



NOV - DEC, 2011

# *Fanfare*

The Providence Federation of Musicians

## RIPO PLAYERS REJECT WAIVER

Members of the Rhode Island Philharmonic Orchestra (RIPO) voted on September 17 to reject a contract waiver requested by management.

The waiver concerned rebroadcasts of RIPO concerts on local Public Access Media.

The existing contract allows up to five (5) rebroadcasts of concerts without compensation to the players.

Management had at first requested a waiver to allow unlimited rebroadcasts without compensation. Subsequently, they revised the request to 200 rebroadcasts, but in the end asked for twenty-five.

The players, who had endured a six per cent pay reduction for the last two years, felt they could go no further and rejected the proposal by a margin of more than 70%.

**Membership Meeting**  
**Tuesday, Dec. 6, 7:00 PM**

Local Headquarters

- **Annual Budget Resolution**
- **Salary Resolution**

## Incumbents Reelected No Positions Contested

At the biennial nominations meeting held on September 20, all the incumbent officers and board members were re-nominated to their positions without opposition.

As a result of having no opponents, they were automatically reelected for another two year term.

The results of the nominations/election are as follows:

- President: Artie Cabral
- Vice-President: Al DeAndrade
- Secy-Treas: Ed Plunkett
- Executive Board: Richard Salzillo  
John Worsley



Vice President Al DeAndrade (r) receives an appreciation award from Hank Doiron (l) and Duke Belaire (c) at the Cavalcade of Bands on October 25. Doiron and Belaire presented the award to DeAndrade on behalf of all the Local's members for his many years of loyal and dedicated service to the Local.

Delegates for the most part were returned to the same positions, with a few delegate chairs shifting around.

The complete list of delegates and alternate delegates is posted on the Local's web site ([www.ProMusicRI.org](http://www.ProMusicRI.org)) in the "Members Only" section.

President Artie Cabral thanked all those members present at the meeting and confirmed that no election would be held this year.

### General Meeting

## Membership Meeting Squeaks By

The membership meeting on October 18 almost failed to occur due to the lack of attendance.

With only 8 members present and 9 required for a quorum, President Cabral was about to cancel the meeting when a ninth member finally arrived about twenty minutes after the scheduled starting time.

(Continued on page 8)

### In This Issue

	<u>Page</u>
Articles	1
2012 Budget	4 - 6
Financial Reports	13 - 15
Membership Changes	3
Minutes	
Executive Board	11, 12
General Membership	7, 9
Resolutions	3, 15



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Of Musicians  
Local 198-457  
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Chartered: May 24, 1902  
Re-chartered: January 1, 1976  
and January 1, 1996

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#### OFFICE HOURS

9:30 AM – 2:30 PM  
Monday – Friday

Executive Board meets  
First Wednesday on or after the 15th  
day 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

#### ADMINISTRATIVE STAFF

Robert Juliano Manny Thetonia

#### DELEGATES

#### NEW ENGLAND CONFERENCE

Artie Cabral Al DeAndrade  
Ed Plunkett Arthur Medeiros

#### AFM CONVENTION

Artie Cabral Ed Plunkett  
Arthur Medeiros

#### PROVIDENCE CENTRAL

#### LABOR COUNCIL

Al DeAndrade Arthur Medeiros  
Ed Plunkett

#### COMMITTEES

#### BY- LAW COMMITTEE

Manny Thetonia, *Chair*  
Stan Holtzman Ella Leone  
Carl Hosbond (Alternate)

#### WAGE SCALE COMMITTEE

Duke Belaire Carl Hosbond

#### FINANCE COMMITTEE

Sanford Gorodetsky, *Chair*  
Greg Wardson John Curzio

#### RECRUITMENT

#### & INDOCTRINATION

#### COMMITTEE

Volunteers Sought.

#### BALLET, CONCERT & OPERA

#### COMMITTEE

Jane Murray Denise Plaza-Martin

#### RI PHILHARMONIC

#### COMMITTEE

Ian Greitzer, *Chair*  
Cheryl Bishkoff Susan Culp  
Charles Sherba, Jr. Valerie Smalley

#### RI PHILHARMONIC STEWARD

Eliot Porter

#### CAVALCADE OF BANDS

Al DeAndrade, *Chair*

#### GOLF TOURNAMENT

Al DeAndrade Co-Chair  
Alex Mansour Co-Chair  
Art Medeiros Co-Chair  
Bill Custer Terri Givens  
Sandy Gorodetsky Greg Wardson

### DUES and FEES

#### MEMBERSHIP DUES

#### Annual

#### Quarterly

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 <sup>st</sup> Month (after 15 <sup>th</sup> day)	\$ 5.00
2 <sup>nd</sup> Month (after 15 <sup>th</sup> day)	\$ 10.00
3 <sup>rd</sup> Month (after 15 <sup>th</sup> day)	\$ 15.00

#### REINSTATEMENT FEES:

Suspension	\$ 10.00
Expulsion	\$ 50.00

#### CASUAL WORK DUES

4% of printed scales on ALL ENGAGEMENTS, up to and  
including a cap of \$30.00 per year, excluding Collective  
Bargaining Agreements.

### 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.)

**Any notices, articles and/or other information appearing in *Fanfare* shall be considered to be an OFFICIAL NOTICE to all members, pursuant to Article V, Section 7 of the PFM By-Laws.**



*Fanfare* is typeset and printed in-house by Local 198-457

## Resolution Introduced

The following resolution was introduced at the membership meeting of October 18, 2011, and will be voted on at the membership meeting of December 6, 2011.

