Official Journal of Professional Musicians of Arizona, Local 586 | Volume 63, No. 3

The PITCH

PROFESSIONAL MUSICIANS OF ARIZONA AFM LOCAL 586

THE BEST NEWS ABOUT MUSIC IN ARIZONA

AZ Opera Orchestra ratifies new 5-year agreement!

By Nathan Mitchell, Co-Chair, AZ Opera Orchestra Negotiating Committee

In early May, the Arizona Opera Orchestra ratified a new 5-year contract with AZ Opera management. Negotiations had been ongoing for nearly 18 months, but were productive and amicable throughout and an agreement was reached just prior to the departure of AZ Opera's General Director Ryan Taylor.

Arizona Opera Negotiating Committee worked for 18 months to reach an agreement. (l-r) Nate Mitchell, Grant Jordan, Les Linn, Priscilla Benitez, Cindy Baker, assisted by President Donato (not pictured).

The term of the agreement is retroactive to the just-concluded 2015-2016 season and extends through AZ Opera's 2019-2020 season. The agreement calls for a wage freeze in year one and 2%, 2.7%, 1.5% and 3% increases in the subsequent years, along with increases of approximately 2.32.5% per year after the first year in travel stipends and 45% increase per year after the first year in per diem stipends. Additionally, there will be pay increases for musicians when performing banda parts as well as for musicians serving on audition committees.

In addition to financial considerations, language was tightened requiring use of original instrumentation to prevent use of reduced orchestrations and increased the number of guaranteed productions from one to two per season for all strings.

The Opera also agreed to work more closely with the musicians to optimize service scheduling to avoid conflicts with other area orchestras and some guidelines were created to avoid as many potential conflicts as possible.

Procedures were created to establish protocols implemented in the absence of a Music Director in regard to auditions and other administrative tasks.

The negotiations were constructive and achieved a contract that will be beneficial for both the musicians and management of AZ Opera.

Special thanks to the Negotiating Committee: Grant Jordan, Les Linn and myself (who all shared the responsibilities of chairing the committee at various points over the 18 months) as well as Cindy Baker and Priscilla Benitez.

Enormous thanks also to AFM Negotiator Nathan Kahn for his help, and the officers at AFM, Local 586.

Local 586 Summer Hours

10am to 1pm

Memorial Day thru Labor Day

Next General Meeting

Tuesday, June 14, 7:00pm

1202 East Oak Street

Voting on Wage Scales & Bylaws

Music by Tom Colson, Carl Wiman & Al Sochacki starts at 6:30pm

The PITCH

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Any notice appearing in The PITCH shall be considered an official notice to members of Local 586, AFM.

The PITCH is published four times annually, once each quarter.

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REMINDERS

NEXT GENERAL MEMBERSHIP MEETING

Tuesday, June 14 - 7:00pm
6:30pm - Music by Tom Colson, Carl Wiman & Al Sochacki
Musicians Hall
1202 E. Oak St.
FREE FOOD & SOFT DRINKS for Local 586 MEMBERS
Only $5.00 for members' guests

WIN A PAYING GIG!

Come to the General Meeting on June 14, sign in, and we may draw your name as the person who provides music at the next meeting.

PLEASE UPDATE YOUR INFORMATION WITH THE LOCAL

It is important that we have your correct contact information.

1. Address
2. Phone number(s)
3. Email address

Please call us (602) 254-8838, ext. 1 or email: musicians@promusicaz.org

HOW TO RESIGN IN GOOD STANDING

Moving out of the region? Got a great job in Pittsburgh, Seattle, LA, etc.? Taking a break from the music scene?

We're sorry to lose you, but before you leave please send us a letter or email letting us know when you will be ending your membership in Local 586. It will prevent any additional fees for both you and the Local. We can also help you transition into another Local if you are moving.

Membership Dues for 2016

	Anually	Semi-Anually	Quarterly
Regular Member	$150.00	$80.00	$42.50
Life Member	$90.00	$50.00	$27.50

Local 586 accepts checks, credit cards, PayPal (to ‹musicians@promusicaz.org›)or cash.

HOT FUN IN THE SUMMERTIME

Greetings to all my brothers and sisters at Local 586. summer has arrived and for us here in Arizona that means symphony and opera season come to a close, corporate gigs grind to a halt, and many of our musicians flock to their summer festivals and music camp jobs.

Some of us embark on summer tours, some take refuge in the pine country, and yes, some of us ride out the summer in the desert.

