



APRIL, 2012

Fanfare

The Providence Federation of Musicians

RIPO Players Endorse Contract Extension

January 27, 2012 -- By a vote of 39 to 4, members of the Rhode Island Philharmonic Orchestra approved a contract extension.

The contract renewal covers the period from September 1, 2011 through August 31, 2012.

Several key points were addressed in the renewal.

1. **Absences** -- Requests for excused absences may be made up to three weeks prior to the service, a one week reduction from the previous requirement of four weeks notice;
2. **Holiday Pay** -- Independence Day and Labor Day concerts will be paid at the regular per-service rate, not time and one-half;
3. **Salary Linkage** -- In the event that any member of the RIPO staff receives a raise beyond what they were paid prior to their pay cut of December 2008, all musicians' wages will be increased by the same percentage.

Orchestra committee members expressed their thanks to the orchestra players for approving the measure. Negotiations for the next contract renewal will begin in the summer.

Membership Meeting
Tuesday, May 8
7:00 P.M.
At Local Headquarters

General Meeting

Officer Raises Approved 2012 BUDGET OK'D

Dec. 6, 2011 -- At a general membership meeting held this evening, members voted to approve a resolution raising salaries for the Local's officers and board members.

The resolution, which had been co-sponsored by Brothers **Carl Hosbond**, **Eliot Porter** and **Ian Greitzer**, proposed to raise the President's salary to \$20,800.00 per year (\$400.00 per week) and the Secretary-Treasurer's salary to \$20,540.00 per year (\$395.00 per week).

Board members' stipend would go to \$100.00 per executive board meeting attended.

During discussion on the resolution, Board Member **John Worsley** offered an amendment to establish a salary of \$4,160.00 per year (\$80.00 per week) for the office of Vice-President. The figure was based on an assumption that the Vice-President would be in the office on a part-time basis, to carry out assignments from the President and to assist the Secretary-Treasurer.

Brother **Sandy Gorodetsky**, as chairman of the Finance Committee, read a report from the committee which endorsed pay raises for the officers and board members, although it stopped short of providing any specific figures.

After a brief discussion, the resolution was approved on a voice vote.

Board member Worsley extended his gratitude to the members present for approving the salary increases. He noted that the changes would bring the Local into the modern era and bode well for the future of the Local. He thanked the members present for their participation and support.

• 2012 Budget

Also considered at the meeting was the annual 2012 budget, which had been previously published in the November-December, 2011, issue of *Fanfare*.

The published budget projected income of \$114,741.00 and expenses of \$97,103.91, leaving

(Continued on page 16)

In This Issue

	<u>Page</u>
Articles	1, 3, 4, 5
Financial Reports	13 - 15
Local Notes	6
Membership Changes	6
Minutes	
Executive Board	8, 9, 10, 11
General Membership	7





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Local 198-457
American Federation
Of Musicians

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 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 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 and Electronic Media.

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.

Membership Meeting
Tuesday, May 8
7:00 P.M.
At Local Headquarters

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

PERILS OF WORKING NON-UNION

The weak economy of the last several years has placed many union members in the awkward position of having to accept engagements with non-union bands.

While the Local is aware of this activity, it is reluctant to pursue charges against these members, given how little work is available.

However, members accepting non-union "gigs" should be aware of some of the pitfalls.

- **Loss of Representation.**

The union has no authority over non-union leader / contractors. Consequently, should a union member have a problem with any term of employment -- in particular, payment of the appropriate wages -- the union can not intervene. This effectively leaves the union member on his or her own, without representation.

- **No Forum for Complaints**

Again, since the union has no authority over non-union players, a union member can not file

charges with the Local against a non-union player. This obviously stymies a union musician's ability to dispute anything -- not just wages -- with a non-union musician.

- **Damage to Reputation.**

A member who takes both union and non-union work runs the risk of damaging his/her professional reputation. It is not really possible to "work both sides of the aisle" without acquiring the dreaded union epithet of "scab."

While it may seem expeditious to take as many "gigs" as possible, both union and non-union, such behavior offends loyal union members. "Scabs" may get more gigs in the short term, but in the long run they can very well end up losing those good and desirable union jobs that every member craves.

The Local understands the difficult employment situation facing all musicians in this depressed economy. But members are advised to think carefully before accepting non-union engagements.

Beware "Dark" Recording Sessions

With the rise of independent, or "Indie", recordings, many Local members now find themselves in new and unfamiliar territory -- the recording studio.

While this environment represents new opportunities for work and income, members should be aware of the AFM's national guidelines, policies and protections.

Many "indie" producers tend to ignore or bypass AFM requirements -- hence the term "dark" recordings.

Most of the information about AFM recording guidelines can be found on the AFM web site -- www.afm.org. Click on the "Document Library" tab, then on the "EMSD" (Electronic Media Services Division) line and finally click on "Electronic Media Guidelines & Summaries."

Since most "indie" recordings tend to be less than 10,000 units, the "Limited Pressing" section (chapter 3) will apply to most

(Continued on page 16)

Group Health Plan Fails

An initiative by the Local to form a health insurance group, with lower rates and guaranteed coverage, has failed.

Only three persons out of 240 eligible members signed up for the plan. The insurance companies could not form a group with such a low participation rate.

The effort to form a health insurance group started nearly a year ago. A survey of the membership was conducted in the *Fanfare* last summer. Based on the responses, it appeared that at least several dozen members were interested in joining a group.

An informational meeting was held on February 12, with insurance brokers present to explain the various options. Fifteen members attended, while another twenty expressed interest but were unable to attend.

