



PITTSBURGH MUSICIAN

OFFICIAL JOURNAL OF LOCAL 60-471, AFM
PITTSBURGH MUSICIANS' UNION
JULY-SEPTEMBER 2026

YOU ARE THE UNION!

WWW.AFMPITTSBURGH.COM

Overture

**By George Clewer
President/Secretary**

Here we are in the month of July already. It's an old cliché but I really don't know where the time goes! Half-way through 2026! From a financial standpoint the Local is doing very well. I'm cautiously optimistic that we can get through the year without seeing any red ink on our balance sheet. Only time will tell. Sometimes there are unexpected expenses such as a difficult negotiation where we are employing our legal counsel and that can run up the bill. I really don't see anything too problematic looming in the near future but you never know. We have the upcoming merger of Pittsburgh Civic Light Opera and Pittsburgh Public Theater which is expected to happen this coming January from all reports. These are uncharted waters so we will have to see what ultimately transpires. We may need some legal advice for this. We do know that River City Brass and the PMU will be sitting down at the table to negotiate a successor agreement and our legal counsel, Kevin Case, will be leading us in that negotiation. Hopefully things will go relatively smoothly

On another front, we want to invite you to the Old-Timers Party which is scheduled for Monday, September 14th beginning at 6:30pm. Once again, Lou Lucarelli will be hosting a jam session and we invite any interested members to bring your axe. Please see the notice on this page.

Please read the remainder of the journal and hope to see you at the Old-timers and/or the October General Membership Meeting.

george

DUES REMINDER

REGULAR MEMBERSHIP
\$45.00

HONORARY LIFE MEMBERSHIP
\$25.00

THIRD QTR. PAYMENT IS DUE DURING THE MONTH OF JULY TO AVOID A LATE FEE. BY BEING PROMPT, YOU ARE SAVING YOURSELF DOLLARS AND HELPING US PAY OUR BILLS. THANK YOU IN ADVANCE.

**OLD-TIMERS PARTY
MONDAY, SEPTEMBER 14TH
6:30PM-?
THE LOU LUCARELLI BAND**

GOOD FOOD AND DRINK

NO ONE WILL LEAVE EMPTY-HANDED!

**PLEASE JOIN US AT GAETANO'S
ON BANKSVILLE BEGINNING AT 6:30PM
DINNER SERVED AT 7:30PM**

**PLEASE CALL FOR DINNER RESERVATIONS
412-855-5137
OR E-MAIL
president@afmpittsburgh.com
Please give us a one week notice.**

**OCTOBER GENERAL MEMBERSHIP MEETING
MONDAY, OCTOBER 5TH
GAETANO'S ON BANKSVILLE**

7:00PM	COCKTAILS
7:30PM	DINNER
8:15PM	BUSINESS MEETING

PLEASE CALL AHEAD FOR DINNER RESERVATIONS
412-855-5137
OR

E-MAIL president@afmpittsburgh.com
Let us know by Monday, September 28th. Thanks!

'BURGSOUNDS

WORK DUES

Well, I'm going to begin with a topic that I know is near and dear to our hearts. That would be WORK DUES! Now, no matter how you slice it, work dues are vital to the survival of this and every other AFM Local. Of course we

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pay our annual membership dues in order to belong to Local 60-471 but that isn't nearly enough to cover the operating costs here. The Local sends the better part of \$90,000.00 annually to the AFM in the form of symphonic work dues and per capita taxes on all of our members. This is a fact of life. If we were only to collect membership dues from all members, we would fall woefully short of the dollars needed to exist. We simply wouldn't be here. The following is an excerpt from our Local 60-471 bylaws.

E. Work Dues: With the exception of musical services performed for parades and at clubs, bars, and lounges, all members shall pay dues based on earnings ("Work Dues"), including those due the AFM (Federation Work Dues") on all musical services that the member renders within the geographical jurisdiction of the Local. The calculation of Work Dues shall be as a percentage of scale wages for the engagement.

