

By-laws, Wage List Revisions Proposed

Will be Presented at Next General Meeting

The wage list and by-laws committees are working hard to revise their documents. Changes will be presented at a General Meeting at the Union Hall, first floor, at 681 Park Avenue, Cranston on Tuesday, June 3, at 7 P.M.

President **Artie Cabral** urges all members to attend to hear the recommended changes, discuss them, and revise them as needed. All members should take a serious interest in these matters, Cabral says. "Members are

always very interested in what they get paid on jobs. Here is where the members can have input to get the official wages just as the membership wants. Cabral said: "By-laws are equally important. These are the rules by which the union operates."

The rules are that a vote cannot be taken on the presentation or revision of the resolutions for wage and by-laws changes on June 3. So another General Meeting has been scheduled for July 15 to vote on the changes.

Local Moves Offices To First Floor at 681 Park Ave

The older musicians, especially, find the move of the Union Offices to the first floor at 681 Park Avenue, a major advantage.

"It was difficult climbing the stairs to the second floor," member Glen Jordan (Glen Abrams) said.

The move took place a year ago, in May 2007. Secretary-

Treasurer Ed Plunkett said the cost was about \$10,000, the major expenses being the new telephone system and wiring for the computer. Funds were also expended on new business furniture and carpeting for the office. The office is larger, allowing meetings to be held there so places for meetings no longer have to be rented.

Next Cavalcade To Be Held on May 27

Songstresses to Serenade

Women members are featured as leaders at this Spring's Cavalcade at Rhodes-on-the-Pawtuxet, Cranston, on Tuesday, May 27, 6 to 11 pm.

The members are **Terri Giviens** and **Jan Marquez**; **Mary Andrews** is married to member Billy Andrews, a drummer; **Daryl Sherman**, who was raised in Woonsocket is a member of Local 802 in New York City; **Pat Mitchell** is a leading musician in the New London area while **Amanda Carr** is from Boston. All the women are vocalists.

The opening group is led by Ms Giviens, who has **Brian Mullaney** on piano. Mary Andrews appears at 6:45 with **Steve Beckler** on piano; **Dick Lupino**, bass; **Dennis Cook**, sax, and Mary's husband **Bill Andrews** on drums. **Pat Mitchell**, who features **George Masso** on trombone and **Dick Johnson** on sax, goes on at 7:45, and **Daryl Sherman**, a famed New York and travelling musician, has **Mike Renzi** on piano and **Artie Cabral** on drums.

Amanda Carr, who plays at 9:45, has **Gary Johnson** on drums and **Arnie Krakowsky** on sax, while Marquez, who ends the night in the lobby, features **Al DeAndrade** on flugelhorn. DeAndrade is also chairman of the event.

Duke Belaire will lead his 16-piece dance band in the ballroom where the music will be supplemented on breaks by two travelling groups, **Ed Drew's Strollers** and **Tommy Rotondo's Group**. **Bob Mainelli** will sing with Belaire. **Gary Sugal's** big band, featuring **Lynne Radiches** on vocals, will round out the evening in the ballroom.

Tickets are \$10 in advance; \$15 at the door, and are available at the Local. A great night of camaraderie.



Editor: JOHN WORSLEY

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**The Providence Federation
Of Musicians**

Local 198-457

American Federation

Of Musicians

Established: May 5, 1902

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OFFICE HOURS

9:30 AM–2:30 PM

Monday – Friday

Executive Board meets

First Wednesday of each month
at 10:00 a.m.

OFFICERS

President.....Artie Cabral

Vice-President.....Al DeAndrade

Secretary-Treasurer.....Ed Plunkett

EXECUTIVE BOARD

Richard Salzillo John Worsley

DELEGATES TO
N.E. CONFERENCE

Al DeAndrade Arthur Medeiros

DELEGATES TO
AFM CONVENTION

Artie Cabral Al DeAndrade

Ed Plunkett

ADMINISTRATIVE STAFF

Robert Juliano Manny Thetonia

COMMITTEES

BY- LAW COMMITTEE

Stan Holtzman

Ella Leone

Manny Thetonia

Carl Hosband (Alternate)

WAGE SCALE COMMITTEE

Duke Belaire

Ed Drew

Carl Hosbond

FINANCE COMMITTEE

Robert Juliano

Richard McGuinn

Greg Wardson

BALLET, CONCERT & OPERA
COMMITTEE

Jane Murray

Denise Plaza-Martin

RI PHILHARMONIC COMMITTEE

Barry Boettger

Abigail Karr

Valerie Smalley

RI PHILHARMONIC STEWARD

Eliot Porter

CAVALCADE OF BANDS

Al DeAndrade

Chairman

DUES and FEES

MEMBERSHIP DUES

	<u>Annual</u>	<u>Quarterly</u>
Regular Members	\$160.00	\$40.00
Life Members	\$ 95.00	\$23.75

Quarterly dues MUST be paid **IN ADVANCE**,
as follows:

ON or BEFORE:

FIRST QUARTER (Jan–March)	DECEMBER 31
SECOND QUARTER (April–June)	MARCH 31
THIRD QUARTER (July–September)	JUNE 30
FOURTH QUARTER (Oct.–Dec.)	SEPTEMBER 30

LATE FEES:

1 st Month (after 15 th day)	\$ 5.00
2 nd Month (after 15 th day)	\$ 10.00
3 rd Month (after 15 th day)	\$ 15.00

REINSTATEMENT FEE:

Suspension	\$ 10.00
Expulsion	\$ 50.00

FANFARE ADVERTISING RATES

Full Page	\$125.00
Half Page	\$ 75.00
Quarter Page	\$ 45.00
Business Cards	\$ 20.00

10 % Discount for 5 issues.