For those of you that choose to remain in the Phoenix area, Professional Musicians Of Arizona will continue with activities for our membership and musical community.

Our First Tuesday Concert Series will be ongoing, bringing the finest musical entertainment from the area free of charge.

Local 586 internet radio show will be broadcast every Wednesday and Sunday evenings, demonstrating the diversity of musicians within our local.

If you want to know what is happening around town, the MUSICSCENEAZ website will continue to provide information about music in the area.

President Donato and myself will be attending the 100th AFM Convention to be held June 20-23, in Las Vegas. As your elected delegates both Pres. Donato and I look forward to participating in the democratic process that continues to propel the AFM machine into the future. We look forward to representing Local 586 with a strong voice. Look for a full report on the convention in the fall edition of the Pitch.

Feel free to stop and see us at the hall. Our air conditioner works and the coffee is always on!

Fraternally Yours,

Doug Robinson

MUSICSCENEAZ
By Patricia Myers
MUSIC NEWS | INTERVIEWS | PERFORMANCES
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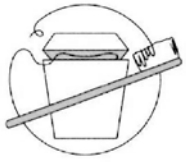

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Proposed Changes to the Constitution & ByLaws

Article I, Section 1:

Section 1. The President is chief administrative and executive officer of the Association. S/he shall exercise a general superintendence over the business of the Association and shall direct and oversee the activities of all officers and employees of the Association. S/he shall maintain an office in the Musicians' Hall commensurate with his/her position and ~~shall serve no fewer than six (6) hours per week~~ **have hours similar to those of the Secretary-Treasurer**.

Proposed Chages to the Wage Scales

1: Add a new header (after Music Festivals) to: Section 1: Single Engagements
(Nightclub, Bars, Lounge, etc)
Scale: $25.00/Hr single or steady Flat rate Minimum
Extra on New Years Eve:
Double Scale for Engagements terminating after 7:00pm on new years eve

2: we will be changing the verbiage for Section 3 – Professional Single Show Scale:
Professional Single Show scale shall be a flat-rate scale. This rate includes all principal overscales and up to two (2) doubles per musician. Musicians shall not be paid overscale above this flat rate for principal positions or up to two (2) doubles. Additional doubles beyond the second shall be compensated at the applicable rate (15% of scale per double). This flat scale compensates for one (1) rehearsal of up to ~~2;~~ **2.5** hours and one (1) performance of up to 2 ½ hours. Beyond this time, applicable overtime will apply. Additional performances may be added at the rate of 2/3 of the flat rate scale per performance. If a performance after the first takes place at a different venue, a sound check lasting no more than 30 (thirty) minutes and beginning not more than 2 (two) hours before the start of the second performance may be included in the scale for the second performance. Any sound check longer than 30 minutes, and/or beginning more than 2 hours before shall be considered a rehearsal.

3: Add the Verbiage for Section 1 Single Engagements
Class "B" Single Engagements:
This scale shall apply to all single Engagements (except those taking place in a resort, casino**, downtown hotel). Establishments serving only Beer and wine, coffeehouses, **Restaurants**, and other establishments not selling alcohol. Fraternal organizations such as the Elks, Moose, etc., When having a function for their members in their own hall, may receive a 25% discount on the applicable three or four Class "B" scale.
**An engagement in a casino lounge without a headliner shall be considered a Class "B" Single Engagement>

4: Add verbiage and a second** to section: Section 4-Theatrical Productions**

(A)Major Venue-2000 or More Seats*,**
*PENSION CONTRIBUTION APPLIES: see Leaders/Contractors Surcharge Schedule, page 11

**** All Musicians that are hired as substitutes for less then all services in a week in a Theatrical Production shall receive an additional 10% of scale for each service performed.**

JERRY'S VIEW

Jerry Donato, President

Hey Everybody,

It looks as if both The Phoenix Symphony and The Arizona Opera are well on their way to having a signed Memorandum of Agreement (MOA). This is great news for the musicians and management. I would personally like to thank AZO committee members Nathan Mitchell, Grant Jordan, Leslie Linn, Priscilla Benitez and Cynthia Baker for doing a first class job throughout the entire negotiating process. The committee for The Phoenix Symphony was outstanding as well. The committee members were Peter Anderegg, Alex Laing, Christopher Wolf and Gabriel Kovach. Once again I would like to thank both the committees and management for recognizing each sides issues and positions and handling the negotiations with dignity and respect. Job well done!