In the case of Local 60-471, our symphonic work dues are 2.05% of scale. What this means is that if you perform with the Pittsburgh Symphony Orchestra, Pittsburgh Opera Orchestra, or Pittsburgh Ballet Orchestra, 2.05% work dues will be deducted from your pay scale and remitted to the Local. I should point out here that this is a very modest percentage and I know that Philadelphia Local 77-277 has a work dues rate of 3.5% across the board and some other Locals an even higher rate. See Wheeling, Local 142. Their work dues currently stands at 4%. A portion of those work dues is then sent to the Federation as mandated by the AFM bylaws. This is all well and good, but there is an obligation for all members to pay work dues to their home Local if performing in that jurisdiction. Our regular work dues are calculated at 2% of scale. Again, very low. To further amplify, for example, when I work for **Rick Purcell**, no matter what type of engagement other than a parade or a club or lounge gig, 2% of my scale wages are deducted from my pay scale and

CONTACT INFORMATION

TO CONTACT OFFICE MANAGER MIRIAM LESIKIEWICZ REGARDING MEMBERSHIP AND DUES MATTERS PLEASE CALL 412-215-9545 OR E-MAIL **mandy6454@hotmail.com**.

TO CONTACT PRESIDENT/SECRETARY GEORGE CLEWER REGARDING MPTF OR CONTRACTUAL MATTERS PLEASE CALL 412-855-5137 OR E-MAIL **president@afmpittsburgh.com**

TO LEAVE A VOICE MAIL ONLY PLEASE DIAL 412-281-1822 AND LEAVE A MESSAGE. WE WILL RETURN YOUR CALL AS PROMPTLY AS POSSIBLE.

remitted to the Local. Rick does this just as his father **Jack Purcell** did for all of the many years he was in the music business. The late **Ron Bickel** made certain that he paid work dues on himself and his sidemen on all engagements required. Many other of our leaders have followed suit over many years. This is what our bylaws call for and what a member of the Local is obliged to do. It's not voluntary, but an obligation. If you perform any MPTF projects, you know that those work dues are calculated at 5% as mandated by the Federation. Those work dues are then split between the Local and the AFM. Here's the kicker. What we are seeing here and what other Locals such as ours are experiencing is that leaders are not deducting work dues from engagements or filing engagement reports with the Local. Some of our members may not even realize that this is a requirement for all. If you are a member of the Pittsburgh Musicians' Union, your duty is clear. Work dues are due to the Local on any work that you book as a leader and should be paid on not only yourself but on each one of your members. These engagements would include wedding receptions, wedding ceremonies, private parties of any kind, bar mitzvahs, anniversaries, conventions, you name it. If this Local was able to collect all the work dues owed it, we would be in a much better position to help more of our members with the work place problems that come up all too often. To reiterate, if you have performed with a string trio or quartet for a wedding ceremony and/or reception, then work dues are due the local. If you play in a wedding band, it is the band leader's duty to file an engagement report and remit the required work dues to the Local. I really do not wish for the Local to be heavy-handed regarding any of this and I really don't believe that it should be necessary if you understand what you have just read. Many Locals employ a business agent to check on these types of engagements in their jurisdiction and report these engagements to the Local. We have looked into this possibility and are preparing to move ahead with it. After all, our bylaws call for these work dues payments and it is for the good of all and that's what we are all about! Thanks for reading.

WORKERS' MEMORIAL DAY

We will move on to something a bit different but quite profound. Workers' Memorial Day has been celebrated for many years all around these great United States of America. One such celebration took place back on April 28th of this year at the Steelworkers Plaza here in the 'Burgh. This day is set aside to honor all those workers who have lost their lives while in the line of duty in the workplace or from a debilitating disease brought on by their work in some cases. Bill Flanagan from SAG-AFTRA served as the MC for the proceedings and the Keynote address was given by Roxanne Brown, USW International President. Also in attendance were Allegheny County Executive Sara Innamorto and Cioty of Pittsburgh Mayor Corey O'Conner. I ran into member **Sasha Shapiro** who serves as an attorney for the

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United Steelworkers while there. Sasha is a fine violist and has been a member of the Pittsburgh Musicians' Union for quite some time and, I might add, her attendance at our General Membership Meetings is always appreciated. The Local, as always, was asked to provide two trumpet players to play taps at the end of the ceremony. **Ralph Guzzi** and **Joe Herndon** did a beautiful job.