(Additional Design fee for Ads which are not already set.)

2008 Members' Directory

The new
2008 Members' Directory
has been mailed to all members in good standing
Additional copies are available @
\$5.00 each
\$8.00 mailed.



Bank Interest Keeps Local in the Black for 2007

Thanks to interest earned on deposits and monies generated from work dues and fund-raising events, the Local was able to end its fiscal year of 2007 in the black.

Unanticipated expenses associated with the move to the first floor put a strain on the Local's annual budget.

However, work dues paid by members and traveling musicians contributed a healthy chunk of income, \$26,007.

The two Cavalcades during

2007 netted over \$12,000. and the Golf Tournament produced a profit of \$2,352.

These revenues, in combination with membership dues of \$54,375 and various initiation fees, late fees and miscellaneous funds led to a total annual income for 2007 of \$112,573.50.

Expenses for the year totaled \$111,275. for a positive, net cash flow of \$1,297. At the end of the year, the Local had \$72,500. cash on hand, up from \$71,202 at the end

of 2006.

For the first quarter of 2008, finances followed the usual pattern of income far exceeding expenses. This situation occurs every year because many members pay the full year's dues in advance.

Income was \$36,103, in contrast to total expenses of \$22,208, leaving a net gain of \$13,894.

(Details of the financial reports are on pages 10 and 11.)

Revenues exceed expenses thanks to interest, work dues and fundraising activities.

Musicians Unpaid Wages Recovered From Ralph Stuart Estate

When producer Ralph Stuart died a five years ago, 15 musicians were still owed money for jobs.

Through the efforts of the Local, headed by President Artie Cabral, and the Local's attorney, Paul Phillips, the amount of \$9,667 has been recovered

from the Ralph Stuart Estate. The money will now be paid to the musicians.

A word to the wise: never let contractor's owe you for a job any more than 10 days. Some of these musicians had been owed money since Ralph's death five years ago.



Ralph Stuart

"Musicians in some cases waited up to five years for payment of wages owed."

VALENTINE DANCE NETS \$2,700

The Valentine Dance, at Rhodes-on-the-Pawtuxet at which Art Medeiros's dance band played the Ballroom and Tony Cipolla and John Badessa's split the duties in the Foyer netted the Local, according to Secretary-Treasurer Ed Plunkett about \$2,700.

Al DeAndrade was the chair. "It was not a Cavalcade, but our first venture with a Valentine's Dance. The weather was poor that night which probably held down the attendance. But we never planned it as a Cavalcade; not in the middle of winter. We have more bands at Cavalcades. But we wanted to

provide some live entertainment for the holiday."

When snow finally started to fall around 9:30, the event concluded gracefully, to allow patrons to travel home safely,

Despite threats of snow, over 300 dancers attended the event.

New Members

Daniel Abreu
19 Cliff st.
Malden, MA 02148-1806
(781)-910-8766 (Home)
Email: pennyco8384@hotmail.com
TENOR SAXOPHONE
KEYBOARDS
FLUTE

Miguel Beato
356 Prospect St., Apt. A
Cambridge, MA 02139-1360
617-457-7163 (Cell)
Email: mbeato@comcast.net
PERCUSSION

Benny Benson
278A Cabot St.
Beverly, MA 01915-4529
(978)-884-3786 (Home)
DRUMS
TRUMPET
PIANO

Minna Choi
82 Crescent St
Providence, RI 02907-3237
(401)-831-2190 (Home)
(401)-258-2698 (Cell)
email: minnaachoi16@yahoo.com
VIOLIN

Sarah Darling
6 West St.
Carlisle, MA 01741-1430
(978)-697-4674 (Home)
email: sarahdarling@post.harvard.edu
VIOLA
BAROQUE VIOLA
BAROQUE VIOLIN

Charlotte Ethier
4 Karen Marie Dr.
Harrisville, RI 02830-1871
(401)-769-0542 (Home)
(401)-636-1414 (Cell)
email: mrsethier@cox.net
VIOLIN

Amy Goins
1 Mowry Road
Greenville, RI 02828-2106
(401)-225-8695 (Home)
email: ahgoins@gmail.com
TROMBONE

Christopher "J.J." Jorgensen
50 Green Lane
Hope, RI 02831-1711
(401)-837-2650 (Cell)
TENOR SAXOPHONE

Christopher Kelton
241 South St
Bridgewater, MA 02324-2438
(508)-279-4238 (Home)
(401)-865-2576 (Work)
(603)-348-8909 (Cell)
email: ckelton@providence.edu
SAXOPHONE—ALL
CLARINET—ALL
FLUTE
BASSOON

