

The Newsletter of the PROVIDENCE FEDERATION OF MUSICIANS, 198-457

MARCH 1998

TWO MAJOR AGREEMENTS SIGNED

Symphony Orchestra, Local Unite

After a seven-year administrative separation, the players of the Rhode Island Philharmonic Orchestra, always dues-paying members of our Federation, have rejoined their local administrative and labor negotiations arrangements with AFM Local 198-457.

The separation came in 1991 when the local players decided, as did other symphony players throughout the

country, to come under the administrative and labor contract auspices of a new arm of the AFM, the Orchestra Services Program (OSP).

The AFM created the OSP as a means of resolving financing and relationships issues that symphony players were having with their locals. In the past two years the AFM has been attempting to have orchestra players return to services under the locals, claiming that OSP was always thought of as a temporary, stopgap measure.

The new agreement, signed on Saturday, February 21, allows symphony players to "form their own association" with its own by-laws, but subject to the bylaws of AFM and Local 198-457.

Labor negotiations with symphony management will be performed by a committee comprised of the "Players Association" and the "Local." Neither group will act unilaterally "in the enforcement, administration, dealings with the media or negotiation of collective bargaining." The Local will provide the Players "the services and resources" as provided in AFM by-laws.

The orchestra players can also elect their own steward to keep the Local informed of activities of the orchestra players, to investigate grievances, and serve as

Resolutions Topic of General Meeting, Tuesday, March 31, 6:30 p.m.

Two resolutions twice approved, but denied on technical grounds by the AFM, and a resolution regarding work dues for symphony players are the major items on the agenda for the General Meeting to be held Tuesday, March 31, at 6:30 p.m. at the American Legion Hall, Legion Drive, Cranston

The two resolutions that need to be revoted are: elimination of the annual salary for the office of vice-president, payments being made on a per meeting basis only, and the limitation of one executive board meeting per month – unless a specific meeting is called by the president. Both resolutions were proposed, and the membership twice approved, in order to save money.

Since the resolutions dealt with financial matters, the AFM ruled that proper notice was not given the membership. Hence, the resubmittal.

The first resolution regarding the vice-presidency states: "Be it resolved that the \$1,500 stipend paid annually

Theater Accord - First Ever!

Wednesday, February 17, is an historic day for our Federation, for it was on that day that the very first agreement with a theater was made by Local 198-457.

The agreement, signed with the Providence Performing Arts Center (PPAC), recognizes this Local as the "exclusive representative for purposes of bargaining with respect to conditions of the engagement of all musicians who perform

at PPAC."

The agreement was made by President Cabral, who has been involved in negotiations with the Theater, started several years ago by President Conte, and the Theater Committee, comprising Eliot Porter, chairman, Jane Murray, secretary, Evan Lattimore, John Allmark and James Kirker. The group was assisted by Atty. Paul Phillips, a trumpeter and former member of this Local.

The Theater was represented by Lynn Singleton, PPAC Director; his assistant Alan Chilli; staff members Bill Brackett and Norbert Mongeon, and Atty. Robert Brooks.

The agreement also includes wage scales, approved at a General Meeting of the Local on January 20, 1998, and listed below.

The agreement came several days before the first performance of *Phantom of the Opera*, and the Local is indebted to the AFL-CIO, through the good offices of Vice President George Nee, and other unions for their assistance and support in the difficult, final days of negotiations: the Providence Central Labor Council and Paul McDonald; the International Brotherhood of Teamsters, Local 251; the United Food and Commercial Workers, Local 328; the International Longshoremen, Local 1329; Electrical Workers, Local 1196; New Eng-

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Symphony Orchestra, Local Unite

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liaison between the Local officers and the Players Association. The steward will be compensated from work dues paid by the orchestra players.

A resolution before the General Meeting on March 31 would require symphony players to pay work dues of 2.5% of wages on all performances under collective bargaining agreements.

The Players-Local agreement provides a transition year in which the OSP will gradually relinquish its administrative work, transferring it to the Local.

The agreement was reached, after two years of negotiations, in a final two-day work session. Representing the orchestra players were: Bob Caplin, chairman; Tony D'Amico, vice-chairman; Gabe Langfur, secretary; John Dempsey, treasurer; Ann Samuelson, publication director; and Eliot Porter, steward.

The executive board represented the Local, including President Artie Cabral; Vice President Bob Sagnella; Treasurer Bennie Pazienza; Interim Secretary Tom Pasquarelli; and Executive Board members John Worsley and Dick Salzillo. Attorney Paul Phillips represented the executive board. Tim Shea, of the AFM, assisted.

Resolutions Topic of General Meeting, Tuesday, March 31, 6:30 p.m.

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to the vice president be eliminated. The vice president will be paid on a per meeting basis of \$25 per meeting.

The resolution limiting monthly meetings states: "Be it resolved that executive board meetings be limited to one per month, except special meetings may be called by the President."

