



Fanfare

FEBRUARY, 2018

The Providence Federation of Musicians, AFM Local 198-457

Membership Meeting

Reform Package Introduced

Citing a severe financial crisis for the Local, President Ed Plunkett introduced a “reform” package of six resolutions at the General Membership meeting held on Saturday, January 27.

The motivation for the reform package is twofold, explained Plunkett: retention and recruitment.

The Local’s 2017 loss of nearly \$14,000.00 (see story on page 3) was driven not by additional expenses, but rather by a severe decline in membership.

To increase the membership back to sustainable levels, emphasis has to be placed on retention of existing members and recruitment of new members, particularly younger members.

• Student / Youth Memberships

The “package” actually consists of a total of seven resolutions, the first of which, to create student and your membership categories, was introduced at the December 5 membership meeting.

Plunkett emphasized that young people will be the future of the Local, if they can

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Ed Plunkett Becomes New President

At the first Executive Board meeting of 2018, on January 3rd, Ed Plunkett was sworn-in as the Local’s new president.

Outgoing interim president Al DeAndrade administered the oath of office.

Plunkett succeeds DeAndrade, whose tenure as interim president lasted seven months.

They both followed longtime president Artie Cabral, who retired in June, 2017, after twenty years of service.

Following Plunkett’s swearing-in, the new chief executive administered the oath of office to the Local’s new vice-president — Al DeAndrade, himself.

In remarks to the Executive Board, Plunkett expressed his personal thanks and the thanks of all the Local’s members to Vice-President DeAndrade for his role in guiding the



Outgoing interim president Al DeAndrade (r) administers the oath of office to new president Ed Plunkett (l) at the Executive Board meeting on January 3, 2018.

Local through the change of administrations which occurred over the previous seven months.

Plunkett went on to express his concern over the Local’s financial status (see article on Local finances on page 3) and laid out a plan for fiscal austerity for 2018.

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The Providence Federation
Of Musicians
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
10:00 AM – 3:00 PM
Monday – Friday

Executive Board meets
3rd Thursday of each month at 10 AM

OFFICERS

President Ed Plunkett
Vice-President Al DeAndrade
Secretary-Treasurer Vern Graham

EXECUTIVE BOARD

Carl Hosbond John Worsley

DELEGATES

AFM CONVENTION

Ed Plunkett Carl Hosbond
Al DeAndrade (alternate)

RHODE ISLAND AFL-CIO

Al DeAndrade

NEW ENGLAND CONFERENCE OF MUSICIANS

Al DeAndrade Ed Plunkett

PROVIDENCE CENTRAL FEDERATED COUNCIL

Al DeAndrade
Ed Plunkett John Worsley

COMMITTEES*

BY-LAW COMMITTEE

Sandy Gorodetsky, *Chair*
Stan Holtzman Ella Leone

FINANCE COMMITTEE

Peter Bodner, *Chair*
Joe DeMarco Bill LaPolla

RECRUITMENT & INDOCTRINATION COMMITTEE

Mary Bogan, *Chair*
Alan Bernstein
EmmaLee Holmes-Hicks

WAGE LIST COMMITTEE

Eliot Porter, *Chair*
Jordan Nunes Carl Gerhard

BALLET, CONCERT & OPERA COMMITTEE

Jane Murray Denise Plaza-Martin

RI PHILHARMONIC PLAYERS' COMMITTEE

Ian Greitzer, *Chair* Craig McNutt
Nancy Kidd Susan Culp

RI PHILHARMONIC STEWARD

Eliot Porter

PPAC COMMITTEE

Joe Higgins John McNamara
Dan Harp

CAVALCADE OF BANDS

Al DeAndrade Dan Ferreira
Joe DeMarco Carl Hosbond

GOLF TOURNAMENT

Al DeAndrade, *Chair*
Greg Wardson Ed DiMartino
Terri Giviens Sandy Gorodetsky

DUES and FEES

MEMBERSHIP DUES

| | <u>Annual</u> | <u>Quarterly</u> |
|-----------------|---------------|------------------|
| Regular Members | \$204.00 | \$51.00 |
| Life Members | \$144.00 | \$36.00 |

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:

| | |
|-----------------------------|----------|
| 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 \$40.00 per year, excluding Collective Bargaining Agreements and Electronic Media.

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.

