

Providence Federation of Musicians
GENERAL MEMBERSHIP MEETING
Local Headquarters
172 Longfellow Street, Providence, RI
Tuesday, September 25th, 2018

MINUTES OF MEETING

Call to Order: 7:07 PM, President Ed Plunkett, presiding

Roll-Call of Officers

- **Present**
 - President **Ed Plunkett**
 - Vice-President **Al DeAndrade**
 - Secretary-Treasurer **Vern Graham**
 - Executive Board Member **Carl Hosbond**
- **Excused**
 - Executive Board Member **John Worsley**

Attendance

- Nine (9) members present, constituting a quorum.

Secretary's Report:

- **Minutes of April 17th, 2018 Meeting** -- S/T Graham provides copies of the minutes of the General Membership Meeting held on April 17th, 2018. Sister Jane Murray reports an error in the paragraph regarding the NCMF: Wording that states "*bankruptcy case was **closed** in December 2017*" should be change to read "*bankruptcy case was **heard** in December 2017*". Brother Eliot Porter moves to accept the minutes of the meeting as amended. Sister Jane Murray seconds the motion. The motion carries.

Treasurer's Report:

- **2nd Quarter 2018:** - Finance Committee Chairman Peter Bodner representing his committee accepts report as presented for the Second Quarter 2018, from April 1, 2018 through June 30th, 2018. The report shows income of \$21, 651.17 and expenses of \$20,723.91, leaving a net gain for the quarter of \$927.26. Motion to accept report by Brother Eliot Porter. Second by Brother Bodner. The motion carries.

President's Report:

- **Theatre-By-The-Sea:** Pres. Plunkett reports that he will continue to monitor the circumstances at the theater, but as there are no complaints from players there, unless there is a major issue that arises, there is likely going to be no desire on the part of the musicians to seek union intervention.
- **MusiCares Dental Clinic:** Pres. Plunkett reports that, despite repeated attempts, he has had no follow up contact from the woman in NY who was spearheading an effort to get our local to participate in the MusicCares Clinic. Pres. Plunkett intends to keep trying to elicit a response from NY, but has decided that, because of this lack of communication, we will not be able to take advantage of the invitation from the Rhode Island Music Hall of Fame (RIMHOF) to participate in its TUNE-IN / TUNE-UP health fair on October 21st. In addition, Pres. Plunkett referred those in attendance to review his article on this topic in the July 2018 issue of "Fanfare".

Pres. Plunkett also recommends that any of our members who do not have a website should take advantage of the AFM Entertainment site <http://www.afmentertainment.org/> which will allow you to set up your own website at no cost. For those who also offer teaching services, members can set up their own listing at the AFM's site <http://goprolessons.com/>. For more benefits of AFM membership, members should view our "Resources" page and in particular the link to Union Plus found here: http://promusicri.org/home/resources/#National_SSO

Announcements:

- **Education Initiative (AFM):** Pres. Plunkett reports that the AFM is offering 100% funding for concerts in schools to help promote AFM musicians and potential membership. The AFM is also promoting "Musician Fest" to finance at 100% solo performers at Senior Centers and similar venues. Any members who are interested in qualifying for some of this funding should contact Pres. Plunkett.
- **Musicians Performance Trust Fund (MPTF):** Pres. Plunkett reports that the MPTF has authorized funding of \$2,269.00 to be allocated to our local for the period ending on April 30, 2019. Any members who are interested in qualifying for some of this funding should contact Pres. Plunkett, and can also visit the MPTF web site at www.MusicPF.org, which is also listed on our website www.ProMusicRI.org under the tab "Resources".
- **Local 198-457 Website:** Pres. Plunkett reports that he has been gradually adding features to our website, which now includes a "Hire Our Musicians" tab that allows the public to view a listing our members who have their own websites. There is also now a "Gig Calendar" which will allow us to post info from our members who wish to advertise upcoming music events in which they will be participating. In the works are two more additions: a "Concert Calendar" which will feature Symphonic and Chamber events info that will include info provided by our membership and also provide info relating to the RI Philharmonic and other RI chamber and symphonic organizations events. Also planned is a "Music Instruction" page which will list our members who offer their teaching skills for private lessons.
- **Student/Youth Membership:** Pres. Plunkett reminds us that the newly created membership status of Student or Youth memberships that were created with the passage of Resolution 2017-02 at our April, 2018 General Meeting do not require initiation fees for new members.
- **AFM Joint Venture Agreement:** With the numerous "dark recording" projects that have been taking place in our jurisdiction involving many of our members, Pres. Plunkett reminds the membership that in the event there are any issues regarding digital piracy of the recordings or unreasonable or exploitative demands or actions by production companies or record labels, the musicians have no support or avenue for recourse with the AFM without an AFM recording contract. In addition to the standard AFM recording contract(s), the AFM offers a Joint Venture Agreement, where all the members of the recording group participate in the agreement, with no fees required for the agreement. As long as this agreement is on file with the AFM, the recordings will be protected by the AFM in the event of any attempted exploitation of the performers' rights. For more info on this, visit the AFM website or contact Ed Plunkett.
- **Special Events:** V/P DeAndrade reports that the Musicians' Appreciation Dinner has been scheduled for Tuesday, November 27th to be held at Lancellotta's Restaurant. Our annual Holiday Party will be held at our office on Tuesday, December 18th.

Communications:

- **In Memoriam:** Pres. Plunkett reports former President of the Norwalk, CT local and long time administrator of the MPTF Nick Cutrone just died recently. Also, Paul Petteruti (son of long time member Bob Petteruti) has also passed.