In the end, only three members responded and that was not enough to form the group.

Secretary-Treasurer Ed Plunkett expressed disappointment at the low response. He noted that in 2014, everyone will be REQUIRED to buy health insurance under the new health care law.

"Forming the group now would have positioned our members well in preparation for the 2014 mandate," Plunkett commented. "Instead, when 2014 rolls around, every one will be on their own and will have to scramble to buy health insurance."

Barring a sudden and overwhelming response from the membership, the Local has no plans to pursue the issue any further.

Regional Orchestra Players Fret over Economy

By Eliot Porter

In August, 2011, thanks to the support of Local 198-457, I attended the 2011 Regional Orchestra Players Association (ROPA) Conference in Portland, Maine, as a delegate representing the Rhode Island Philharmonic Orchestra (RIPO) players.

ROPA is one of the players' conferences of the AFM. The player conferences represent some of the different constituent groups within the Federation, such as recording musicians, theater musicians, and major orchestra musicians as well. ROPA currently has 85 member orchestras.

Sponsored by Boston Local 9-535 and the Portland Symphony, the conference was attended by AFM President Ray Hair, Local 9-535 President Pat Hollenbeck, past and present AFM Symphonic Services heads Chris Durham and Jay Blumenthal, along with other Federation staff, as well as the many delegates from ROPA orchestras.

Among the attendees from this area were Local 198-457 (and Local 9-535) members Tony D'Amico and Craig McNutt, who have also served as RIPO-ROPA delegates.

In addition to presentations by the above, Portland Symphony Board member Gordon Gayer presented examples of successful cooperation between Board, Management and players.

Laura Ross spoke about the state of the AFM Pension Fund, which, she said, is healthy, although the reductions in benefits over the past few years may have made it seem otherwise. It is currently in the "Green Zone."

The Philadelphia Orchestra is using the threat of withdrawal from the Fund as a lever to extract concessions from the players.

The Conference addressed some of the major challenges facing the members of regional orchestras, as well as offering some strategies for dealing with those challenges. The meeting expressed a sense that we are involved in a common struggle, even though we are mostly geographically isolated from each other.

The largest challenge for players in regional orchestras, obviously, is the poor economy, and the opportunity it seems to present to boards and managements for extracting concessions, financial and otherwise, from players.

The well-publicized bankruptcies and threatened bankruptcies of several orchestras such as Philadelphia, New Mexico, Detroit and Syracuse have contributed to an atmosphere verging on panic.

The consensus among regional orchestras, however, is that while some are struggling and most feeling the effects of the

poor economic climate, few are actually in danger.

Since there are now so many member orchestras, breakout sessions were held in which around 15 delegates discussed their particular issues and potential solutions to problems.

Among the topics to discuss were:

- Community ownership of organization;
- Divisive internal issues;
- How to increase orchestra exposure;
- Working conditions;
- How to promote good orchestra news stories to national media.

There were also sessions on the use of social media to promote orchestras and their players, negotiation, and the Integrated Media Agreement.

Richard Kelly, the Portland ROPA delegate, did a wonderful job organizing the conference in Portland, which included "whoopie" pies for all attendees at registration and a lobster cruise in Casco Bay (which I, unfortunately, had to miss).

(Bassist Eliot Porter is the union steward for the Rhode Island Philharmonic Orchestra.)



ED DREW, SOCIETY BANDLEADER, AT 84

Ed Drew, a prominent society orchestra leader and life member of Local 198-457, passed away on October 26, 2011.

Drew had been injured several days earlier in an automobile accident in Coventry and succumbed to complications.

For nearly thirty years, Ed and his partner, the late Hal Corcoran, led the "Drew-Corcoran Orchestras", with offices in Cranston.

Many senior members of this Local will recall the Drew-Corcoran office as being one of the busiest in New England during its heyday of the 1960's through the 1980's.

A photograph hanging in the Local's office shows the Drew-Corcoran office's annual Christmas party in 1969, with nearly forty working musicians in attendance.

Ed Drew attended high school in East Bridgewater, Massachusetts. He earned a B.M. from New England Conservatory, an M.M. from the University of Michigan and a D.M.A. in Music Education from Boston University.

He studied voice with Dorothy Richards, at New England Conservatory, and Thelma Lewis at Michigan.

He began his professional career at age 14, playing clarinet and singing at church functions in East Bridgewater in 1941.

In 1943, Drew was playing clarinet and singing with a dixieland group in Brockton, MA., presenting concerts for the U.S. Army, retirees and other groups.

While studying at the New England Conservatory, he played saxophone and clarinet and sang with groups and big bands in the Plymouth, Massachusetts area.

He spent time in the U.S. Army in New Jersey, conducting and playing in the Fort Dix Army Band, as well as directing the Band School. He studied conducting and string bass in Philadelphia. While at the University of Michigan, he played bass and sang with a jazz group.



Ed Drew
(1927 - 2011)

Upon returning to the New England area, he began teaching music in the Coventry public schools. Later, he would become the Director of Music for the Coventry public schools.

Concurrently with his school job, he began playing bass and singing in the Providence area. For many years he performed with Billy Poore's society orchestra.

In 1964, Ed formed a booking agency with Hal Corcoran called the Drew-Corcoran Orchestra. He performed nation-wide -- leading, playing bass and singing.

He and Hal performed throughout New England, as well as in Florida, Texas, Fisher Island (New York) and Washington, D.C.