Next General
Membership Meeting
Tuesday, April 17, 2018
7:00 P.M.
Local Headquarters
172 Longfellow St.
Providence, RI

New Committee Assignments Announced

President Ed Plunkett has announced new committee assignments for the four standing committees of the Local.

The standing committee appointments require the consent of the Executive Board and all were approved at the Board meeting of January 3rd.

While the By-Law Committee has stayed the same, the other committees have changed.

Here is the list of assignments.

- **By-Law Committee**

Sandy Gorodetsky (chair)
Stan Holtzman
Ella Leone

- **Finance Committee**

Peter Bodner (chair)
Joe DeMarco
Bill LaPolla

- **Recruitment & Indoctrination**

Mary Bogan (chair)
Alan Bernstein
EmmaLee Holmes-Hicks

- **Wage List**

Eliot Porter (chair)
Carl Gerhard
Jordan Nunes

Plunkett said that he hopes to work closely with the committees and to ensure that they have an active role in setting policies for the Local.

Local Suffers \$14,000.00 Loss for 2017

President will take Pay Cut

The local has suffered a financial loss of nearly \$14,000.00 for 2017.

The exact amount comes out to \$13,911.93.

This contrasts to a positive income of \$2,679.06 in 2016.

Most of the loss is attributed to the severe decline in membership. As recently as the end of 2014, membership was at 355.

At the end of 2017 membership had declined to 280.

Clearly, the Local will have to make immediate cuts in overhead expenses in order to balance the budget for 2018.

- **Rental Expense**

One step was taken this past summer, when the Local moved out of its Cranston office to a smaller facility within the Amalgamated Transit Union's building. The basic cost saving, on an annual basis,

will be at least \$6,000.00, with miscellaneous expenses also reduced due to services supplied at no charge by the ATU.

- **President takes cut**

In an effort to jump-start the fiscal austerity program, President Ed Plunkett has voluntarily declined to take the President's authorized salary of \$19,240.00 per year.

Instead, he will receive a monthly stipend of \$500.00, amounting to \$6,000.00 per year. This represents a direct saving of \$13,240.00 to the union treasury. There will be additional savings of several thousand dollars as well, by avoiding employer taxes and pension contributions.

- **Other Cuts**

Other areas to be addressed include printing expenses and social events, both of which were higher than normal in 2017.

TROUBLE GETTING UNION EMAILS? CHECK YOUR SPAM FOLDER!

Reports have been coming into the Local's office that some members are not receiving emails from the Local.

Have you checked your "spam" folder?

Due to technical changes made by both Verizon and Google within the last year,

Gmail appears now to flag any mail coming from the Local's domain — @ProMusicRI.org — as "spam" and move it into the spam folder before the user even sees it.

The most effective solution is

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be convinced to join. By giving them special status, and a break on initiation fees, he thought it would encourage them to become members.

- **Salary reductions.**

The first new resolution of 2018 centers on cost control, by reducing officers' salaries beginning in 2020, while reducing board members' fees immediately.

Although Plunkett has already taken a voluntary pay cut, he felt that a permanent reduction was necessary, since salaries are the largest portion of the Local's budget.

The resolution would cut officers' salaries from \$19,240.00 to \$10,000.00 per year. By halving the salaries, the Local's expenses would be more in line with actual income.

- **Fee Reductions**

The second resolution deals with reducing late charges and reinstatement fees. It reduces late fees from \$5.00 per month to \$1.50, and reinstatement fees from \$10.00 to \$5.00.

The accumulation of late fees has been a problem for some members and may have contributed to them dropping out of the Local. Reducing the late fees would hopefully eliminate one obstacle to retention.

- **Dues Reduction**

The proposal to reduce dues addresses a concern many members have expressed about the dues structure being too high relative to other New England Locals. Reducing the annual dues amount from \$204.00

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Annual Budget Meeting

Budget Plan Forecasts 2018 Profit

Youth / Student Memberships Proposed

At the annual Budget Meeting held on Tuesday, December 5, 2017, Secretary-Treasurer Vern Graham presented a budget for 2018 which predicts a surplus of \$5,049.64.

The budget, which follows a year (2017) with nearly catastrophic losses of \$14,000.00, sounded a bright note in an otherwise dreary financial landscape.

Graham's budget predicted income of \$111,936.04 and expenses of \$106,886.40.