Not long ago a fellow musician asked me if this "Union stuff" really works. I immediately replied YES. The same person then asked me for one "personal example". I told him following very recent story. Two years ago (I know, not very recent but stay with me) I did a recording session for a prominent national artist. I did the session, got paid a fair sum of money and went happily on my way.

Fast forward to last month. I was reading my copy of the *International Musician* and President Ray Hair was talking negotiations, settlements and agreements they have reached that involved SAG-AFTRA. The article was talking about musicians being compensated not just for publishing but also for their recording performance. Two days later, I get a nice check from SAG-AFTRA. Somewhere they were using the recording. I believe it might have been played on something like Sirius Radio but I'm not real sure but I got a check. This is a great example of the power of a union contract. Thanks Ray.

And I say to you my friends; Yes this "union stuff" really does work.

Stay safe and happy gigging

Jerry Donato

NOTICE TO MEMBERS

You are in violation of Article II, Sections 1-(E) and 8 of the Bylaws of Professional Musicians of Arizona by accepting, offering to accept, paying or offering less than the scale rate.

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Good Things Happening

Jon Rauhouse, Vice President

Heading into this summer with all the crazy politics and stories about how bad things are getting, I would like to break into the stream of mayhem and let you know that there are some good things happening out there.

For one, I am seeing a lot more pro union articles, meetings, and sentiment on all the social media and even in the news outlets.

Here at Local 586 for the last few years our membership has been climbing. The Tuesday night concert series is doing great and so is the radio show! and that's just local 586.

Out in the world, the Nashville Symphony (Local 257) secured a 4.5% wage increase for 2016-17 and 2 additional increases totaling 5.3% for 2017-18.

The Federal Appeals Court ruled that the Lancaster Symphony (Local 294) can organize!

In the land of Amazon, the Show "Transparent" agreed to a union contract for Musicians.

After striking for 18 days, Verizon, CWA, IBEW, came to a tentative agreement and our National has been working tirelessly on Fair Play Fair Pay.

Needless to say there is a LOT more to do but if we hang together we can get things done.

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MUSICIANS 1ST TUESDAY CONCERTS

Support your fellow professional musicians at 7:30pm on the first Tuesday of every month. You'll hear music from the best musicians in the Valley.

July 5: Guitar Night with Howard Alden, Jack Petersen & Madelyn Roberts

August 2: TBA

The Professional Musicians of Arizona Hall is located at 1202 E. Oak St. (Northeast corner of 12th St. & Oak). Admission is free. Donations are accepted.

UPCOMING MEMBER MEETINGS

Tuesday, June14: The main business of the June 14th General Meeting will be voting on proposed changes to our Wage Scales and Bylaws.

YOUNG SOUNDS OF ARIZONA 2015-16 SCHOLARSHIP WINNERS

At the final concert of each season, Young Sounds awards thousands of dollars in scholarships to band members who demonstrate compatibility, good attitude, dependability, musical ability and professionalism throughout the school year.

In addition, Young Sounds of Arizona pays full tuition to local summer jazz camps and workshops for all members.

Auditions for 2016-17 are coming up. If you know a young musician who would benefit from the excellent training given every Monday night during the season, take them by the hand to www.youngsounds.org/content/auditions.

Eric Nakamoto, bass, 7:00 Band, winner of the Teresa Perez Scholarship. Eric attends Hamilton High School.

Tom Dugan, saxophone, 7:00 Band, winner of the Margo Reed Scholarship. Tom attends Arizona School for the Arts.

Dawson Weiss, drums, 5:00 Band, winner of the Nadine Jansen Scholarship. Dawson is home-schooled.

Chris Clements, trombone, 7:00 Band, winner of the Gary Carney Scholarship. Chris just graduated from Thunderbird High School, and will be a music student at William Paterson University next year.

Charlie Anderson, trombone, 5:00 Band, winner of the Dave Cook Scholarship. Charlie is home-schooled.

Luc Soekrasno, saxophone, 5:00 Band, winner of the Armand Boatman Scholarship. Luc attends Pinnacle High School.

Local 586-Approved Contractors List!

The following contractors have agreed to pay musicians according to Local 586's Wage and Scale guidelines and file contracts with Local 586 for engagements. Musicians working for these contractors can be assured that they will be paid a fair wage and have the contractual support of Local 586 when working for these individuals.