**WHEREAS:**

*The salary of PFM officers has not changed in over ten years, a period during which the cost of living has risen dramatically;*

*and WHEREAS:*

*The workload of officers has increased significantly due to the merger with the Newport Local, the responsibilities generated by the various Rhode Island music festivals, the operation of a third Cavalcade of Bands ("Summer Dance") and increased accounting and billing functions;*

*and WHEREAS:*

*The current salaries are not sufficient to encourage Local members to run for union office;*

*Therefore, Be It RESOLVED That:*

*Effective January 1, 2012, the salary of the President of the Providence Federation of Musicians shall be \$20,800.00 per year (\$400.00 per week) and the salary of the Secretary/Treasurer of the Providence Federation of Musicians shall be \$20,540.00 per year (\$395.00 per week).*

*Be It Further RESOLVED That:*

*Effective January 1, 2012, Executive Board members shall receive compensation in the amount of \$100.00 for each Executive Board meeting attended.*

Submitted by:

Carl Hosbond  
Ian Greitzer  
Eliot Porter

## Membership Changes

### **New Members**

Arthur Manchester  
359 Highland Dr.  
Jamestown, RI 02835-2916  
Cell: 401-847-4288  
Email: aman02840@aol.com

**Alto Sax, Tenor Sax  
Baritone Sax,  
Flute, Clarinet**

Charles Schrock  
108 South Angell St.  
Providence, RI 02906-5313  
Tel: 401-454-0522  
Email: cdanielschrock1@yahoo.com

**Keyboard**

### **Reinstatements**

Rachel Braude  
Terri Giviens  
Alexey Shabalin  
Megumi Stohs

### **Resignations**

Stephanie Fong

### **Deaths**

Edward J. Drew

### **Suspended**

John Allmark  
Katherine Almquist  
Ted Collins, Jr.  
Kirk Feather  
Michael Iadevaia  
Susan McLeod  
Mark Pinto

### **Expelled**

John Pavao

### **Address, Telephone, Email Changes**

Rachel Braude  
69 Spring Park Ave.  
Jamaica Plain, MA 02130-4428  
Cell: 617-549-7347  
Email: rachel8va@gmail.com

Charles Dimmick  
69 Spring Park Ave.  
Jamaica Plain, MA 02130-4428  
Cell: 617-549-6036  
Email: dimmickce@gmail.com

Jeffrey Fountain  
Tel: 401-846-0529

Terri Giviens  
47 Freeman St.  
Warwick, RI 02886-2021  
Cell: 401-338-0497

Omar Guey  
5 Stuart St.  
Watertown, MA 02472-1629

Norman Lacaille  
c/o Lori Martin  
109 Ware Road  
Dayville, CT 06241-1223  
Tel: 401-265-3989

Loewi Lin  
32 Bryon Road, Apt. 2  
Chestnut Hill, MA 02467-3336

Anne Rabbat  
75 Glen Road, Apt. 1  
Jamaica Plain, MA 02130-3341

Ilana Ringwald  
5 Shadowbrook Lane, Apt. C  
Smithfield, RI 02917-1746

Joyce Ryu  
Email: jhryu7@verizon.net

Megumi Stohs  
39 St. Joseph St., # 1  
Jamaica Plain, MA 02130-3807

Russell Wilson  
184 School St., Apt. 1  
Roxbury, MA 02119-3168

**Instrumentation**  
Will Mahoney  
Add: Cornet

# PROPOSED BUDGET FOR FISCAL YEAR 2012

The proposed budget will be presented for ratification by the membership at the membership meeting on December 6.

Jan - Mar 12						Apr - Jun 12	Jul - Sep 12	Oct - Dec 12	Jan - Dec 12
Ordinary Income/Expense									
Income									
Direct Public Support									
Total Cavalcade Revenue						8,480.00	8,705.00	5,850.00	23,035.00
Golf Tournament Revenue							5,400.00		5,400.00
^^^Total Direct Public Support						8,480.00	14,105.00	5,850.00	28,435.00
^^^Total Investments						120.00	120.00	120.00	480.00
Program Income									
Initiation Fees									
Federation Initiation Fees						65.00	130.00	130.00	325.00
Local Initiation Fees						200.00	300.00	350.00	900.00
Total Initiation Fees						265.00	430.00	50.00	1,225.00
Membership Dues									
Dues						22,249.00	8,864.00	6,524.00	55,686.00
Late Fees						639.00	399.00	594.00	1,857.00
Reinstatement Fees						80.00	55.00	90.00	265.00
Total Membership Dues						22,968.00	9,318.00	7,158.00	57,808.00
Work Dues									
Casual Work Dues						1,350.00	202.00	817.00	4,639.00
PPAC Work Dues						1,451.00	842.00		2,293.00
RI Civic Chorale Work Dues							417.00	192.00	609.00
RI Philharmonic Work Dues						3,280.00	5,423.00	1,677.00	16,680.00
Traveling Work Dues						104.00	180.00	1,305.00	2,572.00
Total Work Dues						6,185.00	7,064.00	3,799.00	26,793.00
^^^Total Program Income						29,418.00	16,812.00	11,007.00	85,826.00
Total Income						29,538.00	25,412.00	25,232.00	114,741.00
Expense									
Business Expenses									
Total Charitable Contributions						60.00	60.00	60.00	240.00
Total Insurance							872.00		872.00
Organizational Charges									
Central Labor Per Capita Tax						120.00	120.00	120.00	480.00
Federation Initiation Fee							195.00	195.00	390.00
Federation Per Capita Charge						5,346.00	5,280.00	5,278.00	21,178.00
Federation Work Dues									
Federation Symphonic Work Dues						284.00	1,963.00	399.00	2,878.00
Federation Work Dues - Other						386.00		619.00	1,005.00
Total Federation Work Dues						670.00	1,963.00	399.00	3,883.00
Total Organizational Charges						6,136.00	7,558.00	5,797.00	25,931.00
Total Refunds						159.00			159.00
*** Total Business Expenses						6,355.00	8,490.00	5,857.00	27,202.00

