



FEBRUARY, 2015



The Providence Federation of Musicians

Special Meeting Called

President **Artie Cabral** has called a "Special" meeting of the membership for **Tuesday, March 10**, at 7:00 PM.

The purpose of the meeting is to solicit new ideas and concepts for the *Cavalcade of Bands*.

In a recent statement, President Cabral reviewed the continuing decline in attendance at the *Cavalcades*.

Since the Local depends greatly on the financial support of the fund-raising events, Cabral noted that the loss of revenue from slow ticket sales may have serious repercussions for the financial health and future of the Local.

The idea behind the meeting is to hold a "brainstorming" session so that members of the Local who would like to have input into the *Cavalcades* — whether it is administrative, programming, marketing, logistics, etc. — are able to present their ideas.

The Local, naturally, would welcome any assistance that could be provided by members.

Vice-President **Al DeAndrade**, who serves as chairman of the *Cavalcade*, noted that the decline in attendance may be due to several factors:

- The "aging-out" of the *Cavalcade's* traditional audience;

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General Meeting

LIFE MEMBERSHIP CHANGED SURVIVOR'S BENEFIT, BUDGET STALLED

December 2, 2014 -- At the Annual Budget Meeting held this evening, a resolution to change the requirements for Life membership was approved unanimously.

The resolution proposed changing the requirements from 35 years of "continuous" membership to 35 years of "accumulated" membership. The change would be in conformance with recent changes to the AFM By-Laws.

By-Law Committee Chairman **Sandy Gorodetsky** reported out the resolution, which was sponsored by Brother **Lloyd Kaplan**, favorably. It passed on a voice vote.

• Survivor's Benefit

A resolution to eliminate the Survivor's Benefit (i.e., death benefit) had been introduced at the October 27 General Meeting. Finance Committee Chair **Jason Bianco** reported the resolution out favorably. Bianco explained the various factors:

- The increasing age of the membership, with half the membership over the age of 60, including 90 members over the age of 70, creating an extremely high liability for the Local;
- The decline in revenue from fund-raising activities, which have been used to fund the Survivor's Benefit;
- The unusually high number of death benefit payments in 2014 -- 13 -- which has put severe stress on the Local's treasury;

- and the inability of the Local to purchase group term life insurance because of the age of the membership.

Several Life members in attendance pleaded to keep the benefit in place. Much discussion centered on the contributions of senior members over a long period of time.

Bianco reiterated that the Local could no longer continue to fund the death benefit and that if it were not eliminated, the Local would be at risk of bankruptcy within two or three years.

Secretary-Treasurer **Ed Plunkett** introduced an alternative resolution that would reduce the benefit to \$500.00 (from \$1,000.00) for Life members and to \$250.00 for regular members. Thereafter, the benefit would be cut by \$100.00 per year for Life members until it was reduced to \$250.00 for all members.

Chairman Bianco observed that the Local would still be at great financial risk and that the resolution was not a solution to the problem.

Lacking any consensus, S/T Plunkett moved to refer both resolutions back to the Finance Committee for further study and to be reconsidered at the next General Membership Meeting.

• 2015 Budget

S/T Plunkett also presented the proposed 2015 budget. He conceded

(Continued on page 3)



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American Federation
Of Musicians

Chartered: May 24, 1902
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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
Carl Hosbond John Worsley

DELEGATES

NEW ENGLAND CONFERENCE
Artie Cabral Al DeAndrade
Ed Plunkett Arthur Medeiros

PROVIDENCE CENTRAL
LABOR COUNCIL
John Badessa Al DeAndrade

COMMITTEES*

BY- LAW COMMITTEE
Sandy Gorodetsky, *Chair*
Stan Holtzman Ella Leone

WAGE SCALE COMMITTEE
Eliot Porter, *Chair*
Peter Bodner Larry Perlman

FINANCE COMMITTEE
Jason Bianco, *Chair*
Ed DiMartino Greg Wardson

RECRUITMENT
& INDOCTRINATION
COMMITTEE
Dick Lupino, *Chair*
Amy Goins John Kafalas
Jordan Nunes

BALLET, CONCERT & OPERA
COMMITTEE
Jane Murray Denise Plaza-Martin
Joe DeMarco

RI PHILHARMONIC
PLAYERS' COMMITTEE
Ian Greitzer, *Chair*
Cheryl Bishkoff Susan Culp

RI PHILHARMONIC STEWARD
Eliot Porter

CAVALCADE OF BANDS
Artie Cabral Al DeAndrade
Joe DeMarco Dan Ferreira
Carl Hosbond Larry Perlman