The work dues resolution for symphony players, resulting from a new agreement with the orchestra, states: "The work dues rate for symphonic engagements performed under collec-

tive bargaining agreements shall be two and one-half percent (2.5%). Work dues paid under this by-law shall not count toward the work dues cap on miscellaneous engagements."

Theater Accord - First Ever

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land Health Care Employees, District 1199; and the Rhode Island Federation of Teachers.

The wage scales in the agreement, and also forming Schedule VII of the Local wage scale list, are:

EFFECTIVE	1/1/98	7/1/98	7/1/99
Performance	\$105	\$111	\$120
Rehearsal (3-hr. call) on day of performance	f 80	82	85
other than same da until 6 p.m.	y. 94	95	97
other than same da after 6 p.m.	y. 103	108	115
Overtime	20	22	23
Sound Checks	38	39	40

Instrument Cartage

Musicians shall be reimbursed for the costs of transporting the following instruments:

r transporting the ronowing matrum	CHILD.
Bass Drum	25
Chimes	40
Congas	10
Crotales	20
Glockenspiel	10
Gong w/stand	20
Marimba	40
Multiple percussion set-up	25
Timpani (each)	40
Vibes	40
Concert (3-1/2 octave) Xylophone	30
Pit Xylophone	20
Amplifier	20
Harp	50

The above rates shall not apply if the purchaser pays a mover.

Premiums

First (lead) trumpet and concertmaster shall each receive an additional 20% of base wages.

Playing on Stage or in Costume

Any musician required to play outside the pit and in view of the audience shall receive ten (10) percent per performance/week in addition to the applicable rates set forth herein. Any musician required to play outside the pit and in costume shall receive a total of twenty (20) percent per performance/week in addition to applicable rates. A "costume" shall be defined as customary concert dress.

Secretary's Position

As the new administration began, executive board member John Worsley volunteered on a non-paid basis to serve in the open position (there were no candidates in the election) of Secretary.

Worsley spent the month not only performing the duties but, given his management experience, in also studying the needs of the office and organizing activities. Since the end of January the position has been filled on an interim basis by Tom Pasquarelli, a bass player, who also has business and computer skills. He has been reorganizing the membership records with the help of Treasurer Pazienza. (See the story about the Directory.)

New Directory

The good news is that there is a new membership directory, the first since September, 1993. It has been mailed to members.

The bad news is "gremlins" got to the lists, and there are a number of inaccuracies. Interim Secretary Tom Pasquarelli, with the help of Treasurer Pazienza, went through the lists name-by-name, making what corrections needed to be made, and adding any new members and changes of address and telephone since the directory was printed. These lists have been sent to members so that each person can update the directory.

President Cabral is asking members to keep their information filed with the union up-to-date. The by-laws require changes be made one week after each occurrence.

Cabral is planning to install a new computer system in the Federation office, and expects that the Local will always have current membership information. He also plans to print less expensive directories on a more frequent and regular basis by using current information.

Treasurer's 1996 Year-end Financial Report

hile the 1996 financial report shows a slight increase in receipts over expenditures for the year, an amount of \$669, the Local in actuality had to decrease its net holdings by \$6,192 to maintain a near balance between receipts and disbursements.

Savings for the year in investment funds declined from \$36,557 at the start of the year to \$30,365 at year's end.

Dues (annual dues of \$61,165; work dues of \$5,819; and travel work dues of \$3,128 — a total of \$70,182) accounted for only 72% of the \$97,357 needed to operate the Local in 1996.

The largest expenditure for the year was the per capita tax paid to the AFM, an amount of \$23,982 or 24.6% of the budget. Insurance was the next largest expenditure, 22% of expenditures, or \$21,383. Salaries amounted to 20% of the budget, or \$20,517.

All other expenditures were much smaller; payroll taxes, rent and payments to the Health and Welfare Fund being only in the five thousand dollar figures, followed by office expenditures of \$3,271.

If the same financial picture holds true for the 1997 fiscal year – a report is due from the accountant in several months – then at issue for the officers, and the finance committee, and ultimately the members, is to reconcile differences between costs of operating the Local and its receipts.

Details of the Treasurer's 1996 yearend financial report are shown at right. PROVIDENCE FEDERATION OF MUSICIANS
STATEMENT OF CASH DISBURSEMENTS FOR THE YEAR ENDED DECEMBER 31, 1996

Gross Salaries Less: Deductions	\$20,517.00 5,288 43	
Net Salaries	-	\$15,228.57
Per Capita		23,982.93
Life Insurance		21,383.06
Payroll Taxes		5,934.95
Rent		5,656.56
Health & Welfare		5,010 00
Office Expenses		3,271.52
M.P.T.E		2,641.25
Utilities		2,606.46
Legal and Accounting		1,950,00
Board Fees		1,850.00
Cavalcade of Bands		1,800,50
Payments for Musicians Band	d Concerts	1,414.00
Postage		1,010,00
Golf Tournament		1,060.00
Fanfare		879.93
New England Conference		615.00
Property Insurance		303.00
Federation Initiation Fees		200 00
Meeting Expenses		195.50
Dues Refunded		154 00
Contributions		114.00
Tangible		85 83
Senza Sordino		10 00
TOTAL DISBURSEMENTS		\$97,357.06