# PROPOSED FY'12 BUDGET (CONT'D)

	Jan - Mar 12	Apr - Jun 12	Jul - Sep 12	Oct - Dec 12	Jan - Dec 12
Contract Services					
Accounting Fees			1,400.00		1,400.00
Office Cleaning	195.00	195.00	210.00	195.00	795.00
Office Help	630.00	630.00	630.00	630.00	2,520.00
*** Total Contract Services	825.00	825.00	2,240.00	825.00	4,715.00
Facilities and Equipment					
Total Equip Rental and Maintenance	209.00	209.00	209.00	209.00	836.00
Equipment Purchases				0.00	0.00
Property Taxes	578.00	851.00	578.00	578.00	2,585.00
Rent, Parking, Utilities	2,550.00	2,550.00	2,550.00	2,550.00	10,200.00
*** Total Facilities and Equipment	3,337.00	3,610.00	3,337.00	3,337.00	13,621.00
Fund-Raising Expenses					
Total Cavalcade Expenses	170.00	2,485.50	2,814.50	3,290.74	8,760.74
Total Golf Tournament Expenses		600.00	2,547.50	200.00	3,347.50
*** Total Fund-Raising Expenses	170.00	3,085.50	5,362.00	3,490.74	12,108.24
Operations					
Total Advertising Expenses	126.00	126.00	126.00	126.00	504.00
Books, Subscriptions, Reference	35.00			35.00	70.00
Total Computer Expense	111.00	111.00	111.00	111.00	444.00
Newsletter ("Fanfare") Expenses					
Newsletter Paper	100.00	100.00	100.00	100.00	400.00
Newsletter Postage	140.00	140.00	140.00	140.00	560.00
Total Newsletter ("Fanfare") Expenses	240.00	240.00	240.00	240.00	960.00
Postage, Mailing Service					
Address Correction Service	6.00	6.00	6.00	6.00	24.00
Bulk Mail Annual Fee	185.00				185.00
Stamps	264.00	132.00	264.00	132.00	792.00
Postage, Mailing Service - Other	5.52	38.80	7.74	26.52	78.58
Total Postage, Mailing Service	460.52	176.80	277.74	164.52	1,079.58
Printing and Copying	193.00	1,605.00	101.00		1,899.00
Supplies	431.00	295.00	563.00	545.00	1,834.00
Telephone, Telecommunications	450.00	450.00	450.00	450.00	1,800.00
*** Total Operations	2,046.52	3,003.80	1,868.74	1,671.52	8,590.58
Other Types of Expenses					
Death Benefit	1,000.00	1,000.00	1,000.00	1,000.00	4,000.00
Total Other Costs	67.50	72.50	67.50	67.50	275.00
*** Total Other Types of Expenses	1,067.50	1,072.50	1,067.50	1,067.50	4,275.00



# PROPOSED FY'12 BUDGET (CONT'D)

	Jan - Mar 12	Apr - Jun 12	Jul - Sep 12	Oct - Dec 12	Jan - Dec 12
Payroll Expenses					
Pension Fund Contribution	449.63	449.63	484.21	449.63	1,833.10
Payroll Expenses - Other	4,125.03	4,125.03	4,125.03	4,124.91	16,500.00
*** Total Payroll Expenses	4,574.66	4,574.66	4,609.24	4,574.54	18,333.10
Payroll Taxes					
Fed. Unemployment (FUTA - 940)	112.00				112.00
Federal Withholding Tax (941)	548.63	548.63	548.63	548.63	2,194.52
R.I. Payroll Tax (TX-17)	144.38	144.38	144.38	144.38	577.52
*** Total Payroll Taxes	805.01	693.01	693.01	693.01	2,884.04
Travel and Meetings					
Audition Fees -- RIPO				250.00	250.00
Conference, Convention, Meeting					
New England Conference	305.00	700.00			1,005.00
ROPA Conference			500.00		500.00
Total Conference, Convention, Meeting	305.00	700.00	500.00		1,505.00
Meals & Entertainment	150.00	150.00	150.00	150.00	600.00
Total Standing Committee Meetings	450.00	450.00	450.00	450.00	1,800.00
Travel					
Mileage	300.00	100.00	150.00	150.00	700.00
Parking	8.00		61.95		69.95
Per Diem Allowance	450.00				450.00
Total Travel	758.00	100.00	211.95	150.00	1,219.95
*** Total Travel and Meetings	1,663.00	1,400.00	1,311.95	1,000.00	5,374.95
Total Expense	20,843.69	26,754.47	26,346.44	23,159.31	97,103.91
Net Ordinary Income	8,694.31	-1,342.47	-1,114.44	11,399.69	17,637.09
Net Income	8,694.31	-1,342.47	-1,114.44	11,399.69	17,637.09

# Minutes of General Membership Meeting

Held on June 14, 2011

(Approved at Meeting of October 18, 2011)

- **Call to Order: 7:03 P.M.**

- **Roll-Call of Officers**

- Present

President **Artie Cabral**; Secretary-Treasurer **Ed Plunkett**; Executive Board Member **Richard Salzillo**; Executive Board Member **John Worsley**.

- Excused

Vice-President **Al DeAndrade**

- **Attendance**

Eleven (11) members present, constituting a quorum.