- Jerry Donato
- Kurt Finchum (Santan Swing Band & Arizona Brass)
- Hugh Lovelady
- Tony Masiello, (Mozart Makes a Housecall)
- Ceasar Rob (Kandu)
- Katie Shields (Quartet Sabaku)
- Howard van Orden

If you or someone you know would like to be added to this list, please contact Nate Mitchell ‹mitchellhorn@gmail.com›.

Professional Musicians of Arizona Radio Hour

Tune in every Wednesday at 9:00pm at http://radiophoenix.org.

Call Carl Wiman at 602-254-8838 for information about being featured on the show.

Visit http://promusicaz.org/radio586 for past and future shows

Submit your news, upcoming concerts, CD releases, photos and more to musicians@promusicaz.org!

MEMBER CHANGES

NEW & REINSTATED MEMBERS

James Bailey
610 West McNeil Street
Phoenix, AZ 85041
Home - 602-305-7974
Cell- 602-405-7402
loosecannonsbluesband@yahoo.com
Percussion

Christopher Dolske
1420 West Topeka Drive
Phoenix, AZ 85027
407-342-7968
trumpetchris64@gmail.com
Trumpet, Cornetto Trumpet, Piccolo Trumpet, Flugelhorn

James Henry
4235 N. 87 Place
Scottsdale, AZ 85251
480-440-9962
bigjimsjazz@gmail.com
Trumpet, Flugelhorn, Vocalist

Dasha Hlavenka
1118 E Diamond Dr
Tempe, AZ 85283
602-820-8129
violin

Alan Kovin
5017 N 62nd Ave
Glendale, AZ 85301
602-477-9562
Guitar, Keyboard, Arranger, Vocalist

Richard Lillard
3927 E Cheery Lynn Rd #8
Phoenix, AZ 85018
480-399-2310
Bass Trombone

Steven Mapes
4327 Country Lane
Grapevine, TX 76051
602-697-2551
tuba

Daniel Puccio
5356 El Camino Dr
Tempe, AZ 85283
607-329-7700
Saxophone, Guitar, Banjo, Mandolin

Bryon Ruth
803 S Jesse St
Chandler, AZ 85225
602-769-3485
Saxophone, Flute, Clarinet,

Charlie Sochacki
1002 E Maricopa
Phoenix, AZ 85014
charlieondrums@gmail.com
Drums/Drum Set, Percussion

Allyson Wuenschel
601 North 6th Ave.
Phoenix, AZ 85003
208-850-0384
awuenschel@gmail.com
Viola

Bruce J Wilkison
3409 S Rural Rd, Apt 136
Tempe, AZ 85282
602-320-5724
Guitar, Violin, Viola

PHONE & ADDRESS CHANGES

Mark Deatherage
1011 North 2nd Ave.,
Phoenix, AZ 85003
314-341-1662

Vivi Erickson
7530 E Earll Dr., #62
Scottsdale, AZ 85251
612-203-0262

Karen Koger
518 Munich Place
Westerville, OH 43081
602-380-2253

Linda Lambie-Anderson
1217 E Julie Dr
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480-491-7068

John Masserini
532 West Cinnabar Trail
Flagstaff, AZ 86005
928-266-5650
928-523-6728

Louise Scott
3868 S Jewel
Flagstaff, AZ 86005
928-774-5575

Katherine Shields
1820 West Raven Dr
Chandler, AZ 85286
480-980-6516

Thomas Winker
6130 Morganford Road
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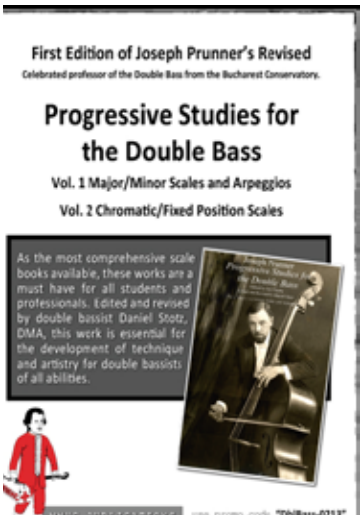
602-595-7299
928-830-0160



THE MUSICIANS HALL - YOUR COMPLETE RESOURCE

As a member of Local 586, one of your most valuable resources is use of the Musicians Hall.