GOLF TOURNAMENT
Artie Cabral Bill Custer
Al DeAndrade Ed DiMartino
Sandy Gorodetsky Alex Mansour
Greg Wardson

FUND-RAISING
Artie Cabral Al DeAndrade
John Worsley

* President Cabral serves ex-officio on all committees

DUES and FEES

MEMBERSHIP DUES

	<u>Annual</u>	<u>Quarterly</u>
Regular Members	\$192.00	\$48.00
Life Members	\$132.00	\$33.00

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

	<u>ON or BEFORE:</u>
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:

After 1 st Month	\$ 5.00
After 2 nd Month	\$ 10.00
After 3 rd Month	\$ 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, Paragraphs (B) and (C), of the PFM By-Laws.

Membership Meetings

February 17

March 10

Please attend

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

that due to time constraints, it had not been possible to publish the budget in the most recent issue of *Fanfare*, although the budget had been posted on the Local's website for the previous several weeks.

Consequently, those in attendance requested that the budget be published in the next issue (ed. note: *The 2015 budget appears on pages 10 and 11 of this issue.*) and that the budget be brought up for consideration at the next General Membership Meeting to be held on February 17.

• **Wage Scale Resolutions**

Sister **Denise Plaza-Martin**, representing the Ballet/Concert/Opera Committee, introduced a resolution to change the wage scale for Schedule III -- Symphonic Wage Scales. (ed. note: *The resolution is published on page 5.*) The resolution will be considered at the February Membership Meeting.

A resolution to change the general wage scale, including Casual Engagements, was introduced by the Wage Scale Committee.

The resolution is the first major overhaul of the general scales in about 15 years. (ed. note: *The resolution is published on pages 6 through 9 of this issue.*)

This resolution will also be considered at the General Membership Meeting on February 17.

• **Good and Welfare**

Under the heading of "Good and Welfare" Brother Gorodetsky spoke of the need for the officers to recruit younger members to help support the Local.

He recommended that officers and board members visit college campuses in the area to encourage student musicians to join the Local.

He also commented that members of the Local need to think "outside of the box" when trying to find ways to help the Local.

Membership Changes

New Member

John Monllos
100 Gibbs Ave.
Newport, RI 02840
Tel: 401-842-0773
Cell: 401-862-0362
Email: johnmonllos@gmail.com
Guitar, Electric Guitar

Address, Telephone, Email Changes

Fred DeChristofaro
Tel: 401-944-8649

Edward DiMartino
28 Blue Ridge Road
Cranston, RI 02920-4522
Tel: 401-942-9432
Work: 401-965-9400

Joseph Higgins
joe@JosephHiggins.com

Nancy Kidd
7 Aronson Way
Middleboro, MA 02346-3359

Lauren Latessa
9992 Pinewood Lane
West Chester, OH 45241-1049

Jing Li
3585 Greystone Ave., Apt. 5E
Bronx, NY 10463-2269

Gregory Spiridopoulos
412 Long Plain Road
Leverett, MA 01054-9764

Reinstated

Daniel Hann

Suspended

Lydia Luce
Stevi Caulfield Rehncy

Resigned

Thomas Breggia ("Tommy Terran")
Anthony Cipolla
Dennis Costa
John Curzio
Christine Harrington
Madeleine Jansen
Dennis Martel
Ralph Montella, Jr.
Oliver Mortrude
M. Roberta Ricci
Ira Rice
Robert Saraceno
Robert Savastano
Emily Stewart

In Memoriam

Joan Ceo
John Dempsey
Frank "Red" McDonald

Bonnie Mann*

*(Secretary-Treasurer / Golf Committee)

(Continued from page 1) Special Meeting

- Changes in musical tastes and styles;
- A need for more variety in programming the musical groups which perform;
- Promotional and marketing methods which until now have been beyond the Local's technical or financial resources.

President Cabral said he would like to expand the *Cavalcade* committee in an effort to get fresh ideas and try to find a wider audience. In addition to performing at the *Cavalcades*, any member, who wishes to

do so, would be welcome to serve on the committee or to help with:

- Printing & mailing
- Marketing
- Publicity
- Equipment
- Set-up & break-down
- Audio & sound engineering

The meeting will be held on Tuesday, March 10, at 7:00 P.M. at Local Headquarters.