- **In Memoriam**

Carmino Tancredi (6/1/11)

Gerald Deragon (former member) (5/9/11)

- **Secretary's Report**

- Minutes of March 15, 2011 Meeting

S/T Plunkett provides copies of the minutes of the previous General Membership Meeting held on March 15, 2011. Board Member John Worsley moves to accept the minutes. Board Member Richard Salzillo seconds the motion. The motion **carries**.

- **Treasurer's Report**

S/T Plunkett reports year-to-date income of \$52,655.53 and year-to-date expenses of \$48,896.88, leaving a net profit, year-to-date of \$3,758.65. The current cash on hand is \$105,231.20. The General Fund, which is the Local's operating fund, contains \$17,091.36. The remainder of the funds (\$88,139.84) is divided among the Local's non-operating ac-

counts: Cavalcade, Golf Tournament, Health & Welfare, Reserve and Survivor's Benefit.

Brother **Sandy Gorodetsky** inquires about a line item on the first quarter profit and loss statement, which was published in the June issue of *Fanfare*, specifically about expenses for computer software. S/T explains that the cost was for office software for new PC's which the Local had recently purchased. Gorodetsky also inquires about a line item for internet service. Plunkett explains that this is part of the telephone bill, but for accounting purposes he has broken it out into a separate line item.

Brother **Eliot Porter** inquires about the solvency of the Survivor's Benefit fund. Plunkett explains that the fund itself has a cash balance of \$30,636.79. In case of a dire emergency, the Local could use its total non-operating funds -- \$88,139.84. It is difficult to predict an exact liability, but there are 104 members over the age of seventy, creating a potential liability of \$104,000.00. However, over the previous five or six years the Local has averaged about 10 deaths per year.

Brother **Duke Belaire** asks if the *Cavalcade of Bands* events over the years have been the only reason the Local has survived. S/T Plunkett responds that the *Cavalcades* have made a significant difference, but points out that the Local has put a great emphasis on collection of work dues, particularly from the major

music festivals which are now within the Local's jurisdiction. Belaire wants to know if the proceeds of fund-raising events can't just be combined with dues and work dues. Plunkett responds that fund-raising proceeds are kept separate from operating funds in an effort to preserve the capital raised through such events and to build up the Local's reserves.

- **President's Report**

- Health Insurance Survey

Pres. Cabral announces that the deadline for the health insurance survey has been extended for another month. He urges all members who have not responded to fill out the form and return it to the Local's office. Cabral states that the survey is a requirement of the insurance carriers. The companies will review the survey before considering whether to offer insurance to the group.

- **Announcements**

- General Meeting

Tuesday, July 26, 2011

- Golf Tournament

Monday, August 15, 2011

- Summer Dance

Tuesday, August 23, 2011

- Nominations Meeting

Tuesday, September 20, 2011

- **Committee Reports**

- By-Law Committee

Chairman **Manny Thetonia** reports out favorably a resolution, introduced at the December 7, 2010 general membership

(Continued on page 8)

# General Membership Meeting Minutes (Cont'd)

(Continued from page 7) Minutes 6/15/2011

meeting, to amend Article IX, Section 2, to extend the deadline for filing complaints from forty-five (45) days to sixty (60) days.

There is a discussion about the difference between "claims", as used in Article IX, and "charges", as used in Article X. Brother Gorodetsky thinks that they are two separate things and that the by-laws are correct as written and should not be amended. Brother Belaire concurs. After further discussion, EBM Worsley moves to withdraw the resolution. Brother Gorodetsky seconds the motion. The motion carries and the resolution is **withdrawn**.

- **Old Business**

- Territory Swap

Brother Porter inquires about the status of the proposed territory swap with the Fall River Local. President Cabral responds that the Fall River Local has declined the offer.

- **New Business**

- Introduction of Resolution

S/T Plunkett introduces a resolution to require all delegates to the AFM conventions to be elected and to eliminate the automatic delegate status of the President and Secretary-

Treasurer. Plunkett explains that this change is a requirement of both federal law and AFM rules. Brother Gorodetsky moves to refer the resolution to the by-law committee. Brother Ed Drew seconds the motion. The motion carries and the resolution is referred to the by-law committee

- Introduction of Resolution

S/T Plunkett introduces a resolution to clarify the assessment of work dues on electronic media engagements. Brother Thetonia moves to refer the resolution to the wage scale committee. EBM Worsley seconds the motion. The motion carries and is referred to the wage scale committee.

- **Good and Welfare**

- Union organizing

Brother Gorodetsky relays questions that were put to him at a recent meeting of the Golf committee. Some members were concerned about singer Mike Dutra using non-union musicians on his engagements. Gorodetsky wants to know if it is possible for the Local to do "informational" picketing. Pres. Cabral responds that the Local cannot picket an establishment unless there is a collective bargaining agreement. He adds that it would also be necessary to find out if union musicians were

performing with non-union players.

EBM Worsley notes that the Night Life Orchestra has union members playing with non-union members. Worsley says it is difficult to enforce the rules unless a union rep goes out every night to check on all the bands playing in town.

Pres. Cabral mentions the performance by Michael Buble at the Dunkin Donuts Center last night, where Buble used all non-union players, who travel with him, paying them substandard wages and providing poor travel accommodations.

Brother Gorodetsky suggests that the union write to various venues, asking them to hire union musicians. He mentions that members of the Screen Actors Guild are strictly prohibited from working under any conditions but a SAG contract. Gorodetsky suggests getting a "model" letter from the AFM. The letter should be introductory and not accusatory.

- **Adjournment**

Brother Thetonia moves to adjourn. Brother Gorodetsky seconds the motion. The motion carries. Meeting adjourned at 8:32 P.M.