STATEMENT OF CASH RECEIPTS FOR THE YEAR ENDED DECEMBER 31, 1996

Dues	\$61,165.16
Work Dues	5,819.09
Travel Work Dues	3,128,55
Initiation Fees	740 00
Federation Initiation Fees	200.00
Fines	1,119.50
Reinstatement	550.00
Resignation	317.00
Payne Webber	10,000.00
Health & Welfare Loan	3,000.00
Cavalcade of Bands	4,843.00
Musicians Performance Trust Fund	2,641.25
Payments for Musicians Band Concerts	1,414.00
Golf Tournament	1,369.00
Assessments	1,210.00
Donations	500.00
Health & Welfare	10.00
TOTAL RECEIPTS	\$98,026.55

SCHEDULE OF ASSETS FOR THE YEAR ENDED DECEMBER 31, 1996

	January 1, 1996	December 31, 1996
Checking Account	\$3,550.32	\$4,219,.81
Health & Welfare	867.72	1,514.99
Portfolio Account	30,634.61	23,899.20
Health & Welfare Fund	1,504.84	731 22
TOTAL ASSETS	\$36,557.49	\$30,365.22

Annual Dues:

Regular Members \$150.00 - \$37.50 Quarterly Life Members \$85.00 - \$21.25 Quarterly (Quarterly dues are payable in advance as follows: On or before December 31, March 31, June 30, September 30)

Late Fees:

After the 15th of each month: 1st - \$3.00; 2nd - \$4.00; 3rd - \$5.00

A.F.M. Special Assessment 1998: \$5.00

(This assessment was voted by the National Federation to help the A.F.M. pay outstanding debts.)

Committee Appointments:

President Cabral has announced the following committee appointments:

Finance:

Thomas Masso, Chair Clair Fancher John Worsley

Constitution and By-Laws:

Richard Salzillo, Chair Ella Leone

Wage List:

Al Conte, Chair Alex Mansour Thomas Pasquarelli

Work Dues:

Robert Sagnella, Chair Agnooni Baligian Manuel Thetonia

Any member interested in serving on any committee or helping our Local in any way is urged to contact President Cabral. He wants participation from the membership in order to have an open and democratic organization.

Membership Changes

Please note: Changes of address and telephone number, per Article 8, Section 6: "Members shall report changes in address to the Treasurer within one week. Failure to do so will result in a fine of five dollars for each violation."

Change of Address:

H. Albert Turgeon 580 County Street Fall River, MA 02723 Tel. (508) 678-6038

Craig McNutt 54 Loring Street Westwood, MA 02090-1418 Tel. (617) 433-0953

Christene Keshura 426 North Lane Bristol, RI 02809-1500 Tel. 528-5357

Joseph Velletri 202 Dunedin Street Cranston, RI 02920-7035

William Moretti 298 Farmington Avenue Cranston, RI 02920 Home Phone: 946-9756 Work: 276-2200

Dorothy Boisseau

78 Stella Street Providence, RI 02909-5727 Dennis J. DelGizzo 221 Ruggles Avenue Newport, RI 02840-4351

Eve-Marie E. John 41 Taylor Road W. Hartford, CT 06110-1032

Joseph R. Conte 18-A Still Street Brookline, MA 02146 Tel. (617) 738-6934

Gabriel Langfur 57 East Springfield Street #3 Boston, MA 02118

Reinstatements:

Ronald U. Haroutunian 16 Thorndike Street Arlington, MA 02174 Tel. (617) 648-0985 Bassoon, Contra Bassoon

John Badessa 3 Arrow Head Road Narragansett, RI 02882 827-0410/789-0158 Drums

New Members:

Carolyn Cantrell 86 Glencliff Road Roslindale, MA 02131 Tel. (617) 327-3708 French Horn

William A. Andrews 144 Hawkins Street Providence, RI 02908 Tel. 273-2734/273-1679 Drums, Latin Percussion

Elizabeth Smith 225 Ledyard Street New London, CT 06320 Tel. (860) 443-3670 Clarinet, Saxes, Flute Dana Ianculovici 62 Kirkland Street Cambridge, MA 02138 Tel. (617) 868-2167 Violin

Ronald M. Murray 39 Charles Street Mystic, CT 06355 Tel. (860) 536-4687 Guitar, Flamenco Guitar, GT Synth., Electric Bass, Tenor Banjo, Mandolin

Hagop Anmahian P.O. Box 23093 Providence, RI 02903 Tel. 722-7772 Violin (Chorus Piano)

Harris Shilakowsky 170 Gore Street, Apt. 406 Cambrridge, MA 02141 Business: (617) 604-5970 Residence: (617) 494-1266

Matthew Gordy 8 Contenment Place Dedham, MA 02026 Tel. (781) 326-7496 Drums, Piano

Resignations:

Susanna Klein George Allen Paul E. Pelletier Stephen Toro Edward Massa William Barney

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