Mina Lavcheva
22 East Emerson St
Apt. 3
Melrose, MA 02176-3521
(617)-312-5789 (Home)
email: mina.lavcheva@gmail.com
VIOLIN

Michael Mersha
241 Haverhill St
Methuen, MA 01844-3457
(978)-685-8150 (Home)
(617)-633-1642 (Cell)
email: mikaelmersha@yahoo.com
ELECTRIC BASS
ACOUSTIC BASS
VOCALIST
ACOUSTIC GUITAR
PERCUSSION

Gene Rosati
50 Auburn St.
Cranston, RI 02910-2912
(401)-383-1124 (Home)
(401)-429-8331 (Cell)
email: generosati@hotmail.com
GUITAR
(ACOUSTIC & ELECTRIC)

Peter Vasquez
21 Neillian St.
Bedford, MA 01730-2303
(508)-243-5970 (Cell)
email: mondosweetie@hotmail.com
GUITAR
TRES
VOCALIST
PERCUSSION

Membership Changes

Address / Telephone Changes

Ronald Haroutunian
18 Thorndike St.
Arlington, MA 02474-8730

Reinstated

Austin Brown, Jr.

Resigned

Michael Boudreau
Piotr Buczek
Dennis DiSano
Jesse Holstein
Wendy MacDonald
Stephen Nadel
Rocco Ruggiano
Vincent Russo
Sara Stalnaker

Suspended

Joshua Kane
J. Jack Manuel
Jason Stelle
Joanne Vecchio

Expelled

Arthur Marco

Deceased

Ernest Giordano

Minutes of General Membership Meeting

May 16, 2007

Call to Order: 7:18 P.M.

Roll-Call

Present: vice-President Al DeAndrade; Secretary-Treasurer Ed Plunkett; Board Member Richard Salzillo; Absent: President Artie Cabral; Board Member John Worsley. Vice-President DeAndrade presides over the meeting.

Attendance

Sixteen (16) members present, constituting a quorum.

In Memoriam

A moment of silence is held for members who have died since the last general membership meeting

Joseph Lombardo (12/04/06)

Francis McCabe (11/04/06)

Arthur Moretti (3/08/07)

Also,

Mathew Quinn (05/15/07)

Member, Local 529, Newport.

Secretary's Report

S/T provides copies of the minutes of the previous general meeting held on October 30, 2006. Member Art Medeiros moves to accept the minutes. There are several seconds for the motion. The motion carries

Treasurer's Report

S/T does not provide an official report, because the financial statements were published and mailed to members this same day in the *Fanfare* newsletter. However, he reviews and summarizes the finances for FY 2006.

Work Dues Reports

S/T reports that the billing method for work dues (and late membership dues) has been changed to a completely computerized system. Compliance among the membership has been very high. He again reviews figures for 2006, noting that \$3,778. was collected in casual work dues in 2006, \$16,598. in symphonic work dues, \$1,180. in theatrical work dues and \$442. in traveling work dues.

Committee Reports

Cavalcade of Bands -- VP reports that the Cavalcade of Bands will be held on May 22. All is proceeding according to plan.

New England Conference -- VP reports on the New England Conference of Locals, held March 23-24 in Newport, RI. Much of the conference was devoted to the problem of declining membership. In response, Local 198-457 is extending its membership drive through 2007. In answer to a question, S/T reports that the local has 415 members and that it is imperative to keep the membership above 400, so as not to decrease the local's votes at the national convention from three to two.

Resolutions

Executive Board Compensation -- A resolution is presented raising the compensation of Executive Board Members from \$25. per meeting to \$50. per meeting. (Resolution attached.)

Late Dues Fees -- A resolution is presented raising the late fees for membership dues from \$3.00 per month to \$5.00 per month. (Resolution attached.)

Big Band Scale -- A proposal is made relative to wage scales for big bands on Monday and Tuesday evenings, amending Schedule V, Class C of the current wage scale (proposal attached)

A non-binding vote is held on the Executive Board Compensation and Late Fees resolution. Both are approved. However, in compliance with labor laws, the resolutions must be voted on officially at a subsequent general membership meeting.

After much discussion, a consensus can not be reached on the big band scale proposal. Member Sanford Gorodetsky moves to refer the proposal to the Wage Scale Committee, with the advice and counsel of the established big band leaders in the local. EBM Salzillo and others second the motion. The motion carries

Adjournment

Meeting adjourned at 8:45 P.M.

Executive Board Minutes

November 21, 2007

Call to Order: 10:09 A.M.

Roll-Call

Present: President **Artie Cabral**; Vice-President **Al DeAndrade**; Secretary-Treasurer **Ed Plunkett**; Executive Board Member **Richard Salzillo**; Executive Board Member **John Worsley**.

Secretary's Report

October 15 Minutes – S/T presents the minutes of the Executive Board meeting held on October 15, 2007. EBM Salzillo moves to accept the minutes of the October 15 meeting. VP seconds the motion. The motion carries.

EBM Worsley moves to accept the applications of the new members. VP seconds the motion. The motion carries.

VP moves to accept the application of **William DiMeo** for life membership. EBM Salzillo seconds. The motion carries.

