | | |
| Rivertown CU CD #91932 | 0.00 | 40,309.82 | -100.0% |
| Putnam HY Trust MF | 13,297.08 | 14,581.88 | -8.8% |
| DWS High Inc MF | 2,151.57 | 2,228.81 | -3.5% |
| DWS US Govt MF | 17,582.27 | 18,150.85 | -3.1% |
| Undeposited | 39.24 | 75.00 | -47.7% |
| INV V K Comstock MF | 11,652.54 | 12,387.69 | -5.9% |
| INV V K Amer Franchise MF | 28,379.99 | 27,045.89 | 4.9% |
| Total Other Current Assets | 73,102.69 | 114,779.94 | -36.3% |
| Total Current Assets | 115,586.93 | 129,447.50 | -10.7% |
| TOTAL ASSETS | 115,586.93 | 129,447.50 | -10.7% |
| LIABILITIES & EQUITY | | | |
| Liabilities | | | |
| Current Liabilities | | | |
| Other Current Liabilities | | | |
| Dues - AFM Strike Fund | 0.00 | 2,137.50 | -100.0% |
| Dues - GRSMA | 2,140.00 | 689.60 | 210.3% |
| Payroll Liabilities | -78.77 | 0.00 | -100.0% |
| Payroll-FICA | 972.17 | 990.19 | -1.8% |
| Payroll-FUTA | 128.13 | 109.92 | 16.6% |
| Payroll-FWH | 760.00 | 770.00 | -1.3% |
| Payroll-LWH03 | 91.25 | 39.94 | 128.5% |
| Payroll-LWH10 | 27.54 | 26.25 | 4.9% |
| Payroll-MCARE | 227.35 | 231.55 | -1.8% |
| Payroll-Pension | -4.53 | 35.55 | -112.7% |
| Payroll-SUI | -57.80 | 81.00 | -171.4% |
| Payroll-SWHMI | 346.06 | 442.53 | -21.8% |
| Total Other Current Liabilities | 4,551.40 | 5,554.03 | -18.1% |
| Total Current Liabilities | 4,551.40 | 5,554.03 | -18.1% |
| Long Term Liabilities | | | |
| L56 Scholarship | 215.00 | 58.00 | 270.7% |
| Total Long Term Liabilities | 215.00 | 58.00 | 270.7% |
| Total Liabilities | 4,766.40 | 5,612.03 | -15.1% |
| Equity | | | |
| Earnings | -22,359.05 | -19,083.73 | -17.2% |
| Open Bal Equity | 146,194.52 | 146,194.52 | 0.0% |
| Net Income | -13,014.94 | -3,275.32 | -297.4% |
| Total Equity | 110,820.53 | 123,835.47 | -10.5% |
| TOTAL LIABILITIES & EQUITY | 115,586.93 | 129,447.50 | -10.7% |

NOTES

The net loss in "Other Current Assets" (investments) is due to cashing in a \$40,000 Certificate of Deposit, which was deposited into checking. Extra expenses for the year included negotiations with the Grand Rapids Symphony. At the same time, income was reduced due to a lack of work dues during negotiations; these funds were collected in early 2016. Actual loss in the value of long-term investments was about 1%.

Grand Rapids Federation of Musicians



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FOR SALE:

TWO NEW SPEAKER CABINETS—Each has one 15" spkr w/54 oz magnet, a 6x10 800 cycle horn w/ capacitor & piezo; heavy duty, light weight, hard finish, 2 handles, chrome corners, metal grills: 8 ohms/cabinet; each measures 24"Hx20"Wx12"D. \$550 for pair. Call Phil @ 616-784-3901. GR

3 PAIR TUXEDO PANTS - Black, various sizes, \$10 each. Call Phil @ 616-784-3901. GR



L56 GR Symphony Negotiation Team, l to r: Leslie Van Becker, AFM Negotiator Nathan Kahn, Dan Mattson, Barb Corbato, Jeremy Crosmer, Beth Colpean, Diane McElfish Helle (co-chair), Paul Austin (co-chair) and Chris Martin. L56 President Eric Vander Stel (not pictured) was also a Committee member.