Graham predicated his figures on a stable membership of 286 musicians, plus the anticipated extra revenue from a dues increase which went into effect on January 1, 2018.

Interim Vice-President Ed Plunkett voiced some concern that the revenue estimates might have been too optimistic.

However, Finance Committee member Ed DiMartino and Brother Peter Bod-

ner expressed the opinion that the budget should stand as proposed, with adjustments made to it during the course of the year, as revenues and expenses become more definite.

After further discussion, the budget was passed as presented.

- **Student / Youth Members**

Brother Plunkett also introduced a resolution to create "Student" and "Youth" membership categories for the Local. These categories require the same dues payments as regular members, but the student/youth members are exempt from both national and local initiation fees.

The Local has never had these categories before, and Plunkett stated that he felt it would be a way of attracting younger members to join the Local.

The resolution was referred to the By-Laws committee for review.

(Continued from page 3) Emails

to add the Local's two email addresses ("eplunkett@ProMusicRI.org" & "vgraham@ProMusicRI.org") to the Google "Contacts" list.

A second method would be to send a test email message to the two union addresses ("eplunkett@ProMusicRI.org" & "vgraham@ProMusicRI.org")

so that, hopefully, Gmail will recognize them as valid addresses in the future.

A third, but slower method is to go into the spam folder, find emails from the Local, right-click on them, and mark them as "not spam". This method may have to be repeated several times until Gmail "learns" the new addresses.

Resolution Number 2017-02

Student & Youth Memberships

The following resolution was introduced at the General Membership meeting of December 5, 2017, and has been reported out positively by the By-Law Committee.

It will be put to a vote of the membership at the next General Membership Meeting on **Tuesday, April 17, 2018.**

A RESOLUTION TO CREATE STUDENT AND YOUTH MEMBERSHIP CATEGORIES

~~WHEREAS~~ the membership of the Local has been in severe decline over the last three years; ~~AND~~,

~~WHEREAS~~ the Local needs young members to ensure its survival; ~~AND~~,

~~WHEREAS~~ the current number of members under the age of thirty is only eight out of 289 total members,

~~BE IT THEREFORE RESOLVED THAT:~~

I) The Local shall establish a membership category of “**Student**” member for musicians who are registered as students in an accredited school, college or university. The “student” member shall remain in that classification until he/she is no longer a student, at which time he/she will become a regular member with no additional cost. “Student” members shall have all of the rights and obligations that regular members have, shall be subject to all AFM and Local rules, regulations and By-Laws, shall be subject to all special assessments, and shall pay periodic dues at the same rate as **regular** members, as set by the Local, and Work Dues where applicable, but shall not pay the Local Initiation Fee (LIF) nor the Federation Initiation Fee (FIF).

II) The Local shall establish a membership category of “**Youth**” member, which shall enable musicians twenty (20) years of age or younger to join the Local as Youth Members and remain in that classification until their twenty-first (21st) birthday. “Youth” members shall have all the rights and obligations that regular members have, shall be subject to all AFM and Local rules, regulations and By-Laws, shall be subject to all special assessments, and shall pay periodic dues at the same rate as **regular** members, as set by the Local, and Work Dues where applicable, but shall not pay the Local Initiation Fee (LIF) nor the Federation Initiation Fee (FIF).

III) Article II, Section 6 of the Local’s By-Laws shall be modified to incorporate these membership categories.

Full text of the resolution, with exact By-Law changes, is posted on the Local’s website (<http://www.ProMusicRI.org>) in the “Members Area”.

Resolution Number 2018-01

Salary Adjustments for Officers and Board Members

The following resolution was introduced at the General Membership meeting of January 27, 2018, and is currently under review by the Finance Committee.

The Finance Committee will report out the resolution at the next General Membership Meeting on **Tuesday, April 17, 2018**, with any amendments or changes it may recommend. Members present at the meeting may also move to amend the resolution.

The resolution, together with any possible amendments, will be put to a vote of the membership at said General Membership Meeting.