EBM Salzillo moves to accept the Secretary's report. VP seconds. The motion carries.

Treasurer's Reports

Financial Statements – S/T presents the financial statements for the month of October, 2007. EBM Salzillo moves to accept the Treasurer's report. VP seconds. The motion carries.

Authorizing Motions – S/T requests authorizing motions to approve transfers of funds from the Golf Tournament Fund into the Health & Welfare Fund. VP moves to approve the transfer of \$2,500.00 from the Golf Tournament Fund into the Health & Welfare Fund. EBM Salzillo seconds the motion. The motion carries.

Work Dues Collections – S/T reviews on the status of casual work dues collections for 2007. Sixty two members have been identified as potentially owing casual work dues for 2007. Sixty three members have already paid casual work dues for 2007. The remaining members are either symphonic or theater players, not liable for casual work dues, or retired members who are no longer actively working.

New Accounting System – S/T reports

that as of January 1, the local will switch to a new accounting system called "Quick Books". While this will enhance the local's accounting and financial reporting capabilities in the long run, there may be a few startup problems and financial reports for the first few reporting periods may be delayed.

Communications

None

Committee Reports

Cavalcade – VP presents the final report for the Cavalcade of Bands held on October 23. Gross revenue was \$7,735.00. Expenses totaled \$2,419.00. The net profit was \$5,316.00. VP also reports that the "Musicians Appreciation Dinner", for musicians who performed at the Cavalcade, was held on November 13 at Basta Restaurant in Cranston. 52 persons attended, including 49 members and 3 non-members. He collected reimbursements from the non-members who attended. S/T moves to accept the Cavalcade report. EBM Salzillo seconds. The motion carries.

Golf Tournament – VP reports that the next Golf Tournament will be held on August 19, 2008, at the Valley Country Club in West Warwick. The price will be \$125.00, to include greens' fees, lunch and dinner.

Health and Welfare

Members' dues payments – S/T reports that several life members to date have not paid the 4th quarter dues and may need assistance. It is decided to wait until the December board meeting before taking any action.

Old Business

John Badessa Big Band – Pres announces that he has designated the VP to attend the next performance of the John Badessa big band on November 27, to monitor payments to musicians in the band. He will act as the official representative of the union.

New Business

Christmas Party – VP inquires about the annual union Christmas party. Pres replies that the arrangements have already been made. The party will be held on Tuesday, December 18, from 3:30 to 7:30 PM, at union headquarters. Member Thomas Pasquarelli is coordinating everything.

Valentine's Dance – Pres inquires about the status of the fund-raising Valentine's Dance. VP indicates planning is underway. It will not be an official "Cavalcade", just a "dance", since there will be fewer bands and the attendance is expected to be less than a regular "Cavalcade". VP asks whether the musicians should be paid. After discussion, the Board decides that, because of the financial condition of the local, it will not be possible to pay the musicians. VP indicates maximum number of tickets to be available will be 750.

TEMPO Contributions – VP inquires if there is any interest in promoting contributions to the AFM's political action fund, the TEMPO fund. There is a discussion about authorizing a contribution from the General Fund.

Adjournment

EBM Salzillo moves to adjourn. EBM Worsley seconds the motion. The motion carries. Meeting adjourned at 11:50 AM.

December 19, 2007

Call to Order: 10:15 A.M.

Roll-Call

Present: President **Artie Cabral**; Vice-President **Al DeAndrade**; Secretary-Treasurer **Ed Plunkett**; Executive Board Member **Richard Salzillo**.

Absent: Executive Board Member **John Worsley**.

Secretary's Report

November 21 Minutes – S/T presents the minutes of the Executive Board meeting held on November 21, 2007. VP notes a mistake under "New Business – Valentine's Dance". The minutes as presented indicate that Pres. Cabral asked if the musicians were to be paid. VP notes that he (VP) actually inquired. EBM Salzillo moves to accept the minutes of the October 15 meeting, with the correction as noted. VP seconds the motion. The motion carries.

EBM Salzillo moves to accept the applications of **Minna Choi** and **Stephanie Fong** as new members. VP seconds the motion. The motion carries.

VP moves to accept the appli-

Executive Board Minutes (Continued)

cations of **Lee Bernardo** and **John Leonard** for life membership. EBM Salzillo seconds. The motion carries.

VP moves to accept the resignations of **Michael Boudreau**, **Dennis DiSano** and **Vincent Russo**. EBM Salzillo seconds. The motion carries.

VP moves to pay the 4th quarter dues for life member **Myron Muffs** from the Health & Welfare fund. EBM Salzillo seconds. The motion carries.

Treasurer's Reports

Financial Statements – S/T presents the financial statements for the month of November, 2007. There is a discussion of pension issues and the rules of the AFM pension fund. VP moves to accept the Treasurer's report. EBM Salzillo seconds. The motion carries.

Communications

Donations – Pres reports a request for a donation from the Special Olympics of Rhode Island. EBM Salzillo moves to donate twenty-five dollars (\$25.00) to the Special Olympics. VP seconds the motion. The motion carries.