Resolutions

The following resolution was introduced at the General Membership Meeting held on Monday, October 27 and discussed at the General Meeting held on December 2. It was referred back to the Finance Committee and will be reconsidered at the next General Membership Meeting on **Tuesday, February 17.**

RESOLUTION No. 2014 - 01 A RESOLUTION TO ELIMINATE OR CHANGE THE SURVIVOR'S BENEFIT

WHEREAS the financial status of the Local is still in a precarious position, despite several financial reforms; AND,

WHEREAS the income from the Local's fund-raising activities, which are the main source of financial support for the Survivor's Benefit Fund, have continued to decline over the last several years, to the point where the fund-raisers alone are no longer able to sustain the Fund; AND,

WHEREAS the monies left in the Survivor's Benefit Fund are only \$16,000.00, while the potential liability for the Local is between \$100,000.00 and \$200,000.00; AND

WHEREAS if the number of deaths in a given year were to exceed the balance left in the Survivor's Benefit Fund, the Local would be forced to default on its obligation and perhaps face legal action or bankruptcy,

BE IT THEREFORE RESOLVED THAT the Survivor's Benefit shall be eliminated as of July 1, 2015;

BE IT FURTHER RESOLVED THAT the Local shall honor any claims for members who die in good standing before July 1, 2015, provided that the claim is filed no later than June 30, 2016;

BE IT FURTHER RESOLVED THAT the Secretary-Treasurer shall be directed to deposit any outstanding funds remaining in the Survivor's Benefit Fund after July

1, 2015 into the Local's Reserve Fund;

BE IT FURTHER RESOLVED THAT, effective July 1, 2015, the PFM By-Laws shall be amended to reflect this change as follows:

- i. ARTICLE XVI shall be DELETED in its entirety;
- ii. ARTICLE XVII shall be retitled as ARTICLE XVI;
- iii. ARTICLE XVIII shall be retitled as ARTICLE XVII;
- iv. ARTICLE XIX shall be retitled as ARTICLE XVIII;
- v. ARTICLE XX shall be retitled as ARTICLE XIX;
- vi. ARTICLE XXI shall be retitled as ARTICLE XX;

BE IT FURTHER RESOLVED THAT, effective July 1, 2015, the Secretary-Treasurer shall be directed to delete any other reference to the Survivor's Benefit which may exist in the By-Laws.

BE IT FURTHER RESOLVED THAT the officers of the Local shall be directed to explore the acquisition of a group term life policy for the membership and to report their findings back to the membership at a General Membership Meeting to be held no later than June 30, 2015.

Respectfully submitted,

FINANCE COMMITTEE

Jason Bianco, Chair

Ed DiMartino

Greg Wardson

Local Notes



Brother **Hank Doiron**, one of the most prolific and well-known performers in our Local, has written an autobiographical reminiscence about his sixty years of performing music throughout New England.

Hank's book will be of interest to many of our members who have worked with him during his long and varied career.

Here is Hank's message to all who may be interested in pur-

chasing the volume:

"I have just received my book from the printer in San Francisco. It's called *Gonna Take a Sentimental Journey*. It's 260 pages long --- filled with memories of my life as a musician.

"Among the anecdotes and stories are:

- My years as your Secretary;
- The Jerry Lewis Affair;
- Gigs with Ralph Stuart, Duke Belaire, Art Medeiros, etc.

"It includes the names of 266 musicians with whom I have worked during my lifetime while a member of Local 198-457.

"Also, there are stories about

my life in the Army, College, Teaching, High School, Performing, etc. I tell about how I met people like Benny Goodman, Joan Baez, George Wein, Sarah Caldwell, Bobby Rosengarten, Paul Desmond, Ted Turner, Elizabeth Taylor, and many others!

"IF INTERESTED: Call me at 401-821-6040; or e-mail me at:

pattydoiron@gmail.com.

"I KNOW THAT YOU WILL ENJOY THIS BOOK ABOUT OUR LOCAL MUSICIANS!"

