

**Case # 12023 Francisco Donaruma vs. Pawel Knapik**

**The Local 802 Trial Board convened on this case as follows:**

Wednesday, March 12, 2025: A virtual Local 802 Trial Board meeting was called to order at 1:00 p.m. The following Trial Board members present: Janet Axelrod, Jen Herman, Aaron Korn, Mary Anne McSweeney, Warren Odze, Allison Seidner and Sue Williams. Also present was Local 802 Recording Vice President Harvey Mars (Adjourned 2:01 p.m.)

Seidner chaired the Local 802 Trial Board meeting.

The Board determined that in light of the Defendant Knapik's failure and refusal to comply with the Trial Board's September 18, 2023 and February 7, 2025 orders requiring him to submit a written apology letter to Francisco Donaruma and everyone who had received Knapik's letter that was the subject of the charge, Knapik will be given a final opportunity to comply with the order. Knapik shall have fourteen days (14) from the date this letter is e-mailed to him to comply.

In response to Knapik's assertion that he does not have access to the addresses of the individuals that he is being required to copy the apology letter to, Local 802 is providing both the e-mail and postal mail addresses of these individuals in attachment 1 to decision.

If Knapik still fails to abide by the Trial Board's order by 11:59pm on 4/7/2025, the following schedule of payment penalties shall be imposed. The penalties imposed are aggregate, not cumulative.

If the emails and letters are not sent by 11:59pm on 4/7/2025: \$1,000.00

If the emails and letters are not sent by 11:59pm on 4/21/2025: \$3,000.00

If the emails and letters are not sent by 11:59pm on 5/5/2025: \$5,000.00

If the emails and letters are not sent by 11:59pm on 5/19/2025: Expulsion from Local 802 membership

If expulsion from membership is imposed, Knapik, pursuant to applicable AFM Bylaws, will be subject to expulsion from every AFM local of which he is a member. In order to rejoin any AFM local, he may be expelled from, Knapik will have to pay the accrued fine, submit the apology letter as directed, and pay any accrued initiation fee and/or dues owed at that time.

The letters shall be submitted by both e-mail and certified mail return receipt and the cards acknowledging receipt shall be forwarded to the Trial Board at the following e-mail address: [TrialBoard802-2025@local802afm.org](mailto:TrialBoard802-2025@local802afm.org)

The text of the apology letter remains unchanged and is included below for reference:

*I, Pawel Knapik, apologize to Francisco Donaruma for committing an act that tended to injure Francisco Donaruma's reputation in relation to his calling as a musician. (Local 802 Bylaws: Article IV, Section 1 (gg)).*

*I was wrong to disseminate disparaging comments about a fellow musician spoken to me in a private conversation. Although I do not agree with these comments, I was in error to share them.*

*I will send a copy of this apology to everyone who received my original email (16 individuals). I will send the apology letters via email as well as via the USPS, certified mail. On each of these 16 emails I will CC Local 802 Recording Vice President, Harvey Mars and Allison Seidner, Trial Board, Chair.*

Issued: March 20, 2025  
Local 802 Trial Board