- ✓ Library of How-To books for most musical genres
- ✓ Information about the Music Business
- ✓ Group organization, advertising, publicity and other marketing information
- ✓ Recital Hall, seating up to 150 people
- ✓ Baby Grand piano, stage, PA, amplifiers for guitar and bass, drum set, music stands
- ✓ Rehearsal Hall for groups up to 30 musicians
- ✓ Meeting & Seminar space, large conference table, A-V facilities, PA equipment, adjustable set-ups for your needs, extra tables and chairs
- ✓ High-speed copy capability
- ✓ Wi-Fi internet connection
- ✓ Multi-car parking facilities

The fee is free for members during regular office hours and $5.00 for each non-Local 586 member. If you need to run an event in the evening or on weekends, contact us so we can assist you with your plans.

Stop in for a personal tour or call us for more details. Call 620.254.8838 for info or to save a date and put your event on our Activities Calendar.

FRIENDS OF 586

The following businesses have agreed to support the members of AFM Local 586 by offering discounts to any member in good standing presenting a current Local 586 membership card. If you own, work for, or know of a business that would be willing to offer a discount to Local 586 members, call or email the Local 586 office at 602-254-8838 or email musicians@promusicaz.org and let us know! Participating businesses will be listed in each issue of our Local 586 newsletter and at www.promusic.org.

- **Alexander Technique lessons by Rochelle Reea** www.alexanderlessonstucson.com | 520.425.1690 | ro.reea33@gmail.com *(10% discount on private lessons & 20% discount on group instruction. Instruction offered in Phoenix every Tuesday)*
- **Allegro Music** www.allegromusicaz.com | 1219 E. Glendale Ave., Suite 11, Phoenix, AZ 85020 | 602.795.4516 *(10% discount on accessories)*
- **Andrew's Fine Violins** www.andrewsfineviolins.com | 2663 W. Baseline Rd., Mesa, AZ 85202 | 480.820.0994 *(10% off any item or service)*
- **Arizona Opera** www.azopera.org | 4600 N. 12th St., Phoenix, AZ 85014 (box office open 9:00am-4:30pm, M-F) | 602.266.7464 *(10% discount on AZ Opera tickets in person with Local 586 member card at the Phoenix Symphony Hall and Tucson Convention Center box offices [day of show only, open 2 hours prior to curtain] or in person in advance at the AZ Opera box office)*
- **ASU Gammage** www.asugammage.com *(For discounts on select ASU Gammage shows, go to www.eventusher.com and enter password: AZCULTURE)*
- **Central Music** www.centralmusicdirect.com | 5038 N. Central Ave, Phoenix, AZ 85012 | 602.274.6532 *(15% discount on music & accessories)*
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- **GearTrack** www.gear-track.com | *(Online registry to organize and catalogue musical instruments and equipment to fight loss or theft...for a free VIP account upgrade, register with code "LOCAL586")*
- **Hope Does Self Care & Massage Therapy** www.hopedoes.com | 1640 E Thomas Rd Suite B, Phoenix, AZ 85016 | 602.686.1785 | hope@hopedoes.com *(15% off 60 or 90 minute custom massage)*
- **Landscape Professionals, Inc. (Tom Williams)** 623.773.0898 (office) | 602.692.4975 (cell) | landproaz@cox.net *(10% discount on all services)*
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- **Maria's Cleaning Services** 602.402.9647 (call Valentin for info) | *(10% discount off regular rates)*
- **Milano Music Center (Chuck Kerrigan)** www.milanomusic.com | 38 W. Main Street, Mesa, AZ 85201 | 480.827.1111 *(10% discount on all accessories)*
- **The Music Store** www.the-music-store.com | 2630 W. Baseline Rd., Mesa, AZ 85202 | 480.831.9691 *(10% discount on sheet music and gifts)*
- **Mozart Makes a House Call Publishing Company (Tony Masiello)** www.MMHCmusicpublications.com | tonyclarinet@mmhcmusicpublications.com *(10% discount on online sales of original music for the professional or serious student)*
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- **Rehabilitation Chiropractic Care** www.rehabchiro.com | 801 S. Power Road, Suite 107, Mesa, AZ 85206 | 480.396.4400 | office@rehabchiro.com *(15% discount on Examinations and Re-Examinations, Chiropractic Adjustments and Treatments, Acupuncture Treatments, Physical Therapy Treatments, Class-4 Hot Laser Therapy Treatments, and all Supplements to include full line of Weight Loss Products and Nutritional Products)*
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Rehearsal Room Policy

Local 586 Hall Reservation

- Local 586 members in good standing may reserve and use the Hall Mondays - Fridays during office hours, for two-hour sessions, free of charge.
- AFM members who are not members of Local 586 pay $2.00 per 2-hour session.
- Non-AFM members playing with AFM members pay $5.00 per 2-hour session.
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AFM TEMPO

AFM has many allies in Congress. We work with them to advocate on issues that affect musicians every day, from copyright protection to pension reform. The long-term success of AFM's legislative efforts depends on making sure that our allies in the House of Representatives and the Senate remain in office. Donating to their reelection campaigns is the best way to achieve this. Therefore, it is necessary that we raise contributions to AFM's political action committee, the AFM TEMPO Fund.