Committee Reports

- **Cavalcade Committee:** – Chairman Al DeAndrade reports that the attendance was good at the August 21st Cavalcade and we realized a net profit of \$3,350.00. Our next Cavalcade is scheduled for Tuesday, November 13.
- **Annual Golf Tournament** - Chairman Al DeAndrade reports this year's Golf Tournament has a smaller turnout than anticipated due to the weather reports of bad weather, even though it cleared and was quite pleasant. It would appear that after all the expenses and income are tabulated, we should realize a net profit of about \$2,000.00.

Old Business

New Business

- **Resolution 2018-07 – A RESOLUTION ELIMINATE DUES INCREASES IN 2020;**
(copy attached) Presented by Pres. Plunkett to be put to a vote at the next General Meeting to be scheduled in late 2018.
- **RI Summer Music Festivals:**
Pres. Plunkett notes that the Music-on-the-Hill, Newport Music Festival and Kingston Chamber Music Festival all currently do not use AFM contracts when they hire union musicians for their events. As a result, players are put into the position of being exploited by the festivals with no recourse by the players who sign the individual player agreements provided by the festival management. As recently experienced with the Newport Contemporary Music Festival, this can result in musicians not being paid for their work, their performances recorded to video and/or audio and released in the general marketplace without adequate compensation for their performance, as well as other abusive and exploitative clauses, which also include signing away their right to arbitration. Notices that this was going to be a topic of discussion at today's meeting were sent out to all our Local 198 members, as well as a list of about another 40 local and regional musicians who participated in this year's festival, but due to the inclement weather, there were only a few members who appeared. Pres. Plunkett strongly believes that our members (and other local AFM members) should refuse to sign these festivals' own contracts, and submit them the appropriate AFM contract when they are approached to participate in any future festivals. (see attached Policy/Procedure handout presented by Pres. Plunkett at this meeting)

Good and Welfare

Adjournment

Brother Bodner moves to adjourn. V/P DeAndrade seconds the motion. The meeting is adjourned at 9:04 PM

Respectfully submitted,



Vern Graham, Secretary-Treasurer

Approved: 2018-xx-xx

Attested: (Secretary-Treasurer)

R E S O L U T I O N No. 2018-07

A RESOLUTION TO ELIMINATE DUES INCREASES IN 2020

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

- I) The dues increases scheduled to take effect on January 1, 2020, shall be eliminated;
- II) The periodic dues for regular members shall be capped at 2018 levels, that is \$204.00 per year, or \$51.00 per quarter;
- III) The periodic dues for Life members shall be capped at 2018 levels, that is, \$144.00 per year, or \$36.00 per quarter;
- IV) The Local's By-Laws shall be modified to incorporate these dues changes, as follows:

ARTICLE VI
DUES, FEES AND ASSESSMENTS

Section I.

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Regular Members

\$48.00 per quarter or,
\$192.00 per year in 2014;
\$48.00 per quarter or,
\$192.00 per year in 2015;
\$48.00 per quarter or,
\$192.00 per year in 2016;
\$48.00 per quarter or,
\$192.00 per year in 2017;
\$51.00 per quarter or,
\$204.00 per year in 2018
~~*\$51.00 per quarter or,*~~
~~*\$204.00 per year in 2019*~~
~~*\$55.00 per quarter or,*~~
~~*\$220.00 per year in 2020*~~
and thereafter.

Life Members

*\$33.00 per quarter or,
\$132.00 per year in 2014;
\$33.00 per quarter or,
\$132.00 per year in 2015;
\$33.00 per quarter or,
\$132.00 per year in 2016;
\$33.00 per quarter or,
\$132.00 per year in 2017;
\$36.00 per quarter or,
\$144.00 per year in 2018
~~\$36.00 per quarter or,~~
~~\$144.00 per year in 2019~~
~~\$40.00 per quarter or,~~
~~\$160.00 per year in 2020~~
and thereafter.*

Respectfully submitted,

Edward J. Plunkett, President
09/25/2018

Approved:

Attested: _____

(President)

Policy / Procedure for RI Summer Music Festivals

1. If you are offered employment at one or more of the summer music festivals in Rhode Island in 2019, **YOU MAY ACCEPT THE ENGAGEMENT.**

2. **DO NOT SIGN** any Individual Player Agreement (IPA), release form, or any other document proffered to you by management.

3. **FILL OUT A STANDARD AFM CONTRACT FORM.**

i) Members of Local 198-457 should use the L-1 (Local Engagement) contract form. Members of other locals may use the T-2 (Traveling Engagement) contract form, although the L-1 form is preferred because of its arbitration clause.

These contract forms are easily downloadable both from the AFM web site and from the Local 198-457 web site (in the members' area). They can be filled out online and printed neatly.

Calculate all performances and rehearsals that are required for the engagement and be sure that the amount of money you are being offered is **AT LEAST** the minimum Local 198-457 wage scale for all your performances and rehearsals. (Check with our office if you have any questions.)

4. Print **TWO** copies of the contract, sign both, and mail them to the employer. The employer must sign **BOTH** copies and return one copy to you.

When you receive the signed copy from the employer, make a copy of it and send it to Local 198-457.

If the employer does not sign the contract, you must inform them that you **CANNOT** perform the engagement.

5. Both Local 198-457 and your own Local (if you are a member of another Local) will be available to assist you should you encounter any difficulties. Please contact us right away should you have any problems.