(Continued from page 1) General Meeting 10/18/11

At times, the situation seemed eerily reminiscent of the meeting which was to have been held on July 26, but had to be cancelled for lack of a quorum.

The primary business at the meeting was a resolution to

amend the wage scale to exclude electronic media engagements from the annual \$30.00 work dues cap.

In fact, electronic media work dues have never been limited by the cap, since they are governed by national wage scales. However, the Local's wage scale was

unclear. The late Ed Drew, as chairman of the Wage Scale committee, reported out the resolution favorably and on a voice vote the resolution passed.

Vice-President Al DeAndrade, as chairman of the Cavalcade of Bands and the Golf Tournament,

(Continued on page 11)



# Minutes of Nominations Meeting

Held on September 20, 2011

(Approved at Meeting of October 18, 2011)

## • CALL TO ORDER: 7:07 P.M.

## • ROLL-CALL

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

## • ATTENDANCE

Sixteen (16) members present, constituting a quorum. (Quorum not required for Nominations Meeting.)

## • NOMINATIONS

### • Office of President

VP calls for nominations for the Office of President.

Brother **Manny Thetonia** nominates President **Artie Cabral** for the Office of President.

There are no other nominations.

S/T casts one vote for **Artie Cabral** as President. **Artie Cabral** is **re-elected** to the office of **President** by acclamation.

### • Office of Vice-President

Pres. calls for nominations for the Office of Vice-President.

Brother **Bill Custer** nominates Vice-President **Al DeAndrade** for the Office of Vice-President.

There are no other nominations.

S/T casts one vote for **Al DeAndrade** as Vice-President. **Al DeAndrade** is **re-elected** to the office of **Vice-President** by acclamation.

### • Office of Secretary-Treasurer

Pres. calls for nominations for the Office of Secretary-Treasurer.

Brother **Eliot Porter** nominates Secretary-Treasurer **Ed Plunkett** for the Office of Secretary-Treasurer.

There are no other nominations.

VP casts one vote for **Ed Plunkett** as Secretary-Treasurer. **Ed Plunkett** is **re-elected** to the office of **Secretary-Treasurer** by acclamation.

### • Executive Board Members (2)

Pres calls for nominations for two (2) positions on the Executive Board.

Brother **Robert Kettell** nominates **Richard Salzillo** for the position of Executive Board Member.

Brother Bill Custer nominates **John Worsley** for the position of Executive Board Member.

There are no other nominations.

S/T casts one ballot for **Richard Salzillo** and one ballot for **John Worsley** for the positions of Executive Board Members. **Richard Salzillo** and **John Worsley** are **re-elected** to the positions of **Executive Board Members** by acclamation.

### • Delegate (3) to the International Conference of the AFM

Pres calls for nominations for three (3) positions as Delegates to the International Conference of the AFM.

Brother **Art Medeiros** nominates **Ed Plunkett** for the posi-

tion of Delegate to the International Conference of the AFM.

Brother Custer nominates **Al DeAndrade** for the position of Delegate to the International Conference of the AFM.

Secretary-Treasurer Ed Plunkett nominates **Art Medeiros** for the position of Delegate to the International Conference of the AFM.

There are no other nominations.

Board member John Worsley casts one ballot for **Ed Plunkett**, one ballot for **Al DeAndrade** and one ballot for **Art Medeiros** for the positions of Delegates to the International Conference of the AFM.

**Ed Plunkett**, **Al DeAndrade** and **Art Medeiros** are **elected** to the positions of Delegates to the International Conference of the AFM by acclamation.

### • Alternate Delegates (3) to the International Conference of the AFM

Pres calls for nominations for three (3) positions as Alternate Delegate to the International Conference of the AFM.

Brother Manny Thetonia nominates **Carl Hosbond** for the position of Alternate Delegate to the International Conference of the AFM.

Brother Medeiros nominates **Artie Cabral** for the position of Alternate Delegate to the International Conference of the AFM.

Brother Medeiros nominates **John Worsley** for the position of

(Continued on page 10)

# Nominations Meeting Minutes (Cont'd)

(Continued from page 9) Nominations Meeting

Alternate Delegate to the International Conference of the AFM.

Secretary-Treasurer Ed Plunkett casts one ballot for **Carl Hosbond**, one ballot for **Artie Cabral** and one ballot for **John Worsley** for the positions of Alternate Delegates to the International Conference of the AFM.

**Carl Hosbond**, **Artie Cabral** and **John Worsley** are **elected** to the positions of Alternate Delegates to the International Conference of the AFM by acclamation.

- Delegates (2) to the New England Conference of AFM Locals

Pres calls for nominations for two (2) positions as Delegates to the New England Conference of AFM Locals, noting that the President and Secretary-Treasurer are delegates *ex officio*.

Board member Worsley nominates **Arthur Medeiros** for the position of Delegate to the New England Conference of AFM Locals.

Brother Custer nominates **Al DeAndrade** for the position of Delegate to the New England Conference of AFM Locals.

There are no other nominations.

S/T casts one ballot for **Arthur Medeiros** and one ballot for **Al DeAndrade** for the positions of Delegates to the New England Conference of AFM Locals. **Arthur Medeiros** and **Al DeAndrade** are **elected** to the positions of **Delegates** to the New England Conference of AFM Locals by acclamation.

- Alternate Delegates (4) to the New England Conference of AFM Locals

Pres calls for nominations for four (4) positions as Alternate Delegates to the New England Conference of AFM Locals.

Brother Medeiros nominates **Carl Hosbond** for the position of Alternate Delegate to the New England Conference of AFM Locals.

Brother Hosbond nominates Brother **William Andrews** for the position of Alternate Delegate to the New England Conference of AFM Locals.