Committee Reports

Valentine's Dance – Pres inquires about the contract with Rhodes for the February 12 Valentine's dance to be held at Rhodes-on-the-Pawtuxet. VP reports that he has been in contact with Rhodes and that everything is in order. There is some discussion about terms. However, VP indicates that Rhodes has given the Local its lowest price for use of the facility. Due to coordination problems with the current printing company, VP agrees to handle printing of tickets in the future.

Old Business

None

New Business

Newspaper Article – Pres reports that he has been able to convince a reporter for the *Providence Journal* to write an article about life member **Joseph Caroulo**, who is 105 years old and continues to practice and play the piano.

Dues Waivers – S/T requests a motion authorizing dues waivers for 2008 for

Eliot Porter (RIPO Steward – contractual requirement), Manny Thetonia (office volunteer), Andrew Thompson (honorary member) and Joseph Caroulo (105 years old). EBM Salzillo moves to authorize dues waivers for the four members. VP seconds the motion. The motion carries.

Adjournment

EBM Salzillo moves to adjourn. VP seconds the motion. The motion carries. Meeting adjourned at 11:35 AM.

January 16, 2008

Call to Order: 10:05 A.M.

Roll-Call

Present: President **Artie Cabral**; Vice-President **Al DeAndrade**; Secretary-Treasurer **Ed Plunkett**; Executive Board Member **Richard Salzillo**; Executive Board Member **John Worsley**.

Secretary's Report

December 19 Minutes – EBM Salzillo moves to accept the minutes of the December 19 meeting, with the correction as noted. VP seconds the motion. The motion carries.

EBM Salzillo moves to pay the 1st quarter dues for life member **Bennie Pazienza** from the Health & Welfare Fund. VP seconds. The motion carries.

Treasurer's Reports

December Financial Statements – S/T presents the financial statements for the month of December, 2007. After discussion, EBM Salzillo moves to accept the Treasurer's report for December, 2007. EBM Worsley seconds. The motion carries.

Annual Financial Statement – S/T presents an annualized cash flow statement for 2007. EBM Salzillo moves to accept the statement. EBM Worsley seconds the motion. After discussion, the motion carries.

Reserve Funds – S/t recommends replacing \$10,000 borrowed from the Reserve Fund in October for the General Fund. EBM Salzillo moves to transfer \$10,000.00 from the General Fund back to the Reserve Fund. EBM Worsley seconds. The motion carries.

Communications

Donations – Pres reports a request for a donation from the Special Olympics of Rhode Island. EBM Salzillo moves to donate twenty-five dollars (\$25.00) to the Special Olympics. VP seconds the motion. The motion carries.

Committee Reports

Valentine's Dance – VP reports that he has distributed 450 tickets to ticket sellers and past patrons of the Cavalcade. He thinks people may be waiting until the last minute to see what the weather will be. Also, he mentions that Buddy Cianci has been plugging the local's events on his radio show.

Old Business

Newspaper Article – Pres reports that the *Providence Journal* will definitely publish an article about life member Joseph Caroulo, who is 105 years old and continues to practice and play the piano every day.

Badessa Band – VP reports that the John Badessa big band performed its last engagement at the 1025 club last night. The band's next engagement will be at the West Valley Inn on February 26. He expresses concern because he did not recognize some of the musicians in the band and fears they may be non-union players.

New Business

Committee Assignments – Pres announces the following committee assignments for 2008.

By-Laws Committee: Stan Holtzman, Ella Leone, Manny Thetonia, Carl Hosbond (Alternate)

Wage Scale Committee: Ed Drew, Duke Belaire, Carl Hosbond

Work Dues Committee: Will be discontinued, as work dues collections have now been computerized.

Finance Committee: Not finalized. Will be announced at a future meeting.

Directory – VP inquires whether the local should continue to publish the membership directory annually, or perhaps space it out over a longer time frame. S/T indicates that there are many changes during the course of a year, rendering the directory less and less useful as time goes on.. General consensus is that the directory should continue to be published annually.

Executive Board Minutes (Continued)

Pension Payments – EBM Salzillo expresses dissatisfaction over the fact that the local is paying pension contributions for office staff. Pres responds that the AFM pension fund requires locals to pay pension contributions for their office employees. Salzillo moves to eliminate the office assistant position. The motion fails for lack of a second.

Job Descriptions – EBM Worsley complements EBM Salzillo for bringing the office staffing issue to the attention of the Executive Board. He moves for the Pres and S/T to develop a plan for administering the office and procedures for providing backup to both officers. VP seconds the motion. The motion carries.

Purchases – At the request of the S/T, VP moves to authorize up to \$275.00 to be spent for the purchase and installation of a large (4' x 8') bulletin board. EBM Salzillo seconds. The motion carries.

Next Meeting

Tuesday, February 19.

Adjournment

VP moves to adjourn. EBM Worsley seconds the motion. The motion carries. Meeting adjourned at 12:30 PM.

February 19, 2008

Call to Order: 2:05 P.M.

Roll-Call

Present: President **Artie Cabral**; Vice-President **Al DeAndrade**; Secretary-Treasurer **Ed Plunkett**; Executive Board Member **Richard Salzillo**; Executive Board Member **John Worsley**.

Secretary's Report

January 16 Minutes – EBM Worsley moves to accept the minutes of the January 16, 2008 meeting. VP seconds the motion. The motion carries.