STAR WARS: A NEW HOPE

As I do now and again, I made the trip to Wheeling, WVA to catch the Wheeling Symphony on a Sunday afternoon in early May. I don't normally accept any comp tickets, but since I have nothing to do with WSO negotiations with Local 142, I was very happy to make use of it! On this day, the orchestra was performing to the sound track of Star Wars: A New Hope. This is a somewhat



recent kind of programming, obviously designed to reach an entirely different audience than the regular programming does. We see this just about everywhere these days and our own Pittsburgh Symphony Orchestra has done a number of these over the past so many seasons. Of course the Star Wars soundtrack, composed by John Williams, is spectacular. I had the occasion many years ago to play a trio gig at Heinz Hall in the foyer after a performance of John Williams' music with Mr. Williams conducting the PSO. It was quite electric. I refer to the PSO concert and not the trio gig!! Anyway, the WSO did a terrific job with the music which is not particularly easy to play and, at times, I forgot that I was listening to the orchestra and not the movie soundtrack. Adding to the fun was the fact that I'd never seen the entire movie from start to finish before. It was a nice way to spend a couple of hours and always great to see so many of our Local 60-471 members on the stage in the Capital Music Hall. **Robin Driscoll** serves as personnel manager of the WSO.

AFM CONVENTION

We are recently returned from the American Federation of Musicians convention, this year held in Ottawa, Canada. I should mention that the Eastern Conference of Locals was held in conjunction with the convention beginning a couple of days just prior to that convention. I did not attend the Eastern Conference basically due to the length of time that it would require for me to be away and we do have **Elliott Ratliff** who I can count on for that. Elliott has



served as president of that conference for the last 2 years and recently relinquished that position in Ottawa as is customary. This has to be my eighth such convention, having missed the last one three years ago due to family health issues. It was good to get back and see many officers and delegates from around the country who I've had the privilege of knowing and working with over the last almost 24 years now. There is a lot of work at these conventions and I was happy to be involved with it all. Much of the day involves sitting in the convention hall listening to various speakers discuss issues vital to the professional musicians and the music business and most importantly voting on amendments and resolutions into AFM bylaws introduced there. That is the real work of the convention along with the election of officers, IEB members, and the like. It can be a grueling few days but there is usually time to relax and socialize a bit in the evenings. Thankfully, Becky was with me and served as my travel agent to make certain that I end up in the right hotel in the right country! Glad to have been able to attend but it's always so nice to be home and to sleep in your own bed! Please see some photos in the 'Burg Scenes' section. There will be much more regarding the convention and some issues and outcomes that took place at this year's gathering. Look for more in the 4th quarter edition of our newsletter.

MPTF PERFORMANCES

I was able to attend an MPTF co-sponsored performance at the Whitehall Library back in April featuring **Andy Yalch** and **Lou Lucarelli**. First, it was good to see the program well attended. Secondly, Andy and Lou did a great job playing a wide variety of jazz including Grover Washington's Mr. Magic and Billy Strayhorn's Take the A Train. The combination of keyboard and vibes was perfect for the room and went over really well. During the performance, Andy's cell phone rang and it was none other than our office manager, Miriam. After a short conversation, as Andy explained that he was in the middle of a gig, it was back to the music. It was a funny moment to say the least! We have scheduled many solo, duo and trio performances as well as much larger ensembles all the way up to 18 musicians. If you have a line on a possible MPTF project, be sure to contact us and we can help make it happen. At the time of this writing, we have over \$30,000 in scale wages on the books for this fiscal year thru MPTF. You may either e-mail me at president@afmpittsburgh.com or call at 412-855-5137.

JOE NEGRI

I was very saddened to hear of the passing of a musical icon in the person of **Joe Negri** back in late May. I first met and worked with Joe over 40 years ago on a show at Heinz Hall. I can't recall who the act was but Joe was hired to fill the guitar chair. I got to know Joe pretty well as time went on even working a wedding gig or two with him

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"Chase your passion, not your pension" ~ Dennis Waitley, speaker, writer

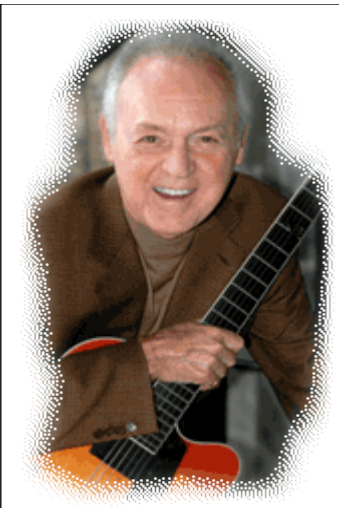
'burgscenes



IEB members being sworn in at the 103rd AFM Convention. Dusty Kelly, Marta Bradley, Kale Cummings, Ed Velasco, and Lenny DiCosimo. The opening ceremony of the convention. There will be more photos and other info regarding the convention in the next edition of the newsletter.