S/T Plunkett nominates Brother **Eliot Porter** for the position of Alternate Delegate to the New England Conference of AFM Locals.

Brother Medeiros nominates **John Worsley** for the position of Alternate Delegate to the New England Conference of AFM Locals.

There are no other nominations.

S/T casts one ballot for **Carl Hosbond**, one ballot for **William Andrews**, one ballot for **Eliot Porter** and one ballot for **John Worsley** for the positions of Alternate Delegates to the New England Conference of AFM Locals.

**Carl Hosbond**, **William Andrews**, **Eliot Porter** and **John Worsley** are **elected** to the positions of **Alternate Delegates** to the New England Conference of AFM Locals by acclamation.

- Delegates (3) to the Rhode Island State Convention of the AFL-CIO

Pres calls for nominations for three (3) positions as Delegates to the Rhode Island State Convention of the AFL-CIO, noting that the Local is not a member of the state AFL-CIO and is there-

fore not eligible to send delegates to the AFL-CIO convention.

No nominations are received. The positions are declared vacant

- Alternate Delegates (3) to the Rhode Island State Convention of the AFL-CIO

Pres calls for nominations for three (3) positions as Alternate Delegates to the Rhode Island State Convention of the AFL-CIO, noting that the Local is not a member of the state AFL-CIO and is therefore not eligible to send alternate delegates to the AFL-CIO convention.

No nominations are received. The positions are declared vacant

- Delegates (3) to the Providence Central Labor Council

Pres calls for nominations for three (3) positions as Delegates to the Providence Central Labor Council.

Brother Medeiros nominates **Ed Plunkett** for the position of Delegate to the Providence Central Labor Council.

Brother Custer nominates **Al DeAndrade** for the position of Delegate to the Providence Central Labor Council.

Brother Porter nominates **Artie Cabral** for the position of Delegate to the Providence Central Labor Council.

There are no other nominations.

Executive Board Member John Worsley casts one vote for **Ed Plunkett**, one vote for **Al DeAndrade** and one vote for **Artie Cabral** for the positions of Delegates to the Providence Central Labor Council. **Ed Plunkett**, **Al DeAndrade** and **Artie Cabral** are **elected** as **Delegates** to the

(Continued on page 11)

Providence Central Labor Council by acclamation.

- Alternate Delegates (3) to the Providence Central Labor Council

Pres calls for nominations for three (3) positions as Alternate Delegates to the Providence Central Labor Council.

Brother Medeiros nominates **William Andrews** for the position of Alternate Delegate to the Providence Central Labor Council.

Vice-President DeAndrade nominates **Eliot Porter** for the position of Alternate Delegate to the Providence Central Labor Council.

Brother Custer nominates **Arthur Medeiros** for the position of Alternate Delegate to the Providence Central Labor Council.

There are no other nominations.

S/T casts one vote for **William Andrews**, one vote for **Eliot Porter** and one vote for **Arthur Medeiros** for the positions of Alternate Delegates to the Providence Central Labor Council.

**William Andrews, Eliot Porter** and **Arthur Medeiros** are **elected** as **Alternate Delegates** to the Providence Central Labor Council by acclamation.

#### • ELECTION

Pres announces that because no positions are contested, there will not be a separate election.

#### • ADJOURNMENT

VP moves to adjourn the meeting. S/T seconds the motion. The motion carries. The meeting adjourns at 7:33 P.M.

# Executive Board Minutes

## August 18, 2011

- **Call to Order:** 11:38 A.M.

#### • Roll-Call

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

**Excused:** Vice-President **Al DeAndrade**.

#### • Secretary's Report

- August 2, 2011 Minutes

S/T presents minutes of August 2, 2011, Executive Board Meeting. EBM Worsley moves to accept the minutes of the August 2 Executive Board meeting. EBM Salzillo seconds. The motion to accept the minutes carries.

#### • Treasurer's Reports

- July Financial Reports

S/T presents the financial statements for the month of July. EBM Worsley moves to accept the financial reports. EBM Salzillo seconds the motion. The motion carries.

- **Bill Payments** (Authorization Requested)  
Joseph Calabrese \$1,400.00  
(Annual accounting fee)

EBM Worsley moves to authorize payment to Joseph Calabrese in the amount requested. EBM Salzillo seconds the motion. The motion carries

- Work Dues Reports

Pres comments on the collection of work dues from the "Music on the Hill" festival held in East Greenwich in June. So far, the festival has not responded to requests for payment. Pres wants some way to reach out to the management of the festival to establish a relationship. He suggests inviting them to the Cavalcade dinner. There is a discussion about the collection of work dues from the Newport Folk and Jazz Festivals.

#### • Executive Session

The Board enters into Executive Session at 12:06 P.M.

Regular session resumed at 12:50 P.M.

#### • Next Meeting

Next Executive Board Meeting on Thursday, September 15, at 10:00 A.M.

#### • Adjournment

EBM Salzillo moves to adjourn. EBM Worsley seconds the motion. The motion carries. Meeting adjourns at 12:53 P.M.

(Continued from page 8) General Meeting, 10/18/11

reported that the August Summer Dance made a net profit of \$5,900.00, while the Golf Tournament made a profit of \$2,700.00.

President Artie Cabral reported that the Local is continuing to

work on the health insurance program and that he hopes to have the plan in place for members soon.

Finally, Brother Carl Hosbond introduced a resolution which would increase the salaries of the officers and board members of

(Continued on page 15)

# Executive Board Minutes

**September 15, 2011**

• **Call to Order:** 10:03 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**

• August 18, 2011 Minutes

S/T presents minutes of August 18, 2011, Executive Board Meeting. EBM Worsley moves to accept the minutes of the August 18 Executive Board meeting. VP seconds. The motion to accept the minutes carries.