VP moves to accept the membership application of Christopher Kelton and Charlotte Ethier. EBM Salzillo seconds. The motion carries.

VP moves to accept the life membership application of Karen Geary. EBM Salzillo seconds. The motion carries.

VP moves to pay the first quarter dues for member Joseph Pompei from

the Health & Welfare Fund. EBM Salzillo seconds. The motion carries.

Treasurer's Reports

2007 Annual Financial Statement – S/T presents an amended version of the annualized cash flow statement for 2007, which was approved at the previous EB meeting. The corrected version includes approximately \$1,300.00 in interest which was omitted in the original version.. VP moves to accept the corrected cash flow statement. EBM Salzillo seconds the motion. The motion carries.

January Financial Statements – S/T presents the financial statements for the month of January, 2008. EBM Worsley moves to accept the Treasurer's report for January, 2008. EBM Salzillo seconds. The motion carries.

Certificates of Deposit – S/T reports that certain funds have been placed in six month CD's at Domestic Bank in order to get a higher interest rate. The amounts transferred are:

Reserve Fund ~ \$20,000.00

Survivor's Benefit Fund ~ \$20,000.00

Health & Welfare Fund ~ \$6,500.00

Communications

Donations – Pres reports a solicitation to the local for a donation from the Jobs for Justice, which he paid out of his own funds. He now requests reimbursement from the local. EBM Salzillo moves to reimburse Pres for the twenty-five dollars (\$25.00) donation to Jobs for Justice. VP seconds the motion. The motion carries.

Committee Reports

Valentine's Dance – VP estimates that approximately 250 – 300 people attended the Valentine's Dance held on February 12, although more tickets than that were sold.. He anticipates the net profit to be around \$3,000.00. Also, those in attendance were pleased with the smaller turnout, because they had more room to dance..

Old Business

Office Assistant & Pension Contributions – Pres provides copies of an explanation from the AFM Pension Fund booklet, indicating that all office employees, whether W-2 or 1099, must participate in the pension plan.. EBM Salzillo provides a letter from the AFM Pension fund stat-

ing that only W-2 employees are eligible to participate. EBM Salzillo moves to terminate the services of the current office assistant, Mr. Juliano. S/T seconds the motion for the purpose of allowing discussion. Pres states that he has complete authority to hire staff for the office and does not need approval of the EB. A discussion ensues on the interpretation of by-laws pertaining to the President's authority (Article III, Section 1, Paragraph "F") vis-à-vis the Executive Board's authority (Article III, Section 5, Paragraph "C"). Pres states he wants an opinion from the Local's attorney. EBM Worsley concurs. On inquiry from EBM Worsley, S/T provides a list of the S/T's job responsibilities and tasks, as Worsley had requested at the previous meeting. EBM Worsley moves that Mr. Juliano be placed on a one month sabbatical while the EB investigates the matter further. The motion fails for lack of a second. VP moves the following:

1) To table the motion of EBM Salzillo until the next meeting;

2) To ask the local's attorney to provide an opinion on the interpretation of the by-laws;

3) For the President to provide, at the next meeting, a complete job description of his own responsibilities and duties, as well as a complete job description for the office assistant;

4) That the next meeting be scheduled as soon as possible in March, specifically, March 12, 2008.

S/T seconds the motion. The motion carries.

New Business

Committee Assignments – VP inquires about the appointments to the Finance Committee and other committee vacancies. Pres reports that he has been unable to find members to serve but is continuing to work on it.

Non-Union Bands – S/T provides a picture from the Providence Sunday Journal of February 17, showing the Night Life Orchestra, a non-union band, with several members of the local playing in it. Discussion about how far to proceed against members, given the generally poor economic climate. EBM Worsley moves to bring the union players to a hearing before the EB. The motion fails for lack of a

Executive Board Minutes (Continued)

second.

Next Meeting

Wednesday, March 12, 10:00 AM.

Adjournment

EBM Worsley moves to adjourn. S/T seconds the motion. The motion carries. Meeting adjourned at 4:00 PM.

March 12, 2008

Call to Order: 10:00 A.M.

Roll-Call

Present: President **Artie Cabral**; Vice-President **Al DeAndrade**; Secretary-Treasurer **Ed Plunkett**; Executive Board Member **Richard Salzillo**; Executive Board Member **John Worsley**.

Secretary's Report

February 19 Minutes – VP moves to accept the minutes of the February 19, 2008 meeting. EBM Worsley seconds the motion. The motion carries.

VP moves to accept the life membership application of **Lawrence Perlman**. EBM Salzillo seconds. The motion carries.

VP moves to accept the membership application of **Sarah Darling** and **Christopher Jorgensen**. EBM Salzillo seconds. The motion carries.

VP moves to accept the internet membership application of **Amy Goins**. EBM Salzillo seconds. The motion carries.

VP moves to pay the first quarter dues for member **Joseph Pompei** from the Health & Welfare Fund. EBM Salzillo seconds. The motion carries.

VP moves to pay membership dues for two quarters for member **Greg Abate**. EBM Salzillo seconds. The motion carries.

VP moves to pay membership dues for two quarters for member **Thomas Reed**. EBM Worsley seconds. The motion carries.