A RESOLUTION TO ADJUST OFFICERS' SALARIES AND BOARD STIPENDS

~~WHEREAS~~ the membership of the Local has been in severe decline over the last three years, resulting in decreased revenue for the Local while expenses have remained level or have risen; ~~AND~~,

~~WHEREAS~~ the By-Laws currently call for automatic biennial increases in the salaries of the president and the secretary-treasurer; ~~AND~~,

~~WHEREAS~~, given the difficult financial situation of the Local, automatic salary increases for officers are no longer sustainable; ~~AND~~,

~~WHEREAS~~, the stipends paid to at-large Executive Board members are too high for the Local's current financial status,

~~BE IT THEREFORE RESOLVED THAT:~~

I) Effective January 1, 2018 through December 31, 2019, the president's salary shall be \$17,680.00 (2017 level);

Effective January 1, 2020, and thereafter, the president's salary shall be \$10,000.00 per year;

II) Effective January 1, 2018 through December 31, 2019, the secretary-treasurer's salary shall remain at \$19,240.00 (2018 level);

Effective January 1, 2020, and thereafter, the secretary-treasurer's salary shall be \$10,000.00 per year;

III) Effective immediately upon passage of this resolution, the stipend for at-large Executive Board members, shall be \$50.00 (down from \$100.00) for each Executive Board meeting attended;

IV) The Local's By-Laws shall be modified to incorporate these changes.

Full text of the resolution, with exact By-Law changes, is posted on the Local's website (<http://www.ProMusicRI.org>) in the "Members Area".

Resolution Number 2018-02

Fee Reductions

The following resolution was introduced at the General Membership meeting of January 27, 2018, and is currently under review by the Finance Committee.

The Finance Committee will report out the resolution at the next General Membership Meeting on **Tuesday, April 17, 2018**, with any amendments or changes it may recommend. Members present at the meeting may also move to amend the resolution.

The resolution, together with any possible amendments, will be put to a vote of the membership at said General Membership Meeting.

A RESOLUTION TO REDUCE FEES

~~WHEREAS~~ the membership of the Local has been in severe decline over the last three years, resulting in decreased revenue for the Local while expenses have stayed level; ~~AND~~,

~~WHEREAS~~ some of the costs of achieving or maintaining membership have been an obstacle to recruiting new members and to retaining existing members; ~~AND~~,

~~WHEREAS~~ the reduction in membership has created stress on the Local's budget and impeded its ability to carry out its normal functions and operations; ~~AND~~,

~~WHEREAS~~ it is necessary to increase the membership in order to generate enough revenue for the Local to perform its functions; ~~AND~~,

~~WHEREAS~~ newer technologies have reduced the cost of notifying members about late/suspension/expulsion fees,

~~BE IT THEREFORE RESOLVED THAT:~~

I) Late fees for periodic membership dues shall be reduced from **\$5.00** per month to **\$1.50** per month;

II) Reinstatement fee for members **suspended** for non-payment of dues shall be reduced from **\$10.00** to **\$5.00**;

III) Reinstatement fee for members who have **resigned** in good standing shall be reduced from **\$25.00** to **\$10.00**, and the reinstatement period for members who have resigned in good standing shall be extended from **one (1)** year to **two (2)** years;

IV) Reinstatement fee for members **expelled** for non-payment of dues shall be reduced from **\$50.00** to **\$25.00**;

V) The Local's By-Laws shall be modified to incorporate these dues and fee changes.

Full text of the resolution, with exact By-Law changes, is posted on the Local's website (<http://www.ProMusicRI.org>) in the "Members Area".

Musicians' Appreciation Dinner

Every year the Local sponsors the "Musicians Appreciation Dinner" to honor and thank those members who selflessly donate their time and talent to perform at the Local's *Cavalcade of Bands*. Four *Cavalcades* were held in 2017, so there were plenty of members to thank.

This year, special plaques of appreciation were awarded to members Al Marano and Dan Ferreira for their many years of service to the Cavalcade of Bands.

Here are some of the highlights of the evening's festivities.



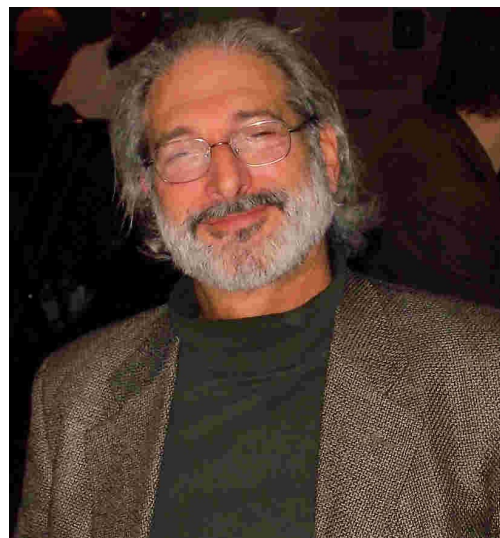
Al Marano (l) receives his appreciation plaque from Cavalcade chairman Al DeAndrade (r).