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and playing on an album by Joe that the late **John Wilson** wrote the arrangements for. Joe could play with anybody and was a really nice guy to go along with it. I don't believe that I ever heard an unkind word spoken about Joe in all the years. The funny part about Joe playing Handy-Man Negri on Mr. Rogers' Neighborhood is that Joe was somewhat challenged to fix much of anything in real life and was the first to admit it. Joe really got in on the early days of live TV here in Pittsburgh and I can just barely remember him



performing on the Buzz and Bill show on KDKA back in the 50's. That show was followed by another Local 60-471 member, **Slim Bryant** doing country western music. All done live in the studio. I once had to meet Joe at the Channel 4 studios to go over some music for a wedding we were playing and ended up rehearsing on the set of Action News with him. Had to play flute for the ceremony. That in and of

itself should have made the news!! Joe not only played music but taught guitar at Pitt, CMU, Duquesne and inspired so many young musicians and made a lasting impact on all the lives he touched. He will be sorely missed by all who knew him. Joe, rest in peace.

BILL MARZSALEK

When it rains, it pours or so they say. I've just received word of the passing of former Local 60-471 Secretary-Treasurer Bill Marszalek. Bill had been in ill health for a while and passed away in Presby Hospital in Oakland. Bill was a guitarist and singer and served as a business agent here for the Local back in the 1980's and 1990's. Bill took over as Secretary-Treasurer at a very difficult time in our Local during Anne Feeney's presidency. Bill came in cold to replace Vince Ventresca who had resigned that office. Bill did an amazing job of getting up to speed and taking care of business. I met Bill around that time and later worked with him when I became president here. Bill could be a bit tough at times when he believed that he was right about something and that made it somewhat difficult when I had that very same trait! Oh well, at the end of the day, I believe that Bill and I worked pretty well together! I last saw Bill at the Gmitter Funeral Home on the South Side where we were both paying our respects to Miriam's mom last October. We had a good talk then went our separate ways and never saw one another again. My condolences to the entire Marszalek family. Bill, rest in peace!

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AFL-CIO NEWS

UAW workers at the Three Rivers, Michigan facility launched an unfair labor practice at General Motors part supplier American Axle. Workers at the Three Rivers, Michigan facility produce axles for the Chevrolet Silverado and GMC Sierra. Their labor has generated \$8.4 billion in profits for GM over the last decade. Despite this, UAW members are struggling to make ends meet with their wages still lagging behind inflation from when they made major sacrifices to save the facility during the 2008 recession. The Union filed the ULP charges against the company late last month after management called the police on off-duty employees who were distributing UAW fliers, buttons, and stickers. "We will not be intimidated, we will not be ignored," said Josh Jager, bargaining chairman at UAW Local 2093. "Just like members of the big three, we made major sacrifices and we're done being left behind."

Nurses at Saint Mary of Nazareth Hospital in Chicago notified administrators recently that they were going to hold a one-day work stoppage to protest retaliation they've faced while organizing to join the **National Nurses Organizing Committee/National Nurses United (NNUC/NNU)** Management at the hospital, which was acquired by Prime Healthcare in 2025, has been targeting nurses who are speaking out about unsafe working conditions. Four nurses have been fired for engaging in federally protected Union activity. "Singling out pro-union nurses shows that Prime is using discipline to retaliate against us and silence us," said Maria Russ, RN, in behavioral health. "We are striking because experienced nurses who speak up and advocate for patients have been targeted and pushed out of the hospital." "Patient care is our top concern and is at the forefront of our fight," said Brenda Hernandez, RN in the ICU. "We are striking because terminating experienced nurses has left the hospital short staffed. Nurses need a seat at the table to advocate for our patients."

ANTI RACISM TEAM

I had a phone call from a good friend, **Gary Murphy** a few weeks ago telling me about an event being held just a few blocks from my home in Bethel Park. Many of you may recall Gary from his many years employed at Volkwein's Music in the instrumental music department. Known as "Murph" to all of his friends, he told me that his son Kevin was leading a student African drumming ensemble that was playing at the event and it would be great to meet up if I was available. Well, it was a Saturday night and my only plans were to do some practicing and watch *Sven-Goolie* later so I made my way to Christ United Methodist Church on Highland Avenue to see what it was all about. It was great to see Murph and to meet his grand daughter who played in the drum ensemble. After the cocktail hour and the drum ensemble performance which was really great BTW, I was ushered into a dining area and a sumptuous dinner that I hadn't even paid for. I kept asking if this was OK. I hadn't