Treasurer's Reports

February Financial Statements – S/T reports that, because of the early date of the meeting, the bank statements have not arrived yet and he is unable to present accurate financial statements for February. He will present the February statements at

the April meeting.

Communications

Donations – Pres reports a request from the Shriners for a donation to their annual "Circus Day. VP moves to donate twenty-five dollars (\$25.00) to the Shriners. EBM Worsley seconds the motion. The motion carries.

Committee Reports

Valentine's Dance – VP, as chairman of the event, has completed his report but does not have it with him. He will present it at the April meeting. In summary, expenses were \$1,114.00. The net profit was \$2,513.00. The stormy weather may have contributed to a slightly lower attendance..

Finance Committee Report – S/T presents a report from the Finance Committee, reviewing the 2007 annual Cash Flow Statement. EB members request 1) that the report be signed by the committee chairman; and 2) that the "Unassigned Expenses" category be clarified, before they will take action on the report.

Cavalcade – VP reports that the next Cavalcade will be held on Tuesday, May 27. He is also planning a Cavalcade for October, but is undecided as to whether or not one should be held in August. There is a discussion of whether to allow local dance groups to put on a demonstration at intermission using recorded music.

Old Business

Tabled Motion ~ There is a discussion of the tabled motion, from the previous EB meeting, to terminate the office assistant, Mr. Juliano. Pres reports that, per VP's motion at previous meeting, he has requested an opinion from the Local's attorney regarding the scope of the President's authority, under the by-laws, to expend funds. The Local's attorney has not completed his response in time for the meeting. VP offers to present an opinion from his own attorney. Pres declines to admit it until the Local's attorney has completed his opinion. Pres declines to call the tabled motion until the Local's attorney has completed his opinion. VP moves for the Pres to set up a special meeting between the Executive Board, a representative of the AFM and the Local's attorney to discuss the issue of authorities (Ex. Bd. vs Pres) and, if the Local's attorney is unable to attend, that he submit his opinion in

writing. EBM Salzillo seconds. The motion carries.

John Badessa Big Band – VP inquires whether the members of the band are receiving the correct scale.

New Business

General Membership Meeting – VP inquires when the next general membership meeting is scheduled.

Providence Central Labor Council – VP move to re-affiliate with the Providence Central Labor Council, based on a cost of \$.10 per member per month. EBM Salzillo seconds for the purpose of discussion. A discussion ensues. S/T objects, based on cost to the local. Not reaching agreement, S/T moves to table the motion until the April meeting. EBM Salzillo seconds. Motion carries.

Next Meeting

Wednesday, April 16, 10:00 AM.

Adjournment

EBM Worsley moves to adjourn. VP seconds the motion. The motion carries. Meeting adjourned at 12:05 PM.

LATE FEES

Late fees have been increased
to
\$5.00 Per Month

Please pay your membership
dues on time to avoid additional
charges.

Annual Financial Statements for 2007

Annual Cash Flow for all Funds

January 1, 2007–December 31, 2007

INCOME

Category	Amount
Cavalcade Revenues	\$18,890.00
Dues	\$54,375.53
Fines	\$969.00
Golf Tournament Revenues	\$7,345.00
Initiation Fees	\$1,615.00
Interest Earned	\$2,131.88
Rebate	\$200.00
Refund	\$764.00
Re-Instatement Fee	\$110.00
Travel Reimbursement	\$166.11
Work Dues Collected	\$26,006.98
Total Income	\$112,573.50

EXPENSES

Category	Amount
Accounting	\$1,400.00
Advertising	\$902.00
AFM Fees	\$21,359.50
AFM Work Dues	\$560.21
Bank Charges	\$9.00
Cavalcade Expenses	\$6,819.81
Charitable Donations	\$65.00
Christmas Party Expenses	\$651.34
Computer Expense	\$1,195.13
Computer Service	\$899.40
Death Benefit	\$2,000.00
Dues Refund	\$119.50
Election Expenses	\$105.93
Executive Board	\$1,225.00
Fanfare Expenses	\$523.81
Golf Tournament Expenses	\$4,993.10
Insurance	\$1,179.00
Legal Expense	\$1,404.00
Maintenance	\$361.51
Meals and Entertainment	\$651.03
Meeting Expenses	\$60.26
Miscellaneous	\$82.00
Moving Expense	\$460.00
New England Conference	\$337.00
Office Expense	\$5,716.35
Office Help	\$7,350.00
Payroll	\$6,280.69
Pension Fund	\$2,378.00
Postage	\$3,049.19
Printing	\$2,810.11
Refreshments	\$32.15
Rent	\$8,800.00
RIPO Audition	\$189.38
Taxes	\$12,996.41
Telephone	\$7,523.27
Tickets Purchased	\$14.00
Training & Conferences	\$375.00
Travel Expense	\$3,065.03
Work Dues Paid to AFM	\$3,186.74
Work Dues Refund	\$145.83
Total Expenses	\$111,275.68