• **NEW MEMBER APPLICATION**

Charles Schrock  
Keyboards

• **RESIGNED**

Stephanie Fong

• **REINSTATED**

Robert Mainelli  
Alexey Shabalin

• **CURRENT MEMBERSHIP**

Life: 106;  
Regular: 300;  
Total: 406

VP moves to accept the membership application of Charles Schrock. EBM Worsley seconds the motion. The motion carries.

• **Treasurer's Reports**

• **August Financial Reports**

S/T presents the financial statements for the month of August. EBM Worsley moves to accept the financial reports. VP seconds the motion. The motion carries.

• **Bill Payments** (Authorization Requested)

Rhodes-on-the-Pawtuxet

\$250.00

(Deposit for October Cavalcade)

Montaup Country Club

\$1,365.00

(Greens fees for golf tournament)

Kenny J's Greenside Grill

\$839.60

(Banquet charges for golf tournament)

Eliot Porter \$422.76

(Travel expenses for ROPA conference)

Joseph Calabrese

\$1,400.00

(Annual accounting fee -- Previously approved at EB meeting on 8/18/11)

Rhodes-on-the-Pawtuxet

\$983.50

(Fees for Summer Dance 8/16/11)

Al DeAndrade \$569.58

(Miscellaneous expenses for Summer Dance, 8/16/11)

EBM Worsley moves to authorize payment of all business items. EBM Salzillo seconds the motion. The motion carries

• **Communications**

S/T reads a letter from Max Herman, President-Emeritus of Local 47 (Los Angeles) and a Providence native.

• **Committee Reports**

• **Cavalcade of Bands**

There is a discussion of accounting procedures at the Cavalcade of Bands. S/T informs the EB that he will be instituting new procedures at the Cavalcades to improve accountability and control. EBM Worsley moves to accept the new procedures. EBM Salzillo seconds the motion. The motion carries.

10:50 A.M. – Pres departs the meeting. VP assumes the chair.

• **Golf Tournament**

VP estimates that the gross receipts from the Golf Tournament held on August 22 were over \$6,000.00 and that the net profit should be around \$3,000.00. He will present the final report at the next EB meeting. Committee members include VP, Alex Mansour and Art Medeiros, co-chairs; Bonnie Mann (Secretary/Treasurer); Greg Wardson, Sandy Gorodetsky, Jim Kinder and Bill Custer

• **Old Business**

• **Frank Castle**

VP reports that on a recent visit to Cherry Hill Manor nursing home in Johnston he found that Local 262 member Frank Castle, who lives in the PFM jurisdiction, was performing there

(Continued on page 16)

# Third Quarter, 2011, Profit and Loss Statement (Unaudited)

	Jul 11	Aug 11	Sep 11	TOTAL
Ordinary Income/Expense				
Income				
Direct Public Support				
Total Cavalcade Revenue	380.00	8,325.00	0.00	8,705.00
Total Contributions	0.00	720.00	0.00	720.00
Golf Tournament Revenue	0.00	0.00	5,075.00	5,075.00
Total Direct Public Support	380.00	9,045.00	5,075.00	14,500.00
Total Investments	38.15	42.96	39.79	120.90
Total Other Types of Income	0.00	0.00	9.81	9.81
Program Income				
Initiation Fees				
Local Initiation Fees	0.00	0.00	50.00	50.00
Total Initiation Fees	0.00	0.00	50.00	50.00
Membership Dues				
Dues	1,460.00	2,532.50	2,530.73	6,523.23
Late Fees	38.75	280.00	275.00	593.75
Reinstatement Fees	10.00	10.00	20.00	40.00
Total Membership Dues	1,508.75	2,822.50	2,825.73	7,156.98
Work Dues				
Casual Work Dues	196.60	353.27	267.26	817.13
Electronic Work Dues	0.00	1.80	0.00	1.80
RI Philharmonic Work Dues	26.83	596.12	1,053.25	1,676.20
Traveling Work Dues	0.00	927.20	377.60	1,304.80
Total Work Dues	223.43	1,878.39	1,698.11	3,799.93
Total Program Income	1,732.18	4,700.89	4,573.84	11,006.91
Total Income	2,150.33	13,788.85	9,698.44	25,637.62

## Bank Account Balances

	Qtr Ending	9/30/2010	12/31/2010	3/31/2010	6/30/2011	9/30/2011
Account	Type					
Checking	Checking	\$21.44	\$1,678.34	\$115.87	\$1,129.71	\$303.30
Gen'l Fund	Savings	\$8,192.38	\$16,430.52	\$24,904.61	\$18,426.82	\$10,316.19
Cavalcade	Savings	\$15,000.17	\$19,234.98	\$5,708.39	\$12,331.90	\$18,239.44
Golf	Savings	\$5,488.90	\$5,380.85	\$5,390.77	\$4,796.27	\$7,476.63
Hlth/Welf.	Savings	\$2,810.46	\$7,848.42	\$10,265.25	\$10,200.04	\$9,932.58
Hlth/Welf.	Cert. of Dep.	\$5,070.36	0.00	0.00	0.00	0.00
Reserve	Savings	\$12,890.10	\$23,073.04	\$28,120.07	\$28,160.85	\$28,213.90
Reserve	Cert. of Dep.	\$10,140.69	0.00	0.00	0.00	0.00
Surv. Bnft.	Savings	\$11,208.04	\$28,547.09	\$32,603.30	\$30,649.56	\$30,707.30
Surv. Bnft.	Cert. of Dep.	\$20,281.41	0.00		0.00	0.00
Petty Cash	Cash	\$24.59	\$15.37	\$29.64	\$25.32	\$25.22
<b>Totals</b>		<b>\$91,128.54</b>	<b>\$102,208.61</b>	<b>\$107,137.90</b>	<b>\$105,720.47</b>	<b>\$105,214.56</b>