Some of the highlights of his career included:

- President George H. W. Bush's Inaugural Ball (1989);

- Making a professional recording for Fisher's Island Hospital, featuring Hal Corcoran and himself;
- Playing bass with actor/pianist Jack Lemmon at a party;
- Performing for the Country Club Managers of America for a week in London, England;
- Playing bass with Herbie Fields jazz group for a week in New Jersey;
- Sitting-in on bass with Lionel Hampton at a ceremony honoring his receipt of an Honorary Doctorate.

As a partner in the Drew-Corcoran Agency, he played with and employed many Rhode Island musicians. Since 1992, he led, sang and played clarinet in Horace Mann's Dixieland Pops.

Ed was active in union affairs and served as chair of the Wage Scale Committee for this Local.

He was also a leader in the field of music education. He served as Professor of Music at Boston University, (1967-68), and Eastern Connecticut State University (1970-92).

Ed was on the executive board of the Rhode Island Music Educators' Association and served as chairman of the Retired RI Music Educators' Association. A member of the legislative committee of AARP, he received the AARP Andrus Award for Community Service in 2009.

Currently, he was working with 4th - 6th graders in Central Falls on *Project Citizen - We the People*.

Ed is survived by his wife, Marion, two children and three grandchildren.

Membership Changes

New Members

Jung-Eun ("Jenny") Ahn
199 Wolcott Road
Chestnut Hill, MA 02467-3134
Cell: 213-948-4114
Email: ahnjungeun@gmail.com

Violin

Chelsea Bernstein
7 Andrew St..
Newport, RI 02840-4301
Tel: 401-924-2860
Email: 00chilib@gmail.com

Cello

Walter Bostian
35 Purvis St.
Watertown, MA 02472-1757
Cell: 617-407-4356
Email: waltbostian@comcast.net

Tenor Trombone

Bass Trombone

Euphonium

Electric Bass

Geraldine Boyer-Cussac
1365 East Main Road
Portsmouth, RI 02871-2328
Cell: 914-319-5455
Email: geraldinebcl@hotmail.com

Piano

Dylan Trevelan
P.O. Box 6482
Brown Station
Providence, RI 02912-6000
Cell: 253-222-2872
Email: dylantrevelan@gmail.com

Guitar

Bass Guitar

Piano

Percussion

Vocalist

Zoya Tsvetkova
P.O. Box 300234
Jamaica Plain, MA 02130-0031
Cell: 817-929-7794
Email: zoyatsvetkova@gmail.com

Violin

Reinstatements

Kirk Feather
Michael Iadevaia
Mark Pinto

Resignations

Katherine Almquist
Anne Diamond
Kathryn Hunt
Michael Jacobs
Elizabeth Pedro
John Rodway

Deaths

Guido Attanasio
Frank DiFusco
Richard DiPalma
Joseph Pompei
Edmund Skeffington

Suspended

Joseph Bentley
Kimberly Hadsell
Rebecca Johnson
Douglas Lippincott
Patrick Lynch
John McKenna

Expelled

John Allmark
Ted Collins, Jr.
Susan McLeod

Address, Telephone, Email Changes

Michael Andrea
Email: mandreal@cox.net

William Custer
Email: gencuster@aol.com

Buddy George
807 Broad St.
Providence, RI 02907
Tel: 401-453-6095

Martha Kiefer
Tel: 617-868-2692

Jeffrey Fountain
Tel: 401-846-0529

Loewi Lin
199 Wolcott Road
Chestnut Hill, MA 02467-3134

Robert Mainelli
Tel: 401-943-3825

Sylvia Mureddu
Email: Saucy02840@cox.net

Peter Peligian
905 Gunby Circle
St. Augustine, FL 32084-8272

Anne Rabbat
69 St. Rose St., Apt 1
Jamaica Plain, MA 02130-3927

Local Notes



• **Artie Marco's Piano For Sale**

The piano belonging to our late Brother Artie Marco has been completely rebuilt and is being offered for sale.

The instrument is a 1924 Mason and Hamlin model BB (7 foot) grand piano. It has been restored to pristine condition by master piano technician **Gino Cicchetti**.

The piano plays well, has a sensitive touch, beautiful tone, and fine control of tonal gradations.

Proceeds from the sale of the piano will be used to assist Brother Marco's mother.

Interested parties should contact Brother **Justin Holden**, who is coordinating the sale.

Minutes of General Membership Meeting

Held on October 18, 2011

(Approved at Meeting of December 6, 2011)

- **Call to Order: 7:39 P.M.**

- **Roll-Call of Officers**

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

- **Attendance**

Nine (9) members present, constituting a quorum.

- **Secretary's Report**

- Minutes of June 14, 2011 Meeting

S/T Plunkett provides copies of the minutes of the previous General Membership Meeting held on June 14, 2011. Board Member John Worsley moves to accept the minutes. Board Member Richard Salzillo seconds the motion. The motion **carries**.

- Minutes of September 20, 2011 Meeting (Biennial Nominations Meeting)

S/T Plunkett provides copies of the minutes of the biennial Nominations Meeting held on September 20, 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 third quarter income of \$25,637.62 and expenses of \$25,501.36, leaving a net profit of \$136.26. Cash on hand on September 30 was \$105,214.56. Cash on hand as of today (October 18) is \$102,840.47. EBM Worsley moves to accept the Treasurer's

report. VP seconds the motion. The motion **carries**.