Yours truly,
Hank Doiron

Resolutions

The following resolution was introduced at the General Membership Meeting held on December 2. It was referred to the Finance Committee and may be considered at the next General Membership Meeting on **Tuesday, February 17.**

RESOLUTION No. 2014 - 01B A RESOLUTION TO CHANGE THE SURVIVOR'S BENEFIT

WHEREAS the financial status of the Local is still in a precarious position, despite strict and severe financial reforms; AND,

WHEREAS the income from the Local's fund-raising activities, which are the main source of financial support for the Survivor's Benefit Fund, have continued to decline over the last several years, to the point where the fund-raisers alone are no longer able to sustain the Fund; AND,

WHEREAS the monies left in the Survivor's Benefit Fund are only \$16,000.00, while the potential liability for the Local is between \$100,000.00 and \$200,000.00; AND,

WHEREAS if the number of deaths in a given year were to exceed the monies left in the Survivor's Benefit Fund, the Local would be forced to default on its obligation and perhaps face bankruptcy,

BE IT THEREFORE RESOLVED THAT,

Upon passage of this resolution, the Survivor's Benefit shall be \$500 for Life members and \$250.00 for regular members;

and that effective July 1, 2016, the Survivor's Benefit shall be \$400.00 for Life members and \$250.00 for regular members;

and that effective July 1, 2017, the Survivor's Benefit shall be \$300.00 for Life members and \$250.00 for regular members;

and that effective July 1, 2018, the Survivor's Benefit shall be \$250.00 for Life members and \$250.00 for regular members.

Respectfully submitted,

Ed Plunkett, Secretary-Treasurer

The following resolution was introduced at the General Membership Meeting held on December 2. It was referred to the Wage Scale Committee and will be considered at the next General Membership Meeting on **Tuesday, February 17.**

RESOLUTION No. 2014 - 03 A RESOLUTION TO CHANGE THE WAGE SCALE FOR SYMPHONY / OPERA / BALLET (EXCLUDING C/B/A's)

- A. Performance 2.5 hours or less ~~-\$115-~~ \$120.
Overtime 1/2 hour or less \$25
- B. Doubling 25% additional per instrument
- ~~C. Conductor~~ \$175
- ~~C. Concertmaster~~ 25% additional
- ~~D. Conductor's rehearsals~~ \$135
- ~~E. D. Contractor~~ not less than 10% of total scale
- ~~F. E. Rehearsals~~
 - 1) 2.5 hours or less ~~\$90-~~ \$95
 - 2) Overtime per half hour \$25
 - 3) After 1.25 hours of rehearsal,
a 15 minute intermission must be
taken. When rehearsal exceeds
90 minutes without intermission,
add per musician \$15
 - 4.) Pre-performance rehearsal on location:
1 hour rehearsal, no earlier than
1.5 hours prior to performance
~~\$45-~~ \$50.

BE IT FURTHER RESOLVED THAT the following clause be added to Schedule V, Class G:

"Not to be confused with Symphony or Chamber Music (Schedule III)."

Respectfully submitted,

Ballet, Concert, Opera Committee

Jane Murray
Denise Plaza-Martin
Joseph DeMarco

Wage Scale Resolution

The following resolution was introduced at the General Membership Meeting held on Monday, December 2. It was referred back to the Wage Scale Committee for final review and will be considered at the next General Membership Meeting on **Tuesday, February 17.**

RESOLUTION No. 2014 - 04

A RESOLUTION TO CHANGE THE WAGE SCALE

Whereas Local Wage scales have infrequently been adjusted to reflect changes in the cost of living; AND

Whereas Any further delay in updating the wage scales will make subsequent changes necessarily more extreme,

Therefore, Be it Resolved that the following changes be made to the Local Wage Scale structure upon acceptance by the Membership:

SCHEDULE I / BANDS

A. BANDS

(Brass, Military, Symphonic, Concert)

Performance of 2 hours or less: ~~-\$50-~~ **\$55.**

CONTRACTOR: 10% of 15 men

PERFORMING CONTRACTOR:

10% of 15 men plus sideman's scale

OVERTIME: per 1/2 hour or less: ~~-\$10-~~ **\$11.**

REHEARSALS:

Not to exceed 1-1/2 hours

(Including 10 minute break) ~~-\$15-~~ **\$16.50**

B. PARADES:

15 musicians or more, not less than 2 drummers

Performance of 2 hours or less ~~-\$50-~~ **\$55.**

CONTRACTOR: 10% of 15 men

PERFORMING CONTRACTOR:

10 % of 15 men plus sideman scale

OVERTIME, per 1/2 hr. or less ~~-\$10-~~ **\$11.**

DRUM CARRIER (if required) 50% of scale.

TRANSPORTATION

Appropriate transportation to be provided back to the parade's point of origin.