AFM donates to Members of Congress who help:

- Fight for a full performance right on all sound recordings. This performance right guarantees that musicians are fairly compensated when their work is played on AM/FM terrestrial radio.
- Fight for stricter copyright enforcement measures, therefore ensuring that musicians' hard work is protected from theft and misuse.
- Work to maintain and strengthen the pension system, so that musicians can afford to live comfortably in retirement.
- Advocate for more funding for the National Endowment for the Arts and Arts in Education programs, so that the next generation of musicians can have all the tools necessary to learning their craft.

AFM cannot use general treasury funds for political donations, so we need member donations to the AFM TEMPO Fund.

In order to make your contribution, just send a check to: The AFM TEMPO Fund |1501 Broadway, Suite 600 | New York, NY 10036

Thank you for your support! Every contribution puts us one step closer toward a better world for musicians.

SOME OF THE BENEFITS OF THE AFL-CIO UNION PLUS PROGRAM

AFM MasterCard

- A special union credit card with No Annual Fee
- 24 hour personal customer service
- Easy application by phone
- 3-Bonus checks included in your welcome package to be used on balance transfers
- 8.99% fixed promotional APR on the life of balance transfers
- Balance transfer fees are waived of the first 90-days
- Union member Advocacy Program
- No liability for lost or stolen card
- Strike skip payments

Secured MasterCard

- Fraud Protection
- No liability for lost or stolen cards
- Online account management
- Low annual membership fee of $20
- A fixed 18% APR on purchases

Mortgage and Real Estate

- Low down payments (not available in all areas), and fees
- Low-cost loans with competitive fixed and variable interest rates
- Advice from expert consultants
- Special programs for first-time home buyers
- Real estate agent referral
- $350 toward closing costs—for buyers who use both the real estate and mortgage portions of the program

Health Savings

- With the Premium Package for just $49.95 per year you and your family can get discounts on retail and mail order prescriptions, dental care, vision care and more
- Or just for $14.95 per year you and your family can take advantage of the Standard Program, which has the same discounts, with the exception of the dental care discounts and the Nurse Help Line

Education Services

- Discounts on college textbooks
- Being privy to apply for the Union Plus Education Foundation Scholarship
- Education loans for education-related expenses at any accredited college, university, trade, technical or professional school
- Resources —including financial aid counseling over the telephone, and online services that make planning for college easier and less stressful

Loan Program

- Loans from $2,500 to $25,000
- Longer repayment periods for installment loans
- No application fees or annual fees
- Member Advocacy Program
- No penalty if you pre-pay
- Skip-payment options available
- 100 percent satisfaction guaranteed
- Home Equity loans from $5,000 to $250,000
- Competitive rates and easy payments
- Loan or line of credit may be a tax deductible Legal Service
- Free consultations of up to 30 minutes via phone or in person
- 30 percent off most complex services
- No enrollment charge or annual fee
- No enrollment forms to fill out, once a union member automatically eligible for the program
- Upfront written-fee agreement
- Access to the nation's largest legal service—with over 1,700 offices nationwide

Auto Insurance

- Save an average of $330 per year
- Quality customer service
- Multi-car discount
- Comparison quotes
- The choice of body shop or mechanic is always up to you

Pet Services

- 10% saving on all insurance plans available to the general public
- 1st month's coverage paid for by Union Plus on newly available programs for cats & dogs under age 4 QuickCare First
- Premiums start as low as $7.65 for a cat and $8.95 for a dog per month
- Low $50 deductible for each insured accident or illness, unless otherwise stated
- Additional savings for multiple pets

Everyday Savings

- Travel and Recreation
- Auto Buying
- Goodyear Tires and Service
- Cingular Wireless Discounts
- Powell's Bookstore
- Computer Discounts
- Flower Discounts
- Your Credit Score
- Vacation Tours
- North American Van Lines
- ...and much more!

For more information, please visit Union Plus at www.unionplus.org.