

**Providence Federation of Musicians**  
**GENERAL MEMBERSHIP MEETING**  
**Local Headquarters**  
**Cranston, RI**  
**December 1, 2009**

**ANNUAL BUDGET MEETING**

**MINUTES OF MEETING**

**Call to Order:** 7:08 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**.

**Attendance**

- Thirteen (13) members present, constituting a quorum.

**In Memoriam**

- Jordan "Glenn Jordan" Abrams (11/06/09)
- Bennie Pazienza (11/25/09)
- Richard Cumming (11/25/09)

**Secretary's Report**

- **Minutes of October 20, 2009 Meeting** -- S/T **Ed Plunkett** provides copies of the minutes of the previous General Membership meeting held on October 20, 2009. There are no questions from the floor. Board Member **Richard Salzillo** moves to accept the minutes. Sister **Terri Giviens** seconds the motion. The motion **carries**.

**Treasurer's Report**

- S/T declines to provide a financial report, as the most recent financial statements were published in the last issue of *Fanfare*. There is a general discussion of the Local's finances. S/T explains that while the Local's bank balances appear to be healthy, the underlying issue is that for many years the operating expenses of the Local have exceeded the revenue generated by operating income -- that is, membership dues and work dues. A question is raised about using the *Cavalcade* income to cover operating expenses. S/T explains the *Cavalcade* funds have been allocated mostly to cover the liabilities of the Survivor's Benefit Fund. Both S/T and VP note that revenue from

any fund-raising event, whether the *Cavalcade of Bands* or some other event, is not a reliable source of income, as such events are subject to uncontrollable variables, such as public interest, the economy and even the weather.

### **Committee Reports**

- ***Cavalcade of Bands***

- Chairman **Al DeAndrade** announces that between 700 and 800 people attended the last *Cavalcade of Bands* held on October 27, 2009. While the final report is not complete, rough figures indicate that gross revenue was over \$7,000.00 and expenses are expected to total about \$2,000.00, leaving a net profit of about \$5,000.00 for the event. The Cavalcade Appreciation Dinner was held on November 17. Approximately 50 people attended.
- Brother **Duke Belaire** asks whether there have been any increases in *Cavalcade* expenses. DeAndrade replies affirmatively.
- Chairman DeAndrade expresses his thanks to all the musicians who donated their time and services and to those who donated the use of their musical equipment. Sister Giviens expresses the gratitude of the Local to DeAndrade for producing another successful *Cavalcade*.

### **New Business**

- **2010 Budget**

- S/T reminds those present that the proposed budget for 2010 was published in the last issue of *Fanfare*. However, he offers a printed version to all in attendance for last minute review and reference. S/T notes that the proposed budget projects income for 2010 of \$109,514.33 and expenses of \$101,569.42, leaving a modest profit of \$7,944.91. These figures include income and expenses from the Local's fundraising events like the *Cavalcades* and the Golf Tournament. Typically, the Local realizes a profit between \$15,000.00 and \$18,000.00 from such events. That being the case, S/T notes that without the fund-raisers the Local would run an annual deficit of about \$10,000.00.

EBM Worsley moves to accept the proposed budget, as published in *Fanfare*. The motion is severally seconded. The motion carries and the budget for 2010 is **approved**

- **Pending Resolution**

- **Vote on Resolution for Quarterly Meetings** – Pres calls for a vote on the resolution, introduced at the October 20 General Membership Meeting, to require a minimum of four General Membership Meetings per year, one in each calendar quarter. VP moves to approve the resolution. Brother **Manny Thetonia** seconds the motion. The motion passes unanimously and the resolution is **approved**.

- **New Resolutions**

- **Elimination of Pawtucket / Central Falls Labor Council**

S/T reads a resolution from the By-Laws Committee to eliminate the election of delegates to the Pawtucket /Central Falls Labor Council, an organization which no longer exists.

- **Requirement for big band players to be AFM members**

S/T reads a resolution from VP DeAndrade, to add a new subparagraph vii to Schedule V, Class C, Paragraph 2 ("Big Bands"), requiring members who play in big bands which utilize the special Monday/Tuesday scale, to be members of the AFM in good standing.

A discussion takes place regarding whether or not this resolution is redundant.

Brother Belaire, member of the Wage Scale Committee, asks if it should apply to all bands, regardless of size.

Brother **Ed Drew**, Chairman of the Wage Scale Committee, says it would have to be placed in every category in the Wage Scale.

Sister Giviens observes that most establishments providing employment to musicians are not committed to hiring union musicians.

Pres Cabral says there is a great deal of confusion about union rules and wage scales. He asserts that there are too many situations where union member are taking jobs with non-union bands. Some members have even told him that they did not know that they are not allowed to work with non-union musicians. He is also very concerned that union leaders and contractors are hiring non-union players.

Board member Worsley reminds everyone that leaders should ask permission of the Executive Board if they feel that they must hire a non-union player. But he says that so much mixing of union and non-union players is going on that it is hard to prevent. He mentions that the Boston Local does not police its own jurisdiction and follow musicians performing in clubs and restaurants in the Boston area. Even the AFM, he says, often looks the other way when union musicians play in non-union groups. The issue of union members working with non-union players comes up at every Executive Board meeting, Worsley reflects, but he does not know if the membership would support the Executive Board, if the Board tried to enforce a ban on non-union players.

VP DeAndrade says that the Music Performance Trust Fund (MPTF) allows the use of non-union players on its performances. Brother Belaire counters that this policy was forced by "right-to-work" laws in southern states.

Sister Giviens says the union must take a stand against the use of non-union players.

Board member Worsley asks if the Executive Board should call in everyone violating the policy against non-union players, until the word gets around that the policy is being enforced. Brother Belaire agrees

Chairman Drew says the union must come up with reasons why leaders/contractors can ask for exceptions. He says there should be a written

policy for accepting and/or rejecting applications for an exception to the rule.

Brother **Carl Hosbond**, member of the Wage Scale committee, moves to amend the resolution such that the new subparagraph vii will not be added and only the words "in good standing" will be inserted into subparagraph v. The motion is severally seconded and carries.

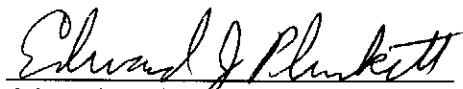
- **Dues increase for Life Members**

S/T reads a resolution from the Executive Board which raises the dues for Life Members by \$15.00 per year for each of the next three years, at which point the dues would level off at \$140.00 per year.

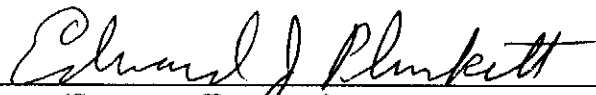
**Adjournment**

VP DeAndrade moves to adjourn. The motion is severally seconded and carries. Meeting adjourned at 8:30 P.M.

Respectfully submitted,

  
Edward J. Plunkett  
Secretary-Treasurer

Approved: 02 / 09 / 2010

Attested:   
(Secretary-Treasurer)