REHEARSALS:

Not to exceed 1-1/2 hours

(Including 10 minute break) ~~-\$15-~~ **\$16.50**

C. PARADE / CONCERT:

Parade, lasting not more than 1 hour,
and a concert, lasting not more than 1 hour,
within a 3 hour span, ending no later than 7:00 PM

~~-\$75-~~ **\$80.**

DOUBLING: 25% additional

REHEARSALS:

Not to exceed 1-1/2 hours, including 10 minute break

(Not in any business establishment during business hours)

~~-\$15-~~ **\$16.50**

D. BUGLER (per performance) \$25.

SCHEDULE II POP CONCERTS

A. PERFORMANCE of 2 hours or less ~~-\$65-~~ **\$80.**

OVERTIME: per half hour or less ~~-\$20-~~ **\$25.**

B. CONDUCTOR (if not Contractor):

per performance ~~-\$100-~~ **\$125.**

C. COMBINED REHEARSAL & CONCERT

~~-\$80-~~ **\$98.**

D. CONTRACTOR Not less than 7% of total scale

E. REHEARSALS:

1. Monday-Friday, 2-1/2 hours or less ~~-\$45-~~ **\$55.**

2. Sat, Sun, Holidays

2-1/2 hours or less (until 6:30): ~~-\$58-~~ **\$72.**

2-1/2 hours or less (6:30 to Midnight): ~~-\$68-~~ **\$84.**

(If rehearsal time is not listed, call Local Office.)

3. After 1-1/4 hours of rehearsal,

a 15 minute intermission must be taken.

When rehearsal exceeds 90 minutes

without an intermission,

add (per musician) ~~-\$10-~~ **\$12.**

4. Pre-Performance rehearsal on location

A 1-hour rehearsal, no earlier than

1-1/2 hour prior to the performance: ~~-\$25-~~ **\$35.**

Overtime per 1/2 hour until midnight: ~~-\$15-~~ **\$18.**

Overtime per 1/2 hour after midnight: ~~-\$25-~~ **\$30.**

SCHEDULE IV SCHOOL CONCERTS

A. EDUCATIONAL or DEMONSTRATION CONCERTS:

1 hour limit, Mondays through Fridays

DAYTIME:

(Ending no later than 4 PM) ~~-\$60-~~ **\$75.**

EVENINGS: (From 4PM) ~~-\$50-~~ **\$62.**

LEADER: Sideman's fee plus one half.

OVERTIME:

per half hour or less ~~-\$15-~~ **\$19.**

B. SCHOOLS: No later than 2 PM

1 PERFORMANCE (40 minutes or less): ~~-\$40-~~ **\$50.**

2 PERFORMANCES

same day, per performance,

within a 3 hour span: ~~-\$37.50-~~ **\$47.**

C. CAR ALLOWANCE: No more than 4 passengers per car

* Over 50 miles round trip ~~-\$18-~~ **\$22.50**

Wage Scale Resolution (Cont'd)

SCHEDULE V CLASS A

1. ALL SOCIAL FUNCTIONS:

3 hours or less until midnight:	-\$75.	<u>\$90.</u>
3-1/2 hours	-\$87.50	<u>\$105.</u>
4 hours or less, to 1 AM	-\$100.	<u>\$120.</u>
LEADER: Sideman's fee plus one half		
OVERTIME: per half hour or less, per man	-\$20.	<u>\$24.</u>
PARKING: with receipt, up to maximum all engagements	-\$6.	<u>\$12.</u>

2. SINGLE PERFORMER:

2 Hours or less:	-\$100.	<u>\$120.</u>
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3. STROLLING ENGAGEMENTS:

When regular sets of 20 minutes are used,
with a 5-minute rest period taken,
Class A scale prevails.

4. STROLLING DURING CASUAL ENGAGEMENTS:

- When strolling is LESS THAN 20 MINUTES, used at only one interval during the engagement, there is **NO CHARGE**, provided a five minute rest period is observed.
- An additional charge of ~~-\$10.~~ **\$12.**
per hour per musician
shall prevail when continuous music is asked of strollers without a five minute break.

5. SINGLES, FASHION SHOWS:

2 hours or less until midnight:	-\$100.	<u>\$120.</u>
LEADER: Sideman's fee plus one half		
OVERTIME: per half hour or portion thereof	-\$25.	<u>\$30.</u>
SYNTHESIZER: Double scale		
PRE-HEAT:		
a. Instrumentalists performing prior to the beginning of the engagement as part of the performing group or band on that engagement:		
per half hour:	-\$15.	<u>\$18.</u>
b. Instrumentalists performing prior to the beginning of the engagement, NOT part of the performing group or band on that engagement:		
2 hours or less:	-\$100.	<u>\$120.</u>
FASHION SHOW, or SHOW DURING DANCE ENGAGEMENT (CASUAL):		
When any Fashion or Act(s) require(s) backup music during engagement:		
add, per musician, per hour:	-\$8.	<u>\$10.</u>