Dan Ferreira (l) shows off his appreciation plaque with Cavalcade chairman Al DeAndrade (r).



Joe Giorgianni.



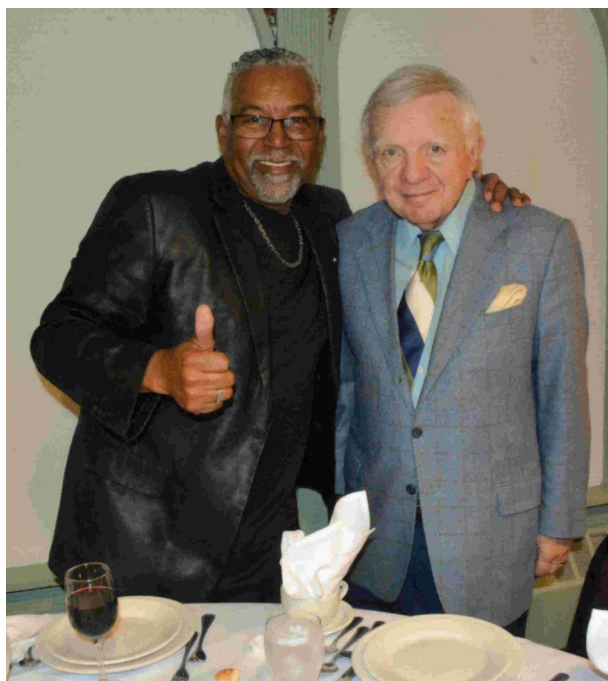
Peter Bodner.

Musicians' Appreciation Dinner

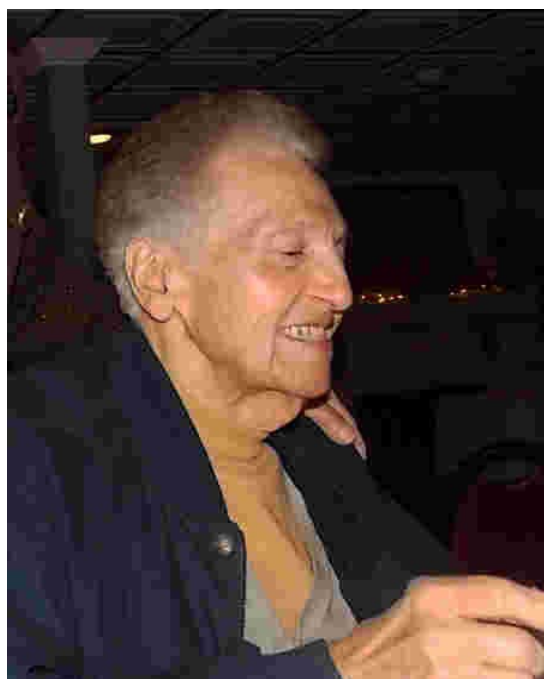
(cont'd)



Rear row , standing (l - r): Carl Hosbond, Joe Giorgianni, Ronnie Rose.
Front row, seated (l - r) : Artie Cabral, George Masso, Arthur Medeiros, Mike Renzi



Ronnie Rose (l) and Bob Mainelli (r).



Tom Breggia, aka, "Tommy Terran".

Resolution Number 2018-03

The following resolution was introduced at the General Membership meeting of January 27, 2018, and is currently under review by the Finance Committee.

The Finance Committee will report out the resolution at the next General Membership Meeting on **Tuesday, April 17, 2018**, with any amendments or changes it may recommend. Members present at the meeting may also move to amend the resolution.

The resolution, together with any possible amendments, will be put to a vote of the membership at said General Membership Meeting. However, if approved by the membership, the resolution will not become effective until it is approved by the International Executive Board (IEB).