- **President's Report**

- Health Insurance

Pres. Cabral that the Local is making progress on setting up a group health insurance plan for members. There has been meeting with the insurance brokers to discuss available plans and options. The next step will be an approval by the Executive Board at its next scheduled meeting. Following that approval, there will be an informational meeting for members.

- **Announcements**

- Cavalcade of Bands

Tuesday, October 25, 2011

- Musicians' Appreciation Dinner

Tuesday, November 15, 2011

- Annual Budget Meeting

Tuesday, December 6, 2011

- Scholarship concert

The late Brother **Ed Drew** announces that the Rhode Island Retired Music Educators' Association will put on a concert on Sunday, November 6 to benefit its scholarship fund. Every year the Association awards two scholarship of \$500.00 each to two Rhode Island students who are enrolled in music education programs at local Rhode Island colleges.

- **Committee Reports**

- Summer Dance

Chairman Al DeAndrade reports that the net profit from the summer Dance held on August 16 was \$5,900.00.

- Golf Tournament

Chairman DeAndrade reports that the Golf Tournament held

on August 22 made a net profit of \$2,700.00.

- Wage Scale Committee

Chairman Ed Drew reports out favorably the resolution introduced at the June 14 membership meeting to amend the Wage Scale to exclude electronic media engagements from the \$30.00 work dues cap, i.e., work dues on electronic media are not limited to \$30.00. Brother Drew reports that the resolution was approved by the wage scale committee on August 9. EBM Worsley moves to accept the resolution. EBM Salzillo seconds the motion. Upon a vote of the membership present, the motion carries and the resolution to amend the wage scale is **approved**.

- **New Business**

- Introduction of Resolution

Brother **Carl Hosbond** introduces a resolution to raise the salaries of the President and Secretary-Treasurer and the stipends paid to Executive Board members. The resolution is co-sponsored by brothers **Eliot Porter** and **Ian Greizer**. Pres refers the resolution to the Finance committee.

- **Adjournment**

EBM Worsley moves to adjourn. EBM Salzillo seconds the motion. The motion carries. Meeting adjourned at 8:00 P.M.



Executive Board Minutes

October 28, 2011

• **Call to Order:** 10:34 A.M.

• Roll-Call

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

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

• **Secretary's Report**

• September 15, 2011 Minutes

S/T presents minutes of September 15, 2011, Executive Board Meeting. VP moves to accept the minutes of the September 15 Executive Board meeting. EBM Salzillo seconds. The motion to accept the minutes **carries**.

• New Member Application

Arthur Manchester

Saxophone – Alto,
Tenor,
Baritone

Flute, Clarinet

• Deaths

Edward J. Drew

• Health and Welfare

Four applications

• Resignations

James Kinder

• Reinstatements

Rachel Braude
Megumi Stohs

• Suspended

John Allmark
Katherine Almquist
Ted Collins, Jr.

Kirk Feather
Terri Giviens
Michael Iadevaia
Susan McLeod
Mark Pinto

• Expelled

John Pavao

• Current Membership

Life: 105
Regular: 294
Total: 399

VP makes separate motions to approve two quarters dues payments from the Health and Welfare Fund for each of the applicants. EBM Salzillo seconds each of the motions. The motions **carry**.

VP moves to accept the membership application of Arthur Manchester. EBM Salzillo seconds the motion. The motion **carries**.

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

• **Treasurer's Reports**

• September Financial Reports

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

• Bill Payments (Authorization Requested)
Mattiello Development Corp.
\$578.24

Quarterly Real Estate Tax
(City of Cranston)

VP moves to authorize payment to Mattiello Development Corp.. EBM Salzillo seconds the motion. The motion **carries**.

There is a discussion about the collection of work dues and specifically about the "**Music on the Hill**" concert series in East Greenwich. S/T reports that the festival's management has been uncooperative, but he has billed the musicians directly and many of them have paid the work dues.

• **Communications**

S/T reads a letter from **Max Herman**, President-Emeritus of Local 47 (Los Angeles) and a Providence native. The letter had previously been read at the September EB meeting

S/T reads a letter from Sister **Angelina Cerrito**.

• Rhode Island Food Bank

S/T reports a request for a donation from the Rhode Island Food Bank. VP moves to donate \$50.00. EBM Salzillo seconds the motion. The motion **carries**.

• Committee Reports

• Golf Tournament

VP presents the final report of the Golf Tournament Committee for the Golf Tournament held on August 22. The tournament had a net profit of \$2,700.00. VP considers this to be a very good result, considering that the original date had to be postponed because of rain. Committee members include VP, Brothers **Alex Mansour** and **Art Medeiros**, co-chairs; **Bonnie Mann** (Secretary/Treasurer); Brothers **Greg Wardson**, **Sandy Gorodetsky**, **Jim Kinder** and **Bill Custer**. Next year's tournament will be held on August 20, 2010, at the Valley Country Club in West Warwick.

S/T moves to accept the

(Continued on page 12)

Executive Board Minutes

November 17, 2011

• **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**

- October 28, 2011 Minutes

S/T presents minutes of October 28, 2011, Executive Board Meeting. EBM Salzillo moves to accept the minutes of the October 28 Executive Board meeting. VP seconds. The motion to accept the minutes **carries**.

- Health and Welfare
One application

- Reinstated
Terri Giviens
Mark Pinto

- Current Membership
Life: 105
Regular: 296
Total: 401

VP moves to approve one quarter dues payment from the Health and Welfare Fund for the single applicant. EBM Salzillo seconds each of the motions. The motions **carry**.

• **Treasurer's Reports**

- October Financial Reports

S/T presents the financial statements for the month of October.