6. REHEARSALS: If required, see Executive Board.

SCHEDULE V CLASS B

3-HOUR LIMIT UNDER THIS HEADING

(Beyond 3 hours, use SCHEDULE V: CLASS A)

- 1 hour, until 7 PM: ~~-\$50.~~ **\$60.**
- 2 hours or less, until 11 PM: ~~-\$65.~~ **\$78.**
- OVERTIME:
per hour, or portion thereof ~~-\$10.~~ **\$12.**
- LEADER: Sideman's fee plus one half

SCHEDULE V

CLASS C

BIG BANDS

1. BALLROOMS AND/OR DANCING:

Same as Schedule V, CLASS A

2. BIG BANDS: -- Jazz

any 3 1/2 hours or less	-\$25.	<u>\$35.</u>
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SCHEDULE V

CLASS D

CONTINUOUS MUSIC

NO CHANGE

SCHEDULE V

CLASS E

NEW YEAR'S EVE

1. CASUAL ENGAGEMENT:

4 hour minimum ending no later than 1 AM	-\$150.	<u>\$165.</u>
OVERTIME: per half hour or portion thereof	-\$25.	<u>\$35.</u>

2. STEADY ENGAGEMENT:

4 hour limit ending no later than 1 AM		
Double Scale, Minimum	-\$150.	<u>\$165.</u>
OVERTIME: per half hour or portion thereof	-\$20.	<u>\$22.</u>

3. SINGLES (CASUAL or STEADY):

4-hour minimum, ending no later than 1 AM	-\$200.	<u>\$220.</u>
SYNTHESIZER (Alone)	-\$350.	<u>\$385.</u>

Wage Scale Resolution (Cont'd)

SCHEDULE V CLASS F HOTELS, NIGHTCLUBS, ETC.

SINGLE ENGAGEMENTS

(4 hours or less, ending no later than 1:00AM)

Per performance, excluding Collective Bargaining Agreements

- | | | |
|---|--|----------------------|
| 1. SINGLES | -\$125- | <u>\$133.</u> |
| 2. DUOS | -\$90- \$96.each, Total \$180- | <u>\$192.</u> |
| 3. TRIOS and UP: | | |
| SIDEMAN: | -\$75- | <u>\$80.</u> |
| LEADER: | \$112.50- | <u>\$120.</u> |
| 4. OVERTIME: per half hour or less, per man | -\$15- | <u>\$16.</u> |

STEADY ENGAGEMENTS

(Not applicable to private functions)

A steady engagement is an engagement occurring at the **SAME PLACE** during the **SAME HOURS** for the **SAME EMPLOYER** for **TWO OR MORE CONSECUTIVE NIGHTS PER WEEK.**

Any three hours:

- | | | | |
|--------------|-----------|-------------------|---------------------|
| 1. SIDE MAN, | PER NIGHT | -\$70- | <u>\$75.</u> |
| 2. LEADER | PER NIGHT | -\$90- | <u>\$96.</u> |
| 3. OVERTIME | PER ½ HR. | -\$15- | <u>\$16.</u> |

SCHEDULE V CLASS G RELIGIOUS SERVICES

ADD: "Not to be confused with Symphony or Chamber Music (Schedule III)."

- | | | | |
|------------------------|--|-------------------|---------------------|
| 1. PERFORMANCES: | one hour limit | -\$75- | <u>\$86.</u> |
| 2. MIDNIGHT SERVICES: | | | |
| | 2 hours or less, beginning at 11 PM,
no later than 1 AM | -\$90- | <u>\$96.</u> |
| 3. REHEARSALS: | | | |
| | prior to service, one hour limit | -\$25- | <u>\$27.</u> |
| 4. REHEARSAL OVERTIME: | | | |
| | per 1/2 hour or less, per man. | -\$20- | <u>\$21.</u> |

