

## LETTER FROM RMA SAN FRANCISCO CHAPTER DISSOLVING THE CHAPTER

May 25, 2007

Phil Ayling, President RMA International  
817 North Vine St., Ste 209  
Hollywood, CA 90038

Dear Phil:

This letter shall serve as official notification to RMA International that on May 21, 2007 the membership of RMA SF voted to relinquish its charter and dissolve the chapter. We regret the necessity of this decision but the membership and board of directors believe that this official affiliation between the recording musicians of the San Francisco Bay Area and RMA International has not only failed to promote their careers and professional needs, but in fact has worked to their detriment.

We look forward to a better working relationship in the future towards our mutual goals of improving the work and security of all AFM recording musicians.

Fraternally,

The Board of RMA SF

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May 25, 2007

Dear Members of the International Executive Board of the American Federation of Musicians:

We are writing to inform you that on May 21, the membership of the San Francisco Chapter of Recording Musicians Association unanimously voted to dissolve RMA SF. The RMA SF Board of Directors would like the IEB to understand why this unfortunate decision was necessary.

As you are well aware, the commercial recording industry is in a tremendous state of flux. The increase in outsourcing of recording work to non-Union venues, both domestic and international, has created a situation where the former paradigms of compensation for such work are no longer inevitable. Our goal has been to recapture that work for local players, with a Union contract that works for both producers and musicians.

The mission of RMA SF has always been:

- to unite and organize professional recording musicians in the San Francisco Bay Area
- to promote and develop recording opportunities in the San Francisco Bay Area
- to communicate, exchange information and address issues of mutual concern with other RMA chapters

We have increasingly found this mission impossible to fulfill under the existing conditions within the RMA Players Conference. Especially with regard to motion picture, television and videogame recording work, RMA International seems to exclusively serve the interests of a small group of musicians in its Los Angeles Chapter. In turn, RMA LA appears to be dedicated to keeping this work away from RMA

musicians in other chapters, and, in fact, other musicians within their own Local. One particularly offensive example of RMA International's attitude toward RMA SF was its attempt to raise the qualification levels for contract ratification, which would have rendered almost all of our members ineligible to vote. We were pleased that the IEB saw fit to maintain these levels, and hope it will continue to do so in the best interests of all recording musicians.

RMA International has been consistently unresponsive to our concerns about the state of the recording industry, and it has deliberately and actively blocked our initiatives. Each time we have formulated a proposal, whether for video games or motion pictures, we found the support we needed from AFM Local 6, and accordingly submitted our proposals through our Local.

Our experiences with RMA International have been exceedingly frustrating and unproductive. In pursuing our primary goal of increasing the quantity of high-quality recording work nationally and in the San Francisco Bay Area, two significant proposals were offered by RMA SF: A theatrical motion picture proposal was made in 2005 that effectively addressed the outsourcing issues plaguing the motion picture industry, and most recently, a video game promulgated agreement proposal was put forward that would recapture recording in an industry that has seen only 2.5% of its games recorded on AIM contracts over the past five years. Both RMA SF proposals were dismissed by RMA within hours of their submission, and as a result had to be presented by AFM Local 6.

The Board and membership of RMA SF feel that it is impossible to continue to pursue our objectives through the RMA Players Conference, and that by maintaining an RMA chapter in San Francisco our members are unwittingly undermining their own recording opportunities. The best service we can do our members, our colleagues and the Union is to withdraw from RMA, state these issues publicly for the record, and urge the IEB to:

- 1) Restore integrity to the AFM's MPTV recording contract negotiations and the process by which promulgated agreements are created. We hope you will investigate, confront and sanction those individuals who have recently misused their positions for their own personal gain and at the expense of their fellow Union members.

- 2) Pursue recording opportunities that are currently being outsourced to non-Union environments. We fully support your negotiating contracts based on the mutual interests of all recording musicians. These contracts and the interests that guide their negotiations should be responsive to the hard facts of globalization operating within the commercial recording industry.

Our motion picture and videogame recording industry is in crisis. On behalf of the Union recording musicians in the San Francisco Bay Area we urge you to consider our withdrawal from RMA as a symptom of the inequities and abuses within our industry that require your ongoing scrutiny and stewardship.

Please do not hesitate to contact us if you have further questions.

Fraternally and in solidarity,

Board of Directors, RMA SF

cc: AFM Staff

Musicians Union Local 6

Chairs, AFM Players Conferences