- **Bill Payments** (Authorization Requested)
Lancellotta's Restaurant
\$1,355.70
Musicians' Appreciation
Dinner 11/15/2011

EBM Worsley moves to authorize payment to Lancellotta's Restaurant. EBM Salzillo seconds the motion. The motion **carries**.

• **Communications**

A letter from the AFM announcing the death of the father of AFM President **Ray Hair**. EBM Worsley suggests sending a card of condolence.

Letter from Local 262 member **Frank Castellone**, requesting a postponement of his appearance before the Board.

Discussion about letters sent to various sidemen cautioning them not to work with non-union players at certain night clubs in Providence.

EBM Worsley moves to establish the following policy for the Local: "A member of Local 198-457 who works as leader on a job may not hire non-union players, except in an emergency situation with permission of the Executive Board." VP seconds the motion. On a roll-call vote – VP, S/T, EBM Salzillo, EBM Worsley in favor; Pres opposed. The motion **carries**.

• **Committee Reports**

- Cavalcade of Bands

VP says that the fall Cavalcade on October 25 grossed about \$6,500.00 and expenses were about \$2,300.00. He does not have all the bills so he cannot provide a final report yet. There is a discussion about rais-

ing the Cavalcade ticket prices next year. The next Cavalcade is scheduled for May 22, 2012.

• **Old Business**

- Appreciation Dinner

The Musicians' Appreciation Dinner, held on November 15, had 54 attendees. All who were present enjoyed the dinner. There is a discussion of accounting procedures for the dinner.

• **New Business**

- Rhode Island Music Hall of Fame

EBM Worsley reports that he has joined the board of directors of the Rhode Island Music Hall of Fame to advocate for musicians who would not otherwise have been represented. He notes that the Hall of Fame meets at The Met in Pawtucket and has a distinct emphasis on rock and roll musicians. Worsley has encouraged the organization to add categories for classical music and jazz. The organization is sponsored by the Blackstone Valley Tourism Council. The organization is currently looking for storage space for its displays.

- Salary Resolution

There is a discussion of the resolution to increase the salaries of officers and board members, which was introduced at the General Meeting on October 18.

• **Next Meeting**

To be determined.

• **Adjournment**

EBM Salzillo moves to adjourn. EBM Worsley seconds the motion. The motion **carries**. Meeting adjourns at 11:55 A.M.

Executive Board Minutes

December 1, 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**

• November 17, 2011 Minutes

S/T presents minutes of November 17, 2011, Executive Board Meeting. EBM Worsley moves to accept the minutes of the November 17 Executive Board meeting. EBM Salzillo seconds. The motion to accept the minutes **carries**.

• Deaths
Guido Attanasio

• Life Membership Applications
Edward Colozzi

• Current Membership
Life: 104
Regular: 296;
Total: 400

VP moves to approve the application of Edward Colozzi for life membership. EBM Salzillo seconds each of the motions. The motion **carries**.

• **Treasurer's Reports**

• Financial Reports

S/T declines to present the financial statements for the month of November, as the bank statement for November has not arrived yet. S/T states that he will present the report at the next scheduled EB meeting.

• **Bill Payments** (Authorization Requested)

Marion Drew	\$1,000.00
Survivor's Benefit –	
Ed Drew	
Ann R. Attanasio	\$1,000.00
Survivor's Benefit –	
Guido Attanasio	

VP moves to authorize the two death benefit payments. EBM Salzillo seconds the motion. The motion **carries**.

• Funds Transfers (Authorization requested)

Cavalcade Savings to	
Reserve Savings	
	\$11,800.00
Cavalcade Savings to	
Survivor's Benefit	
	\$7,300.00
Golf Tournament Savings to	
Health & Welfare Fund	
	\$2,500.00

EBM Worsley moves to authorize S/T to transfer the funds as requested. EBM Salzillo seconds the motion. The motion **carries**.

• **Committee Reports**

• Golf Tournament

VP reports that the Golf Tournament for 2012 has been tenta-

tively scheduled for August 27 at the Valley Country Club in West Warwick. He and other committee members are negotiating with the management of the Club, as there is some concern over the cost.

• Cavalcade of Bands

VP presents the final report for the fall Cavalcade of Bands which was held on October 25. The total receipts were \$6,420.00. Expenses were \$2,520.00. The net profit was \$3,900.

EBM Worsley moves to accept the report, with the thanks of the Local to Chairman DeAndrade for another great job on the Cavalcade. EBM Salzillo seconds the motion. The motion **carries**.

• **New Business**

• Finance Committee

S/T reads a report from the Finance committee regarding the resolution for a salary increase for officers and board members, which was introduced at the General Meeting on October 18. The report endorses the resolution, without specifying a specific dollar amount for the salary changes.

• **Next Meeting**

Next Executive Board Meeting to be determined.

• **Adjournment**

EBM Worsley moves to adjourn. EBM Salzillo seconds the motion. The motion **carries**. Meeting adjourns at 11:30 A.M.

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Executive Board Minutes

January 18, 2012

• **Call to Order:** 12:15 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**

- December 1, 2011 Minutes

S/T presents minutes of December 1, 2011, Executive Board Meeting. EBM Worsley moves to accept the minutes of the December 1 Executive Board meeting. EBM Salzillo seconds. The motion to accept the minutes **carries**.

- New Member Application
Chelsea Bernstein
- Deaths
Richard DiPalma
Edmund Skeffington
- Health and Welfare
Five Applications
- Reinstated
Kirk Feather
Michael Iadevaia
- Resigned
Katherine Almquist
Anne Diamond
Kathryn Hunt
Michael Jacobs
George Leonard
- Expelled
John Allmark
Ted Collins, Jr.