SCHEDULE V CLASS H BOAT TRIPS – SEA GOING VESSELS One-day Trip

1. PERFORMANCES:

4 hours, or less, playing times within a

Span of six (6) hours, non-continuous ~~-\$110-~~ **\$129.**

2. INSTRUMENTALISTS:

Playing alone, non-continuous,

4 hours or less until 12 Midnight ~~-\$125-~~ **\$136.**

3. OVERTIME: Per 1/2 hour per man

~~-\$25-~~ **\$27.**

4. LEADER: Scale plus 1/2 of Sideman's fee

5. CONTINUOUS MUSIC: Per man per hour, add ~~-\$10-~~ **\$11.**

6. TRAVEL TIME:

Trips lasting more than 6 hours,

overtime per man per hour ~~-\$10-~~ **\$11.**

SCHEDULE V CLASS I ISLAND ENGAGEMENTS

1. PERFORMANCES:

Maximum of 4 hours playing time

Within a span of 6 hours, per man ~~-\$125-~~ **\$138.**

2. INSTRUMENTALISTS:

Playing alone, non-continuous,

4 hours or less until 12 Midnight ~~-\$200-~~ **\$220.**

3. OVERTIME:

Per hour until 12 Midnight, per man

~~-\$40-~~ **\$44.**

After 12 Midnight

per 1/2 hour per man ~~-\$25-~~ **\$28.**

4. CONTINUOUS MUSIC:

Per hour per man, add

~~-\$10-~~ **\$11.**

5. PARKING:

Musicians on all island engagements shall be reimbursed upon showing receipt.

6. TRAVEL TIME:

Trips lasting more than six (6) hours

OVERTIME per man per hour ~~-\$10-~~ **\$15.**

plus per diem and hotel allowance, when necessary.

7. CAR ALLOWANCE:

Per car per mile (minimum \$10) ~~-\$30-~~ **\$40**

8. TRAVEL ALLOWANCE:

Per man per mile ~~-\$10-~~ **\$11**

Wage Scale Resolution (Cont'd)

~~SCHEDULE V~~
~~CLASS J~~
~~BLUES PLAYERS~~

(Class J eliminated)

~~Four (4) hour engagement. \$25.~~
~~LEADER: sideman's pay plus one half.~~

SCHEDULE VI
REHEARSAL PIANIST

A. SCALES:

Mon thru Thurs:
(2-1/2 hour minimum call)
until midnight: ~~\$55.~~ **\$75.**
Sat, Sun, Holiday:
(3 hour minimum call)
until midnight: ~~\$70.~~ **\$95.**

OVERTIME:

Per 1/2 hour or less until midnight: ~~\$10.~~ **\$14.**
Per 1/2 hour or less after midnight: ~~\$15.~~ **\$20.**

SCHEDULE VII
THEATRE PERFORMANCES:

NO CHANGES

~~SCHEDULE VIII~~
~~AMATEUR PRODUCTIONS~~
~~INCIDENTAL MUSIC~~

(Schedule 8 eliminated)

~~(3 hr limit) Per performance: \$50.~~
~~REHEARSALS (Minimum call 2 hours): \$25.~~
~~LEADER and/or CONTRACTOR~~
~~15% of no more than 16 musicians~~
~~OVERTIME (Performance or rehearsal):~~
~~Per 1/2 hour or portion thereof \$12.50~~

SCHEDULE IX
DOUBLING

NO CHANGES

SCHEDULE X
TELEVISION, RECORDINGS, ETC.

NO CHANGES

CONDITIONS

B. TRAVEL & TRANSPORTATION

DRIVERS AND PASSENGERS:

After first 20 miles, ROUND TRIP,
per mile, per passenger ~~\$.10~~ **\$.12**

DRIVERS

Driving other than one's own car, per mile ~~\$.20~~ **\$.22**

DRIVERS*

Furnishing ones own car, per mile ~~\$.50~~ **\$.55**

AIR TRAVEL: (Registered Commercial Airlines)

Per mile, round trip ~~\$.05~~ **\$.06**

• (Amount subject to change based upon IRS guidelines)

C. CARTAGE

Minimum ~~\$5.~~ **\$10.**
Parking ~~\$6.~~ **\$12.**

E. MEALS & LODGING

2. Any engagement outside the jurisdiction where the total traveling time plus performance time exceeds 6-1/2 hours, the following meal allowances shall be paid:

BREAKFAST (8 to 10 AM) ~~\$7.~~ **\$8.**
LUNCH (Noon to 2:30 PM) ~~\$10.~~ **\$12.**
DINNER (6 to 8 PM) ~~\$20.~~ **\$24.**

When 6-1/2 hours encompasses 2 mealtimes, the larger meal price shall be paid.

Respectfully submitted,

Wage Scale Committee

Eliot Porter, Chair
Peter Bodner
Larry Perlman

2015 Budget Resolution

The annual budget resolution for 2015 was introduced at the General Membership Meeting held on December 2. It is printed here for review by the membership. The budget will be reviewed and voted on at the next General Membership Meeting on **Tuesday, February 17**.

