

Providence Federation of Musicians
GENERAL MEMBERSHIP MEETING

Local Headquarters

Cranston, RI

December 2, 2014

MINUTES OF MEETING

Call to Order: 7:07 P.M.

Roll-Call of Officers

- **Present**
 - President **Artie Cabral**
 - Vice-President **Al DeAndrade**
 - Secretary-Treasurer **Ed Plunkett**
 - Executive Board Member **Carl Hosbond**.
 - Executive Board Member **John Worsley**.

Sergeant-at-Arms

- Pres appoints Brother **Manny Thetonia** as Sergeant-at-Arms for the duration of the meeting

Attendance

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

Secretary's Report

- **Minutes of October 27 Meeting** -- S/T Plunkett provides copies of the minutes of the General Membership Meeting held on October 27, 2014. EBM Worsley moves to accept the minutes of the meeting. VP seconds the motion. The motion **carries**.

Treasurer's Report

- **2014 Year-to-Date Financial Figures** – S/T Plunkett reads a summary of the profit-and-loss statement for the current year, through the end of the current month (November 30, 2014). During this time frame, the Local had income of \$103,600.82 and expenses of \$123,341.46, leaving a net **loss** of \$19,740.64. S/T notes that \$13,000.00 of the current year's loss was due to the cost of Survivor's Benefit payments. He observes that, had it not been for those death benefit payments, the Local would probably have been in a position to break even by the end of 2014.

Brother **Hank Doiron** observes that the revenue from the Cavalcades has dropped and asks if the Local is running too many of the fund-raising dances. S/T responds that it is a possibility. Sister **Terri Giviens** asks whether the Local could sponsor more concerts, rather than dances. EBM Worsley responds that, based on his own experiences, concert promotions are very risky and would not be appropriate for managing the union's treasury. Brother **Sandy Gorodetsky** concurs, based on his own experiences in musical

productions. Brother **Jay Bianco** adds that the union should try to feature bands that appeal to a younger audience. Brother Gorodetsky asks if the Local monitors the attendance for the live shows at the Park Theater in Cranston. He thinks that would give some indication about which acts and what type of music are most appealing to a younger audience.

Brother Doiron also suggests that the Local initiate a recruitment program to bring in new members.

Announcements

- **Christmas Party** – VP says that he is trying to organize a Christmas party for the Local. AS was done last year, he will ask a committee of members to contribute to the cost of the party, so that there will be no cost to the Local.

Communications

- None

Committee Reports

- **By-Law Committee** – Brother Gorodetsky, as chair of the By-Law Committee, reports out a resolution regarding changing the requirements for Life membership from thirty-five (35) years of **continuous** membership to thirty-five (35) years of **accumulated** membership. The resolution was introduced at the October 27 General meeting. The committee report is favorable and Brother Gorodetsky moves for passage. The motion is severally seconded and carries. The resolution is **approved**.
- **Ballet / Symphony / Opera Committee** – Sister Denise Plaza-Martin, on behalf of the Ballet/Symphony/Opera Committee, introduces a resolution to amend the wage scale for symphonic performances (Schedule III). S/T refers the resolution back to the B/S/O Committee for final review and to be report it out at the next General Membership Meeting.
- **Wage Scale Committee** – S/T introduces a resolution on behalf of the Wage Scale Committee, none of whose members could be present for this meeting. The resolution is a revision of the current general wage scales, which have not changed in over ten years. S/T refers the resolution back to the Wage Scale Committee for final review and to be reported out at the next General Membership Meeting.
- **Finance Committee** – Brother Jay Bianco, as chair of the Finance Committee, reports out a resolution which was introduced at the October 27 General Membership Meeting. The resolution would eliminate the Survivor Benefit Fund. After due consideration, the Finance Committee reports the resolution favorably.

Brother Bianco explains that the Local can no longer sustain its method of self-funding the death benefit. S/T Plunkett adds that insurance companies do not sell term life insurance to persons over the age of 60 and that more than half of the Local's membership is over that age.

Brothers Hank Doiron and Joe Cerrito object to the elimination of the death benefit, citing their many years of loyal membership.

A long and heated discussion takes place about the pros and cons of eliminating the death benefit.

In response, S/T Plunkett introduces a resolution which would immediately cut the death benefit to \$500.00 for Life members and \$250.00 for regular members, and then phase down the Life member's benefit each year until it reaches \$250.00

Lacking a consensus on the resolutions, S/T moves to refer both resolutions about the Survivor's Benefit back to the Finance Committee, to be reported out at the next General Membership Meeting.

Old Business

- None

New Business

- **2015 Budget** – S/T presents the 2015 budget for approval by the membership. Upon inquiry, he states that the budget has been posted for several weeks on the Local's website, although it was not published in the Local's newsletter. Several members object, saying that the budget resolution needs to be disseminated to the entire membership. S/T withdraws the proposal and says that it will be published in the next issue of the newsletter and can then be voted on at the next General Membership Meeting.

Good and Welfare

- Brother Gorodetsky rises to speak to the issue of the financial difficulties facing the Local. He believes the underlying issue is loss of membership. While he respects the remedial steps being taken by the officers, board members and committees, he believes that the Local needs to be more proactive in attracting in recruiting new members. He recommends that officers travel to college campuses to try to recruit new members.

Adjournment

EBM Worsley moves to adjourn. The motion is severally seconded and carries. The meeting is adjourned at 8:45 P.M

Respectfully submitted,



Edward J. Plunkett
Secretary-Treasurer

Approved: 3 1 10 1 2015

Attested: Edward J. Plunkett
(Secretary-Treasurer)