A RESOLUTION TO STABILIZE DUES AND REDUCE INITIATION FEES

~~WHEREAS~~ the membership of the Local has been in severe decline over the last three years, resulting in decreased revenue for the Local while expenses continue to rise; ~~AND~~,

~~WHEREAS~~ some of the costs of achieving or maintaining membership have been an obstacle to recruiting new members and to retaining existing members; ~~AND~~,

~~WHEREAS~~ the reduction in membership has created stress on the Local's budget and impeded its ability to carry out its normal functions and operations; ~~AND~~,

~~WHEREAS~~ it is necessary to increase the membership in order to generate enough revenue for the Local to perform its functions,

~~BE IT THEREFORE RESOLVED THAT:~~

Pursuant to approval by the International Executive Board (IEB) of the American Federation of Musicians (AFM), in accordance with Article 5, Section 53, of the AFM By-Laws:

- I) The periodic dues for regular members shall be capped at 2014 –2017 levels, that is, \$192.00 per year or \$48.00 per quarter;
- II) The periodic dues for Life members shall be capped at 2018 levels, that is, \$144.00 per year, or \$36.00 per quarter;
- III) The Local Initiation Fee shall be reduced from \$50.00 to \$25.00;
- IV) If final approval of this resolution is obtained from the IEB in 2018, then regular members who have paid all or part of their 2018 dues at the then current rate (\$204.00 per year, \$51.00 per quarter), shall receive credit for payments in excess of the new rate, retroactive to January 1, 2018, applied to future quarters' dues payments;
If final approval of this resolution is not obtained from the IEB until 2019, then regular members who have paid all or part of their 2019 dues at the then current rate (\$204.00 per year, \$51.00 per quarter) shall receive credit for payments in excess of the new rate, retroactive to January 1, 2019 only, applied to future quarters' dues payments;
- V) This resolution shall take effect upon passage by the membership and final approval by the International Executive Board (IEB) of the AFM.

Full text of the resolution, with exact By-Law changes, is posted on the Local's website (<http://www.ProMusicRI.org>) in the "Members Area".

Resolution Number 2018-04

Contract Requirement

The following resolution was introduced at the General Membership meeting of January 27, 2018, and is currently under review by the Wage List Committee.

The Wage List Committee will report out the resolution at the next General Membership Meeting on **Tuesday, April 17, 2018**, with any amendments or changes it may recommend. Members present at the meeting may also move to amend the resolution.

The resolution, together with any possible amendments, will be put to a vote of the membership at said General Membership Meeting.

A RESOLUTION TO REQUIRE CONTRACTS

~~WHEREAS~~ the Local currently has no requirement that contracts be filed for engagements, ~~AND~~,

~~WHEREAS~~ the Local has legal authority to assist its members, in the event of a default or other dispute, only if a valid AFM contract has been executed and filed; ~~AND~~,

~~WHEREAS~~ the Local has recently experienced a devastating default by an event producer, where no contract was executed, resulting in the loss of substantial amounts of money by members of this and other Locals; ~~AND~~,

~~WHEREAS~~ the Local is unable to track the performances of traveling musicians and acts unless a valid AFM contract is filed, thus preventing the invoicing and collection of traveling work dues,

~~BE IT THEREFORE RESOLVED THAT:~~

I) Leaders/contractors, or their designated booking agents, of this or any other AFM Local, shall be required to execute a valid AFM contract, and to file a copy of the contract with the Local, for any and all engagements occurring within the jurisdiction of the Local, where the number of musicians employed is twenty (20) or greater, or the total amount of the engagement fee is greater than \$2,500.00. Engagements covered under a Collective Bargaining Agreement (CBA) shall be exempt from this requirement;

II) The Executive Board shall be empowered to take disciplinary action against members of this Local and/or other Locals who are in violation of this contract requirement;

III) This resolution shall become effective immediately upon passage;

IV) The wage List shall be modified to reflect these changes.

Full text of the resolution, with exact Wage List changes, is posted on the Local's website (<http://www.ProMusicRI.org>) in the "Members Area".

Resolution Number 2018-05

Rename/Restructure Recruitment & Indoctrination Committee

The following resolution was introduced at the General Membership meeting of January 27, 2018, and is currently under review by both the By-Law Committee and the Recruitment and Indoctrination Committee.

Both Committees will report out the resolution at the next General Membership Meeting on **Tuesday, April 17, 2018**, with any amendments or changes they may recommend. Members present at the meeting may also move to amend the resolution.

The resolution, together with any possible amendments, will be put to a vote of the membership at said General Membership Meeting.