Ordinary Income/Expense

Income		
Direct Public Support		
Cavalcade Revenue	16,500.00	
Golf Tournament Revenue	<u>10,700.00</u>	
Total Direct Public Support	27,200.00	
Total Investments	24.00	
Program Income		
Total Initiation Fees	925.00	
Total Membership Dues	<u>63,968.00</u>	
Total Work Dues	<u>26,507.00</u>	
Total Program Income	<u>91,400.00</u>	
Total Income	<u>118,624.00</u>	
Gross Profit	118,624.00	
Expense		
Business Expenses		
Total Bank Fees	480.00	
Total Charitable Contributions	300.00	
Total Election Expenses	625.00	
Insurance		
Insurance -- Property	319.00	
Insurance - Liability, D and O	459.00	
Workers' Comp Insurance	<u>524.00</u>	
Total Insurance	1,302.00	
Organizational Charges		
AFL-CIO Per Capita Dues	1,512.00	
Central Labor Per Capita Dues	480.00	
Federation Initiation Fee	260.00	
Federation Per Capita Charge	22,264.00	
Total Federation Work Dues	3,716.59	
Organizational Dues	<u>100.00</u>	
Total Organizational Charges	<u>28,332.59</u>	
Total Business Expenses	31,039.59	

2015 Budget Resolution (Cont'd)

Eddie Soares Info Needed

Contract Services	
Accounting Fees	1,500.00
Office Cleaning	1,060.00
Total Contract Services	2,560.00
Facilities and Equipment	
Total Equip Rental and Maintenance	4,776.00
Property Taxes	1,935.00
Rent, Parking, Utilities	7,200.00
Total Facilities and Equipment	13,911.00
Fund-Raising Expenses	
Total Cavalcade Expenses	6,685.00
Total Golf Tournament Expenses	7,410.00
Total Fund-Raising Expenses	14,095.00
Operations	
Total Advertising Expenses	513.50
Books, Subscriptions, Reference	312.00
Total Newsletter ("Fanfare") Expenses	360.00
Total Postage, Mailing Service	1,950.00
Printing and Copying	1,650.00
Supplies	600.00
Telephone, Telecommunications	2,195.50
Total Operations	7,581.00
Other Types of Expenses	
Death Benefit	6,000.00
Total Other Costs	420.00
Total Other Types of Expenses	6,420.00
Payroll Expenses	
Pension Fund Contribution	3,854.24
Payroll Expenses - Other	35,360.00
Total Payroll Expenses	39,214.24
Total Payroll Taxes	6,989.88
Travel and Meetings	
Audition Fees -- RIPO	256.88
Total Conference, Convention, Meet-	572.70
Meals & Entertainment	568.54
Standing Committee Meetings	
Executive Board Meeting	3,600.00
Total Standing Committee Meetings	3,600.00
Total Travel	704.00
Total Travel and Meetings	5,702.12
Total Expense	127,512.83
Net Loss	-8,888.83

Lecture and Exhibition Planned about His Life and Times

Sylvia Ann Soares, a professional actress and theatrical director, and the niece of our late brother, pianist **Eddie Soares**, is developing a presentation on Eddie's musical career.

She plans a talk, with images, photographs and memorabilia, about Eddie during his tenure with various bands in Rhode Island, especially the *Jewels of Dixie*.

She would like to find clear photographs of these bands, particularly of them playing on stage.

She would also like to speak with musicians who played with Eddie, whether in the *Jewels of Dixie* or any other group.

Finally, if anyone could connect her with the family of the late "Porky" Cohen, who played trombone in the *Jewels of Dixie*, it would be greatly appreciated.

Members with any pertinent information, photographs or other items of interest may contact Ms. Soares by email at

sylviaannsoares@yahoo.com

or by telephone at

401-861-9871.

THE PROVIDENCE FEDERATION OF MUSICIANS
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GENERAL MEMBERSHIP MEETING

TUESDAY, FEBRUARY 17, 7:00 PM

AGENDA

- 1) APPROVAL OF 2015 BUDGET
- 2) WAGE SCALE RESOLUTIONS
- 3) SURVIVOR'S BENEFIT RESOLUTION

SPECIAL MEMBERSHIP MEETING

TUESDAY, MARCH 10, 7:00 PM

AGENDA

How to improve and expand the *Cavalcade of Bands*
(Members suggestions and assistance welcome)