Susan McLeod
• Suspended
Amy Bedard
Joseph Bentley
Eric Bloom
John Curran, Jr.
Kimberly Hadsell
Rebecca Johnson
Douglas Lippincott
Patrick Lynch
John McKenna

- Current Membership
Life: 101
Regular: 288
Total: 389

VP moves to approve the membership application of Chelsea Bernstein. EBM Salzillo seconds the motion. The motion **carries**.

EBM Worsley moves to pay one quarter's dues from the Health and Welfare Fund for four of the five applicants. EBM Salzillo seconds the motion. The motion **carries**.

• **Treasurer's Reports**

- Financial Reports
S/T presents the following financial reports to the EB.
- November, 2011

EBM Worsley moves to accept the November, 2011, financial statements. EBM Salzillo seconds the motion. The motion **carries**.

- December, 2011

VP moves to accept the December, 2011, financial statements. EBM Salzillo seconds the motion. The motion **carries**.

- 4th Quarter, 2011, Profit and Loss Statement
Statement shows a net profit of \$5,559.44. For informational

purposes only; no motion required.

- 2011 Annual Profit and Loss Statement
Statement shows a net profit of \$9,332.16 For informational purposes only; no motion required.

- 2012 Annual Budget (Revised)
S/T presents the revised version of the 2012 budget, which included the salary increases which were approved at the December 6, 2011, general membership meeting. He notes that the revised budget projects a deficit of \$16,163.05. S/T recommends two actions to the EB:

- Increase the price of Cavalcade tickets by \$5.00.
- Do not send delegates to the New England Conference of Musicians.

- **Bill Payments** (Authorization Requested)
Ernestine DiPalma \$1,000.00
Survivor's Benefit -
Richard DiPalma
Jean Skeffington \$1,000.00
Survivor's Benefit -
Edmund Skeffington
American Federation of Musicians \$5,720.73
(Per Capita \$5,216.00
Federation Work Dues \$504.73)

VP moves to pay all three items. EBM Salzillo seconds the motion. The motion **carries**.

• **Old Business**

- Frank Castellone
Pres reports that he spoke to President **Rene Fontaine** of the Woonsocket Local about Brother Castellone, who left the Provi-

(Continued on page 12)

Executive Board Minutes (Cont'd)

(Continued from page 8) Minutes 10/28/2011

report. EBM Salzillo seconds. The motion **carries**.

- Summer Dance

VP inquires if there are any additional copies of the DVD made by Gary Sugal of the Summer Dance. S/T responds that he only has one copy. VP says Gary Sugal has inquired if anyone needs more copies. VP suggests placing a notice in the *Fanfare* for members who may wish to get a copy of the DVD.

- Cavalcade of Bands

There is a discussion of ticket sales at the Fall Cavalcade of Bands. S/T informs the EB that approximately 550 tickets were collected at the door

- Old Business

- Frank Castle

VP and EBM Salzillo ask S/T to send a letter to former member Frank Castellone ("Frank Castle") to appear before the board. Castellone, who lives in the PFM jurisdiction but belongs to the Woonsocket Local, has

Photographer Needed

The Local needs the assistance of a volunteer photographer to take pictures at the *Cavalcade of Bands*.

The photos will be used in future editions of *Fanfare*.

Volunteers must be members in good standing and own a digital camera.

The next *Cavalcade of Bands* is scheduled for Tuesday, May 22. Interested members should contact *Fanfare* editor Ed Plunkett.

been performing in the PFM jurisdiction without being a member of the Local. S/T says he will send the letter with a copy to the President of the Woonsocket Local.

- New Business

- Health Insurance

Pres reports that he and S/T are continuing to work on a health insurance plan for members. The next step will be to set up an informational meeting for members. Once a date and location have been decided, letters will be sent to member to notify them of the informational meeting.

- Salary Resolution

VP discusses the resolution to increase the salaries of officers and board members, which was introduced at the General Meeting on October 18. VP feels that there should be an annual salary for the position of Vice-President. Pres states that he would support a fixed salary for the position, but in order to accomplish this, the resolution would have to be amended from the floor at the next General Meeting on December 6.

- Next Meeting

Next Executive Board Meeting on Thursday, November 17, at 10:00 A.M.

- Adjournment

VP moves to adjourn. EBM Salzillo seconds the motion. The motion carries. Meeting adjourns at 12:57 P.M.

(Continued from page 11) Minutes 1/18/2012

dence Local to join the Woonsocket Local, but continues to play engagements within the Providence jurisdiction. Pres Cabral explained to Fontaine that Castellone should rejoin the Providence Local. Fontaine said he is concerned that Castellone may drop out of the AFM entirely.

S/T moves to authorize Pres to contact Fontaine and offer a compromise, whereby Castellone would pay the Providence work dues cap for the current year, without joining the Providence Local, and the issue of his membership would be postponed until 2013. EBM Worsley seconds the motion. The motion **carries**.

- New Business

- Health Insurance Meeting

Pres announces that a meeting will be held on Sunday, February 12, for those members under the age of 65 who are interested in participating in a union-sponsored health insurance plan. Insurance representatives will be at the meeting to explain the available options. The meeting will be held at 10:00 A.M. at Lancellotta's Restaurant in North Providence.

- Next Meetings

- Wednesday, March 14, 10:30 A.M.
- Thursday, March 29, 10:30 A.M.