A RESOLUTION TO RENAME AND RESTRUCTURE THE RECRUITMENT AND INDOCTRINATION COMMITTEE

~~WHEREAS~~ the Recruitment and Indoctrination Committee has been dormant for over a decade; ~~AND~~,

~~WHEREAS~~ it is vital to communicate union benefits both to existing members and to potential new members, ~~AND~~,

~~WHEREAS~~, many members are unaware of benefits that are already available to them through the AFM and the AFL-CIO, ~~AND~~,

~~WHEREAS~~ if more members were aware of available benefits and services, it would benefit both retention and recruitment for the Local,

~~BE IT THEREFORE RESOLVED THAT:~~

- I) The “Recruitment and Indoctrination” Committee shall be renamed the “Member Services” committee;
- II) The newly-named “Member Services” committee shall continue to perform the duties currently stated in the By-Laws with respect to recruitment and retention;
- III) The duties of the newly-named “Member Services” shall include the following additional tasks:
 - Exploring and communicating health, welfare and social services for members;
 - Exploring and communicating financial services which would benefit members;
 - Arranging assistance for individual members, if the appropriate type of assistance is available through union resources
- IV) The Local’s By-Laws shall be modified to incorporate these changes.

Full text of the resolution, with exact By-Law changes, is posted on the Local’s website (<http://www.ProMusicRI.org>) in the “Members Area”.

Resolution Number 2018-06

Change Procedure and Date for Annual Budget Meeting

The following resolution was introduced at the General Membership meeting of January 27, 2018, and is currently under review by the Finance Committee.

The Finance Committee will report out the resolution at the next General Membership Meeting on **Tuesday, April 17, 2018**, with any amendments or changes it may recommend. Members present at the meeting may also move to amend the resolution.

The resolution, together with any possible amendments, will be put to a vote of the membership at said General Membership Meeting.

A RESOLUTION TO CHANGE THE PROCEDURE FOR THE ANNUAL BUDGET AND THE DATE OF THE ANNUAL BUDGET MEETING

~~WHEREAS~~ the date of the Annual Budget Meeting, as specified in the By-Laws, namely, the first Tuesday in December, is quite rigid and does not give officers any flexibility in scheduling; ~~AND~~,

~~WHEREAS~~ the facilities in the Local's building may not always be available on the specific date as stated in the By-Laws, i.e., the first Tuesday in December; ~~AND~~,

~~WHEREAS~~ the procedure for preparing and reviewing the annual budget is currently not clearly defined in the By-laws,

~~BE IT THEREFORE RESOLVED THAT:~~

I) The Secretary-Treasurer shall prepare an annual budget for the following year which he/she shall submit to the Finance committee by October 15 of the current year. He/she shall continue to publish the proposed budget in the *Fanfare* and disseminate it to the membership through the usual means of communication at least fifteen days in advance of the annual budget meeting;

II) The By-laws shall specify the date of the Annual Budget Meeting as a date range between November 15th and December 10th of each year;

III) The exact date, time and place of the meeting shall be chosen by the President, in consultation with the Executive Board, within the time frame specified in the By-laws;

Iv) The Local's By-Laws shall be modified to incorporate these changes.

Full text of the resolution, with exact By-Law changes, is posted on the Local's website (<http://www.ProMusicRI.org>) in the "Members Area".

Membership Changes

New Members

Daniel Beilman
158 Sherrin Street
Hyde Park, MA 02136-1850
Email: DVBeilman@gmail.com
Cell: 502 - 758 - 2182
Bassoon, Contra-Bassoon
Clarinet Oboe
Flute

Robert Sagnella
27 Woodward Road
Trailer 53
Lincoln, RI 02865-4962
Tel: 401-475-0486
Cell: 772-418-4390
Email: SagBop1@gmail.com
Alto Saxophone
Tenor Saxophone
Vocalist Leader

Address, Telephone

Email Changes

Artie Cabral
480 Metacom Avenue
Bristol, RI 02809-51119
Tel: 401-297-0463
Email: ac022540@verizon.net

Angelina Cerrito
Email: SongSmithOne@aol.com

Sheryl Cohen
Email:
SherylCohen22@hotmail.com

Rose Drucker
65 Brookside Avenue, Unit 6
Jamaica Plain, MA 02130-2962

Richard Lupino
12 Metcalf Street
Warwick, RI 02888-4082
Email:
DickLupinoMusic@gmail.com