paid for a ticket to anything and here I was having a great meal on the house. Murph just said, "It's all good. Sit down and enjoy, Clewer!". After the meal, we went into the sanctuary for a program honoring Heather Burtch for her efforts to combat racism. Heather led many workshops, study groups, and co-facilitated Anti-Racism trainings for candidates for ministry over many years of service. The annual ceremony itself is in honor of Paul Taylor, an elder and former District Superintendent in the Western PA Conference and a true hero in the fight against racism. It was a very moving ceremony and I can say that I was honored to be in attendance for such an event. My thanks to Gary Murphy for inviting me there and to all who made it such a great evening.

PIRATE CHARITIES

Just a few weeks ago, my wife, Becky, and I participated in a Pirate Charities event at PNC park. They held a walk to support mental health awareness and I was very pleased to be present and part of it all. The walk was mostly inside the ball park including the rotunda and even the outfield warning track. It was only two miles long and I did pretty well for an old saxophone player. It was lots of fun to see some Pirates players there along with manager Don Kelly from Mt. Lebanon no less. There were games after the walk and we participated in those and actually won a Bryan Reynolds bobblehead and a Bill Mazeroski one as well. Maz was a childhood sports hero of mine as I was old enough to recall the 1960 World series 9th inning homer that sent the losing NY Yankees back home to the Bronx! Lots of fun!

FINAL THOUGHTS

I probably don't say it often enough here in the journal or anywhere else but I want to express my thanks to all of you for being members of Local 60-471, Pittsburgh Musicians' Union. This Local would mean very little without you here to support it. It's so important to have the great support that you provide, both monetarily and otherwise. It is a good feeling to know that I have the backing of so many wonderful musicians when I'm at work in the office or at a conference, convention, or at the bargaining table. Miriam and I along with our Executive Board truly appreciate each and every one of you! Never think that you are not a major contributor to this Local by just sending in a dues payment. It means a great deal to have that support. It's also good to see many of you at our General Membership Meetings and our Old-timers party each year. Again, without you it would all be so meaningless. Thanks from the bottom of my heart for your continued membership and support of the Local. And please don't forget--In the end, you're all we've got!

Take care of yourselves until we get together again here in the Newsletter or at a Union related activity. Please don't forget about the October General Membership meeting or the Old-Timers Party if you qualify to attend. You must be at least 50 years of age or have 20 years or more membership in our Local. One or the other is all you need.

George

**Pittsburgh Musicians Union
General Membership Meeting
2/2/26
Called to order 8:07 pm**

Pledge of Allegiance lead by President Clewer.

Role call was lead by President Clewer.

Executive Board -All board members were present.

Minutes were read from last general meeting by Vice President Yalch. There was a motion to approve by Tom Evans and seconded by Sasha Shapiro. The motion carried unanimously

Deaths-There was a moment of silence held to respect the passing of 2 members since our last general meeting

MPTF-George talked about the continued success of the MPTF program and stated that all members were eligible to participate.

Good of the local-Doug Rosenthal commented on how bad it was for President Trump to try and change the name of the Lincoln Center. He hoped the National would get involved in fighting this.

NFL Draft-Members discussed ways our local might get involved in this event.

A motion to adjourn was made by John McCarthy and seconded by Al Wrublesky. Motion carried- unanimously.

Meeting Adjourned 8:55 pm

Respectfully submitted by

Andy Yalch -Vice President

“ A problem is a chance for you to do your best.” ~ Duke Ellington

Pittsburgh Musicians Union
Executive Board Meeting
3/25/26
Called to order 4:58 pm
Via Zoom Internet

Attendance-All board members were present.

Minutes read from previous meeting. Motion to accept as amended by Tom Evans and seconded by Doug Rosenthal. Motion carried-unanimous.

Financial statements were reviewed.

New Members-There were 6 new members. Motion to accept by Andy Yalch and seconded by MaryBeth Schotting. Motion carried-Unanimous.

Rachel L. Daniels-03/24/2026, Piano, Electric Piano

Caleb M. Drayer (Student)-03/03/2026, Trumpet

Matthew J. Montelione (Student)-03/03/2026, Trumpet

Levi R. Raver (Student)-03/03/2026, Trumpet

Emily A. Sapa (Student)-03/24/2026, Flute, Piccolo

Mark E. Snyder-03/03/2026, Trombone, Guitar, Baritone

Resignations -There were 5 resignations. Motion to accept with regrets by Joe Herndon and seconded by Andy Yalch. Motion carried-unanimous.