# Third Quarter, 2011, Profit and Loss Statement (Continued)

Expense	Jul 11	Aug 11	Sept 11	Total
Business Expenses				
Organizational Charges				
Central Labor Per Capita Tax	40.00	40.00	40.00	120.00
Federation Per Capita Charge	5,278.00	0.00	0.00	5,278.00
Federation Work Dues				
Federation Symphonic Work Dues	267.23	5.93	131.58	404.74
Total Federation Work Dues	267.23	5.93	131.58	404.74
Total Organizational Charges	5,585.23	45.93	171.58	5,802.74
Total Business Expenses	5,585.23	45.93	171.58	5,802.74
Contract Services				
Accounting Fees	0.00	1,400.00	0.00	1,400.00
Office Cleaning	0.00	0.00	105.00	105.00
Office Help	210.00	210.00	140.00	560.00
Total Contract Services	210.00	1,610.00	245.00	2,065.00
Facilities and Equipment				
Total Equip Rental and Maintenance	0.00	0.00	209.00	209.00
Property Taxes	578.24	0.00	0.00	578.24
Rent, Parking, Utilities	850.00	850.00	850.00	2,550.00
Total Facilities and Equipment	1,428.24	850.00	1,059.00	3,337.24
Fund-Raising Expenses				
Total Cavalcade Expenses	597.05	250.00	1,954.02	2,801.07
Total Golf Tournament Expenses	0.00	2,204.60	191.25	2,395.85
Total Fund-Raising Expenses	597.05	2,454.60	2,145.27	5,196.92
Operations				
Advertising Expenses				
Telephone Directory	41.50	41.50	41.50	124.50
Total Advertising Expenses	41.50	41.50	41.50	124.50
Total Computer Expense	96.42	36.99	167.57	300.98
Total Postage, Mailing Service	133.00	259.50	137.10	529.60
Printing and Copying	150.00	58.85	191.73	400.58
Supplies	0.00	542.32	21.23	563.55
Telephone, Telecommunications	141.16	148.85	157.60	447.61
Total Operations	562.08	1,088.01	716.73	2,366.82

# Third Quarter, 2011, Profit and Loss Statement (Continued)

	Jul 11	Aug 11	Sep 11	Total
Other Types of Expenses				
Total Other Costs	27.53	37.65	34.86	100.04
Total Other Types of Expenses	27.53	37.65	34.86	100.04
Payroll Expenses				
Musical Services	0.00	45.00	0.00	45.00
Pension Fund Contribution	172.93	138.35	138.35	449.63
Payroll Expenses - Other	1,404.36	1,404.36	1,755.45	4,564.17
Total Payroll Expenses	1,577.29	1,587.71	1,893.80	5,058.80
Travel and Meetings				
Conference, Convention, Meeting				
ROPA Conference	0.00	422.76	0.00	422.76
Total Conference, Convention, Meeting	0.00	422.76	0.00	422.76
Meals & Entertainment	98.81	0.00	202.23	301.04
Standing Committee Meetings				
Executive Board Meeting	300.00	250.00	150.00	700.00
Total Standing Committee Meetings	300.00	250.00	150.00	700.00
Travel				
Mileage	50.00	50.00	50.00	150.00
Total Travel	50.00	50.00	50.00	150.00
Total Travel and Meetings	448.81	722.76	402.23	1,573.80
Total Expense	10,436.23	8,396.66	6,668.47	25,501.36
Net Ordinary Income	-8,285.90	5,392.19	3,029.97	136.26
Net Income	-8,285.90	5,392.19	3,029.97	136.26

## Resolution Adopted

The following resolution was approved at the membership meeting of October 18, 2011

### WHEREAS

*Electronic Media (recordings, broadcast, etc.) are governed by AFM national contracts and wage scales;*

### and WHEREAS

*The Providence Federation of Musicians wage scale is unclear regarding the payment of work dues for electronic media engagements;*

*Therefore, Be It RESOLVED That:*

*The wage scale of the Providence Federation of Musicians shall be revised as follows:*

*WAGE SCALE and CONDITIONS (Page 67), Second Paragraph*

### WORK DUES

*"4%, on all engagements, of printed scales, up to and including a cap of \$30.00, excluding collective bargaining agreements and electronic media."*

(Continued from page 11) General Meeting 10/18/11

the Local. (The resolution appears on page 3 of this issue.)

Hosbond noted that there has not been an increase for officers in over ten years. He also observed that members are reluctant to run for office because of the currently low salaries.

President Cabral referred the resolution to the Finance Committee, with a vote scheduled for the next General Membership Meeting on December 6.

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(Continued from page 12) EB Minutes, 9/15/11

every Tuesday. VP wants EB to take action against Castle for performing and living in the PFM jurisdiction without being a member of the Local.

- Rhode Island Philharmonic

S/T announces that the members of the Rhode Island Philharmonic will cast ballots on Saturday, September 17, to decide whether to grant a waiver to management to allow rebroadcast of the concert on September 17 more than the five times allowed in the contract

- **Next Meeting**

Next Executive Board Meeting on Friday, October 28, at 10:30 A.M.

- **Adjournment**

EBM Worsley moves to adjourn. EBM Salzillo seconds the

# Annual Budget Meeting

## Tuesday, December 6, 7:00 PM

### Voting on 2012 Budget

### Voting on Salary Resolution