- Adjournment

EBM Salzillo moves to adjourn. EBM Worsley seconds the motion. The motion **carries**. Meeting adjourns at 2:16 P.M.

2011 Annual Profit and Loss Statement (Unaudited)

	Jan - Mar 11	Apr - Jun 11	Jul - Sep 11	Oct - Dec 11	TOTAL
Ordinary Income/Expense					
<u>INCOME</u>					
Direct Public Support					
Total Cavalcade Revenue	0.00	8,480.00	8,705.00	6,420.00	23,605.00
Total Contributions	0.00	0.00	720.00	0.00	720.00
Total Golf Tournament Revenue	0.00	0.00	5,075.00	260.00	5,335.00
Total Direct Public Support	0.00	8,480.00	14,500.00	6,680.00	29,660.00
Total Investments	188.91	145.15	120.90	75.12	530.08
Total Other Types of Income	45.00	60.00	9.81	0.00	114.81
Program Income					
Initiation Fees					
Federation Initiation Fees	65.00	130.00	0.00	0.00	195.00
Local Initiation Fees	200.00	300.00	50.00	100.00	650.00
Total Initiation Fees	265.00	430.00	50.00	100.00	845.00
Membership Dues					
Dues	22,250.25	8,863.32	6,523.23	12,975.30	50,612.10
Late Fees	638.75	399.25	593.75	320.00	1,951.75
Reinstatement Fees	80.00	55.00	40.00	65.00	240.00
Total Membership Dues	22,969.00	9,317.57	7,156.98	13,360.30	52,803.85
Work Dues					
Casual Work Dues	1,350.00	202.20	817.13	3,090.12	5,459.45
Electronic Work Dues	0.00	851.24	1.80	41.49	894.53
PPAC Work Dues	1,450.88	841.84	0.00	0.00	2,292.72
RI Civic Chorale Work Dues	0.00	416.78	0.00	192.44	609.22
RI Philharmonic Work Dues	3,279.70	5,430.16	1,676.20	5,386.34	15,772.40
Traveling Work Dues	104.00	179.20	1,304.80	890.60	2,478.60
Total Work Dues	6,184.58	7,921.42	3,799.93	9,600.99	27,506.92
Total Program Income	29,418.58	17,668.99	11,006.91	23,061.29	81,155.77
<u>TOTAL INCOME</u>	<u>29,652.49</u>	<u>26,354.14</u>	<u>25,637.62</u>	<u>29,816.41</u>	<u>111,460.66</u>

Bank Account Balances

	Qtr Ending	12/31/2010	3/31/2011	6/30/2011	9/30/2011	12/31/2011
Account	Type					
Checking	Checking	\$1,678.34	\$115.87	\$1,129.71	\$303.30	\$314.06
Gen'l Fund	Savings	\$16,430.52	\$24,904.61	\$18,426.82	\$10,316.19	\$14,462.25
Cavalcade	Savings	\$19,234.98	\$5,708.39	\$12,331.90	\$18,239.44	\$2,707.12
Golf	Savings	\$5,380.85	\$5,390.77	\$4,796.27	\$7,476.63	\$5,000.43
Hlth/Welf.	Savings	\$7,848.42	\$10,265.25	\$10,200.04	\$9,932.58	\$12,206.50
Reserve	Savings	\$23,073.04	\$28,120.07	\$28,160.85	\$28,213.90	\$40,046.02
Surv. Bnft.	Savings	\$28,547.09	\$32,603.30	\$30,649.56	\$30,707.30	\$36,040.69
Petty Cash	Cash	\$15.37	\$29.64	\$25.32	\$25.22	\$9.66
Totals		\$102,208.61	\$107,137.90	\$105,720.47	\$105,214.56	\$110,786.73

2011 Annual Profit and Loss Statement (Continued)

<u>EXPENSES</u>	<u>Jan-Mar, 11</u>	<u>Apr-Jun, 11</u>	<u>Jul-Sep, 11</u>	<u>Oct-Dec, 11</u>	<u>TOTAL</u>
Business Expenses					
Total Bank Fees	-15.00	65.00	0.00	0.00	50.00
Total Charitable Contributions	350.00	75.00	0.00	50.00	475.00
Total Insurance	0.00	872.00	0.00	0.00	872.00
Organizational Charges					
Central Labor Per Capita Tax	120.00	120.00	120.00	120.00	480.00
Federation Initiation Fee	0.00	195.00	0.00	0.00	195.00
Federation Per Capita Charge	5,346.00	5,280.00	5,278.00	5,274.00	21,178.00
Federation Work Dues					
Federation Electronic Work Dues	0.00	266.04	0.00	0.00	266.04
Federation Symphonic Work Dues	284.46	1,963.05	404.74	531.98	3,184.23
Federation Work Dues - Other	386.39	0.00	0.00	437.26	823.65
Total Federation Work Dues	670.85	2,229.09	404.74	969.24	4,273.92
Total Organizational Charges	6,136.85	7,824.09	5,802.74	6,363.24	26,126.92
Total Refunds	158.67	0.00	0.00	0.00	158.67
Total Business Expenses	6,630.52	8,836.09	5,802.74	6,413.24	27,682.59
Contract Services					
Accounting Fees	0.00	0.00	1,400.00	0.00	1,400.00
Office Cleaning	90.00	150.00	105.00	0.00	345.00
Office Help	630.00	630.00	560.00	700.00	2,520.00
Total Contract Services	720.00	780.00	2,065.00	700.00	4,265.00
Facilities and Equipment					
Total Equip Rental and Maintenance	209.00	281.80	209.00	318.30	1,018.10
Equipment Purchases	2,664.49	192.59	0.00	160.49	3,017.57
Property Taxes	563.30	839.24	578.24	578.24	2,559.02
Rent, Parking, Utilities	2,550.00	2,550.00	2,550.00	2,550.00	10,200.00
Total Facilities and Equipment	5,986.79	3,863.63	3,337.24	3,607.03	16,794.69
Fund-Raising Expenses					
Total Cavalcade Expenses	619.11	1,770.72	2,801.07	2,946.11	8,137.01
Total Golf Tournament Expenses	0.00	600.00	2,395.85	249.15	3,245.00
Total Fund-Raising Expenses	619.11	2,370.72	5,196.92	3,195.26	11,382.01
Operations					
Total Advertising Expenses	123.00	123.50	124.50	124.50	495.50
Total Computer Expense	895.94	369.97	300.98	361.95	1,928.84
Total Newsletter ("Fanfare") Expenses	19.24	0.00	0.00	0.00	19.24
Total Postage, Mailing Service	685.24	658.37	529.60	785.36	2,658.57
Printing and Copying	192.60	1,605.00	400.58	107.00	2,305.18
Shipping	23.99	0.00	0.00	0.00	23.99
Supplies	430.90	302.44	563.55	541.57	1,838.46
Telephone, Telecommunications	443.65	438.64	447.61	456.26	1,786.16
Total Operations	2,814.56	3,497.92	2,366.82	2,376.64	11,055.94