Philip Martorella
1384 Main Street
West Warwick, RI 02893-3816

Henry Morel
12 Colwell Drive
Cumberland, RI 02864-2036
Tel: (508) 928-2153
Cell: 401-714-8732

Eleanor Mullaney
Email: EMullaney40@gmail.com

Patricia Peterson
Email: amaripat7@gmail.com

Carl Querfurth
8 Turner Road
Jaffrey NH 03452-4401
Cell: 401-274-2199
Email: carlq@bluesbone.com

Hannah Ross
69 Lenox Ave., 3rd Floor
Providence, RI 02907-1909

David Taggart
160 Preservation Way
South Kingstown, RI 02879-8237
Tel: 401-213-6381

Aron Zelkowicz
57 Pershing Road
Boston, MA 02130-2015
Cell: 412-977-9605

Marshall Wood
Email:
DonnaMWood68@icloud.com

Reinstated

Robert Izzo, Jr.
Michael Simmons

Resigned

Gregory Abate
John Badessa
Roger Cagnon
Vincent Catallozzi
Reginald Centracchio
Paul Cienniwa
Joseph Cifelli
Stephen DeConti
Joseph Holtzman
Noemi Miloradovic

Suspended

Todd Baker
Art Boffi
Joseph Cerrito
William DiMeo
Charles Holland
Gary Johnson
Arnold Krakowsky
David Methven
Catherine Outterbridge
Christopher Pratt
Morgan Santos
John Sumerlin
Dylan Trelevan
Peter Tutalo

Attention All Members

Theatre by the Sea

Matunuck, Rhode Island

1. If you have been contacted to perform at the Theatre by the Sea in Matunuck, Rhode Island, for the Summer, 2018, season; or,
2. If you have performed at the Theatre by the Sea any time during the last three seasons; or,
3. If you know any musicians (union or non-union) who have performed at the Theatre by the Sea anytime during the last three seasons; then

Please contact: Local 198-457 President Ed Plunkett
either by email: (eplunkett@promusicri.org)
at the office: (401-780-6887)
or by cell phone: (401-744-1150).

Thank You.

(Continued from page 1) Plunkett Sworn In

In the short term, the plan centers on doing a better job of controlling expenses, particularly discretionary expenses. Plunkett pointed out printing costs and social events as two areas that draw attention.

Longer term, the emphasis must be on recruiting more young members, who will stay as members of the Local through their careers.

He noted that the recent decline in membership has

had a major impact on the Local.

Related to the topic of new members, Plunkett also suggested a campaign to attract new audiences to the *Cavalcade of Bands*, where attendance has been declining over the last six or seven years.

Similar to the Local's own membership, the audience is "aging out." He suggested changing marketing techniques to attract new fans and boost attendance.



New President Ed Plunkett (r) administers the oath of office to Vice-President Al DeAndrade (l) at the Executive Board Meeting on January 3, 2018.

THE PROVIDENCE FEDERATION OF MUSICIANS
Local 198-457, American Federation of Musicians
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Providence, RI 02907-2621

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(Continued from page 4) Resolutions

back to \$192.00 (2014 - 2017 level) would put the Local back in a more competitive position. The resolution would also lower the Local initiation fee from \$50.00 to \$25.00. (Note: this resolution requires IEB approval).

- **Contract Requirement**

Following the disastrous Newport Contemporary Music Festival last summer, it became apparent that the Local does not have an explicit contract requirement (although the requirement is part of the AFM By-laws). This resolution adds a contract requirement to the Local's Wage List.

- **Recruitment / Indoctrination Committee**

This resolution restructures the Recruitment & Indoctrination committee and renames it the "Member Services" committee.

The hope is that, with a new scope and mandate, this committee can reach out to existing and potential members with information about benefits and services which are available to members through the AFM, the AFL-CIO and other resources. If more musicians are aware of the benefits that are available to them through union membership, both retention and recruitment should be enhanced.

- **Annual Budget Meeting**

This resolution is primarily procedural.

Currently, the annual budget meeting is fixed on a hard date — the first Tuesday in December.

At the old office in Cranston, access was not a problem. At the new headquarters in Providence, the facilities are not always available, so the officers and Board need more flexibility in scheduling the date and time of the meeting.

Also, the resolution provides a more detailed timeline for preparation and submission of the annual budget.