Net Cash Flow **\$1,297.82**

Bank Account Balances As of 12/31/2007

Account	Total
Asset	
Bank and Cash Accounts	
Cavalcade Savings	\$8,049.69
General Fund Checking	\$221.50
General Fund Savings	\$18,557.24
Golf Tournament Savings	\$368.17
Health & Welfare Savings	\$7,720.83
Special Events Savings (Reserve)	\$10,900.95
Survivors Benefit Savings	\$26,671.51
Petty Cash	\$10.15
Total Bank and Cash Accounts	\$72,500.04
Total Assets	\$72,500.04

ON-LINE DEPARTMENT OF LABOR REPORTS

You can view the local's annual financial report (LM-3), filed with the U.S. Department of Labor, at the following website:

<http://www.union-reports.dol.gov>



First Quarter Financial Statements for 2008

Bank Account Balances
At End of First Quarter (March 31, 2008)

First Quarter Profit and Loss Statement
January 1, 2008–March 31, 2008

ACCOUNT BALANCES	March 31, 2008
Cavalcade Savings	\$11,052.57
General Fund Checking	\$129.45
General Fund Savings	\$21,497.04
Golf Tournament Savings	\$368.64
Health & Welfare Fund Savings	\$829.24
Reserve Fund Savings	\$909.59
Survivor's Benefit Fund Savings	\$5,699.58
Health & Welfare Fund CD	\$6,551.60
Reserve Fund CD	\$20,158.78
Survivor's Benefit Fund CD	\$20,158.78
Petty Cash	\$16.35
TOTAL	\$87,371.62

Ordinary Income/Expense	
Income	
Direct Public Support	\$3,720.00
Investments	\$482.09
Program Income	\$31,901.19
Total Income	\$36,103.28
Expense	
Business Expenses	\$6,389.45
Contract Services	\$1,985.00
Facilities and Equipment	\$3,002.93
Fund-Raising Expenses	\$1,015.16
Operations	\$1,645.78
Other Types of Expenses	\$1,019.73
Payroll Expenses	\$5,146.32
Taxes	\$1,250.13
Travel and Meetings	\$754.23
Total Expense	\$22,208.73
Net Ordinary Income	\$13,894.55
Net Income	\$13,894.55

General Membership Meetings

Tuesday, June 3, 2008 — 7:00 PM

Local Headquarters — 681 Park Ave., Suite 11, Cranston, RI

AGENDA —By-Laws Committee Report on proposed By-Laws Changes

Tuesday, July 15, 2008 — 7:00 PM

Local headquarters — 681 Park Ave., Suite 11, Cranston, RI

AGENDA — Discussion and voting on By-Laws Changes

Please Attend

YOUR VOTE MATTERS!

THE PROVIDENCE FEDERATION OF MUSICIANS
LOCAL 198-457
AMERICAN FEDERATION OF MUSICIANS

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Cranston, RI 02910-2133



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and
www.afm.org/
198-457

AFM Launches Revamped Web Site

Online Membership Application a Hit

On January 1, our parent organization, the American Federation of Musicians, unveiled a revised and enhanced version of its popular web site, www.afm.org.

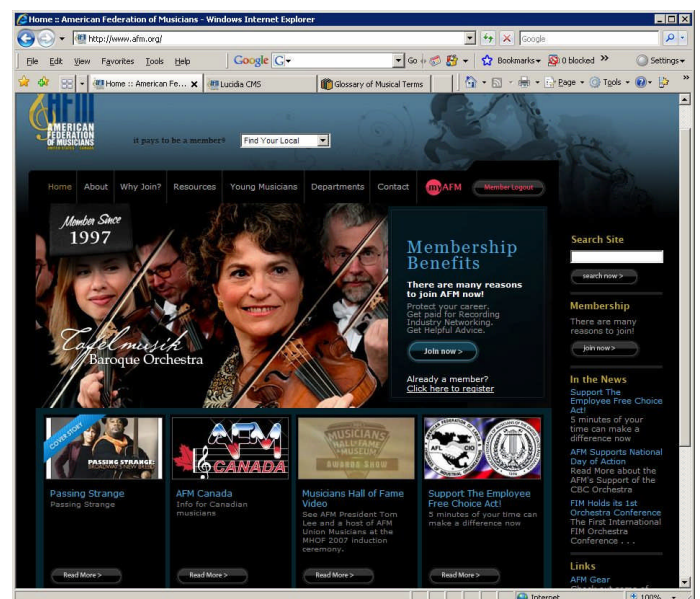
The site features a new, streamlined appearance. Photos of prominent AFM members scroll across the screen as you are browsing the site.

One of the important added functions is that new members can join the AFM, and the appropriate local, online. The entire application is taken online and payment by credit card is accepted. The new member is immediately added to the AFM roster.

The online application has been a great success. Since January 1, over 100 new members have joined the AFM through the web site, including three in the Providence Local.

Once you browse past the opening page, the screen contains a streamlined list of departments and offices in the left hand column. The center column explains the benefits and assistance provided by each office.

For members only, after logging in, is the AFM "Lounge", which features video presentations on current affairs and events within the AFM. Still available are the members only features such as membership roster searches,



IEB minutes and agendas, downloadable forms, *The International Musician* online and members forums.

If you do not al-

ready have a login, you can create your own in a matter of a few minutes.

Enjoy the site!

Sanfare