Reid J. Hoyson-effective December 31, 2025

David S. Lintz-effective December 31, 2025

Jonathan R. Moser-effective December 31, 2025

Mary A. Moser-effective December 31, 2025

Joan A. Zelkowicz-effective December 31 2025

Deaths-There were 2 deaths to report. A moment of silence was held in their memory.

Ronald E. Bickel-Died 02/21/2026, Piano, Electric Piano

Alan P. Skwarla-Died 03/12/2026, Flugelhorn, Trumpet

General Meeting – The next general meeting will be held the first Monday in May at Gaetano's Restaurant.

MPTF-The board discussed increasing the MPTF scale. A motion was made to increase the scale by Andy Yalch and seconded by Doug . Motion carried unanimous.

CLO-There is still no bargaining agreement.

Playhouse-Negotiations to start soon.

AI-Because AI is part of everyone's business now, Doug Rosenthal suggested we join Pittsburgh AI Safety Coalition headed up by PMU member, Max Blair. After a discussion, Mary Beth Schotting made a motion for PMU to join this organization. The motion was seconded by Doug Rosenthal. The motion carried unanimous.

“ What you dislike in another take care to correct in yourself.” ~ Thomas Sprat

Motion to adjourn-Tom Evans and seconded Andy Yalch – Motion carried-unanimous

Meeting adjourned 5:46pm

Next meeting 4/29/26- 4:15 pm

Respectfully submitted by Andy Yalch-Vice President

**Pittsburgh Musicians Union
Executive Board Meeting
4/29/26
Called to order 4:31pm
Via Zoom Internet**

Attendance-All board members were present.

Minutes read from previous meeting. Motion to accept as amended by MaryBeth Schotting and seconded by Doug Rosenthal. Motion carried-unanimous.

Financial statements were reviewed.

New Members-There were 3 new members. Motion to accept by Tom Evans and seconded by Joe Herndon. Motion carried-Unanimous.

Thomas Loescher-04/15/2026, Cello

Christopher J. Rosendale-04/29/2026-Saxophone, Flute, Clarinet, Bassoon

Marc A. Tessier (Student)-04/17/2026, String Bass, Electric Bass

Resignations -There were 2 resignations. Motion to accept with regrets by Doug Rosenthal and seconded by Tom Evans. Motion carried-unanimous.

John P. Garrick, Jr.-effective March 31, 2025

Daniel E. Gostein-effective December 31, 2025

Deaths-There were no deaths to report.

General Meeting - The next general meeting will be held the first Monday May 4th at Gaetano's Restaurant.

Monetary Reimbursement-A motion was made by MaryBeth Schotting to reimburse Office Manager Miriam Lesikiewicz for union related business expenses. Motion to accept by Joe Herndon and seconded by Doug Rosenthal. Motion carried unanimous.

Duquesne U. Recording- Doug Rosenthal reported about a situation involving some members of the Duquesne University Wind Symphony. On April 20th, students performed in a recording session at red Caiman Studios. The students were told by their director that participation was man-

datory and that content captured during this session was solely to be used for a project by Duquesne composition students. However, the students believe that, either in addition to or instead of this, content from this session was given to a professional film company. Several of the students are also PMU members, and they are very concerned that this is an instance of wage theft. Doug Rosenthal, who is on the faculty at Duquesne, is currently in discussions with school administrators following up on this matter.

Motion to adjourn-Andy Yalch and seconded Doug Rosenthal.

Meeting adjourned 5:42 pm

Next meeting 5/26/26- 4:15 pm

Respectfully submitted by Andy Yalch-Vice President

INFO UPDATE

IF YOU BELIEVE THAT THE LOCAL DOES NOT HAVE YOUR CURRENT CONTACT INFO, PLEASE TAKE THE TIME TO PROVIDE US WITH ALL. IT IS MUCH APPRECIATED!

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"Be yourself. No one can ever tell you that you're doing it wrong."

~ James Leo Herlihy, actor, playwright, novelist

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of the Pittsburgh Musicians' Union.

George A. Clewer.....Editor

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Doug Rosenthal, Rebecca Koehnermel
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person submitting same and that these opinions are strictly those of the signers. Publica-
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