2011 Annual Profit and Loss Statement (Continued)

	<u>Jan-Mar, 11</u>	<u>Apr-Jun, 11</u>	<u>Jul-Sep, 11</u>	<u>Oct-Dec, 11</u>	<u>TOTAL</u>
Other Types of Expenses					
Death Benefit	1,000.00	2,000.00	0.00	2,000.00	5,000.00
Total Other Costs	52.33	91.42	100.04	72.79	316.58
Total Other Types of Expenses	1,052.33	2,091.42	100.04	2,072.79	5,316.58
Payroll Expenses					
Musical Services	0.00	0.00	45.00	0.00	45.00
Pension Fund Contribution	429.00	441.70	449.63	449.64	1,769.97
Payroll Expenses - Other	4,564.17	4,646.59	4,564.17	4,543.97	18,318.90
Total Payroll Expenses	4,993.17	5,088.29	5,058.80	4,993.61	20,133.87
Travel and Meetings					
Audition Fees -- RIPO	242.12	0.00	0.00	164.65	406.77
Conference, Convention, Meeting					
New England Conference	305.00	651.60	0.00	0.00	956.60
ROPA Conference	0.00	0.00	422.76	0.00	422.76
Total Conference, Convention, Meeting	305.00	651.60	422.76	0.00	1,379.36
Meals & Entertainment	33.20	75.50	301.04	174.25	583.99
Total Standing Committee Meetings	400.00	550.00	700.00	400.00	2,050.00
Travel					
Mileage	218.20	100.00	150.00	150.00	618.20
Per Diem Allowance	450.00	0.00	0.00	0.00	450.00
Total Travel	668.20	100.00	150.00	150.00	1,068.20
Total Travel and Meetings	1,648.52	1,377.10	1,573.80	888.90	5,488.32
 TOTAL EXPENSE	 24,465.00	 27,905.17	 25,501.36	 24,247.47	 102,119.00
Net Ordinary Income	5,187.49	-1,551.03	136.26	5,568.94	9,341.66
Other Expense					
Total Other Expense	0.00	0.00	0.00	9.50	9.50
Net Other Expense	0.00	0.00	0.00	-9.50	-9.50
 <u>NET INCOME</u>	 5,187.49	 -1,551.03	 136.26	 5,559.44	 9,332.16

THE PROVIDENCE FEDERATION OF MUSICIANS
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(Continued from page 1) General Meeting

an anticipated surplus of \$17,637.09.

At the request of Secretary-Treasurer **Ed Plunkett**, Brother **Art Medeiros** moved to amend the budget to reflect the salary increases which were just approved.

Brother Porter asked if a revised budget could be prepared and published. Plunkett agreed and stated that he would post it on the Local's web site.

EBM Worsley called for a vote on the amended budget and, by a voice vote, it passed.

Membership Meeting
Tuesday, May 8
7:00 P.M.
At Local Headquarters

(Continued from page 3) "Dark" Recordings

recording sessions within the jurisdiction of the Local.

Things to be aware of include:

- **Contracts.**

A B-9 contract must be filed both with the Local and with the AFM West Coast office. If the producer has not done this, the musicians will have no protection.

- **Wage Scales.**

The AFM has established national wage scales for recordings. These are listed in the Guidelines of Chapter 3 on the web site.

- **Length of Finished Product.**

For most purposes, the length of the finished product is five minutes for each hour of recording time.

- **Health and Welfare**

The producer must make a contribution to the AFM's national Health and Welfare Fund for all the musicians on the session.

- **Pension**

The producer must also contribute to the AFM-EP pension fund for all musicians on the session. Current contribution rate is 11.99% of scale.

- **Work Dues**

Work dues must be paid to the Local for all musicians on the session. Note that electronic work dues are NOT limited to the annual \$30.00 casual work dues cap and may exceed and be in addition to the \$30.00 cap.

Any member who has been hired for a "dark" session should contact the Local immediately for assistance.