



Fanfare

FEBRUARY, 2019

The Providence Federation of Musicians, AFM Local 198-457

Membership Meeting

Budget Proposal, Dues Freeze, Pass

New Resolutions Introduced

PRES APPEARS ON CABLE-ACCESS TV

As part of the ongoing efforts to boost the Local's public presence and improve public perception of the Local, President Ed Plunkett made an appearance on the cable-access TV program *LaborVision*.

The program is sponsored by the Institute of Labor Studies and Research (ILSR). Host James Riley interviewed President Plunkett about the history of the Local, some of its illustrious members, the *Cavalcade of Bands*, and the Local's current and future focus.

The program was broadcast on the "Public, Education, Government" (PEG) channels: Verizon channel 33; Cox channel 14; on six different dates -- February 5th (7:00 PM), 7th (8:00 PM) and 9th (5:00 PM) and February 12th (7:00 PM), 14th (8:00 PM) and 16th (5:00 PM).

A video of the interview is also posted on YouTube, for members who were not able to see the original broadcast.

The YouTube address is:
<https://www.youtube.com/watch?v=-pXKB3cofX0>

Note that the program consists of two segments. The segment about the Local begins approximately 15 minutes into the video.

At the Annual Budget Meeting held on Tuesday, November 20th, 2018, members present voted to approve the budget prepared by Secretary-Treasurer Vern Graham.

The budget anticipates income of \$89,332.67 and expenses of \$84,223.78, leaving a modest profit of \$5,108.89.

Graham based his projections on a membership base of 250 members. Although the Local currently has 261 active members, he felt it prudent to prepare for further membership declines, as the downward trend in membership has been going on for several years and will probably continue.

Graham reported that, unlike 2017, the fiscal year 2018 seems to be headed toward a positive finish; i.e., the Local expects to complete the year with a profit. Thus, if the budget projections hold, the Local could have a positive financial result for two calendar years in a row.

• **Dues Freeze Passes**

The members also approved a resolution to freeze the dues structure at its current level.

President Ed Plunkett had sought to lower dues last spring,

but was turned down by the International Executive Board (IEB) of the AFM.

The "freeze" resolution, which he introduced at the September 25th membership meeting, eliminates an increase which had been scheduled for January, 2020, and holds dues to current levels. Since this is not an actual reduction in the dues rate, IEB approval is not required.

• **Two new resolutions introduced.**

Sister Denise Plaza-Martin submitted a resolution to correct a deficiency in Schedule III (Symphony, Oratorio, Opera, Ballet, Chamber Music) of the Wage Scale, which has no scale for a "Leader".

Plaza-Martin's resolution would add a "Leader" scale to Schedule III, at a rate equivalent to side person's scale plus 50%.

President Plunkett introduced a resolution to add four seats to the Executive Board, increasing it from two members to six members. Plunkett pointed out that without the extra seats, it would not be possible to have a true demographic representation of the membership. He added that although we had absorbed two other Locals, there were no representa-

(Continued on page 3)



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Local 198-457
American Federation of Musicians

Chartered: May 24, 1902
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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

MEMBER SERVICES

COMMITTEE
Mary Bogan, *chair*
Alan Bernstein Yvonne Monnett

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, *chair*
Dan Ferreira Carl Hosbond
Jan Marquez Cathy Pratte
Jean Manocchio Marilyn Thetonia

GOLF TOURNAMENT

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

* President serves ex-officio on all committees

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	\$ 1.50
After 2 nd Month	\$ 3.00
After 3 rd Month	\$ 4.50

REINSTATEMENT FEES:

Suspension	\$ 5.00
Expulsion	\$ 25.00

CASUAL WORK DUES

4% of printed scales on ALL ENGAGEMENTS, excluding
Collective Bargaining Agreements and Electronic Media.
An annual cap of \$40.00 applies to Schedule V engagements
only.

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
Meeting
Tuesday
March 19, 2019
7:00 P.M.**

**125 Longfellow Street
Providence, RI**

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

Local Finishes 2018 “In the Black”

After a few years of financial struggles, the Local finished 2018 with a net gain.

Income for the year was \$94,146.15 and expenses totaled \$84,417.24, leaving a surplus of \$9,728.91.

This compares very favorably with 2017, when the Local suffered a loss of \$11,826.47.

Interestingly, revenue for 2018 was actually less than for 2017, by \$5,842.64.

However, concerted efforts by the officers to bring spending under control reduced expenses from \$111,815.26 in 2017 to \$84,417.24 in 2018.

President Ed Plunkett commented, “A lot of hard work went into controlling our expenses in 2018 and the results are evident.”

For 2019 he is a little less sanguine: “I don’t think there will be any more large deficits like there were in the past. Due to both structural and unanticipated expenses, we may only be able to break even in 2019. But in 2020, the structural expenses will be gone and the Local will definitely see a result on the positive side.”

He continued, “Our core problem is the decline in membership. That is the area where the Local needs to focus its attention and resources, to bring new, dues-paying members into the Local.”

(Continued from page 1) General Meeting

tives from the former Locals on the Executive Board, leaving those members without direct representation. He emphasized that it is critical to have new members involved in the running of the Local, members who will be prepared to step in and take over the manage-

Free Hearing Clinic to be Held on May 15

Our Local, in conjunction with MusiCares, the charitable arm of the Grammy Awards, will hold a free hearing clinic for musicians. May 15 has tentatively been set as the date of the clinic. It will be held at the Local’s headquarters in Providence..

The clinic will consist of the custom fitting of special ear plugs to prevent further hearing damage. The ear plugs may be worn on stage, while playing. They greatly reduce the potential harm caused by loud or amplified music.

Each attendee will be custom-fitted and will receive the ear plugs, a \$250.00 value, for free.

Also a workshop on hearing loss prevention will be held.

The clinic is open to all musicians, both union and non-union. However, attendees must register in advance with MusiCares and must provide proof that they have been professionally employed in the music business for at least five years.

The Local had planned to sponsor a free dental clinic this past fall but, because of state licensing issues, the clinic could not be held.

More information about the hearing clinic will be sent out as soon as all the details are finalized.

ment of the Local when the current officers and board members retire or leave.

The new resolutions were referred to the Wage Scale, Finance and By-Law committees, and will be put to a vote of the membership at the next general membership meeting on March 19, 2019.

NOVEMBER CAVALCADE HITS A HIGH NOTE (AGAIN)

The Fall Edition of the Local’s *Cavalcade of Bands*, held on Tuesday, November 13, 2018, proved to be a popular and artistic success.

While there had been some concern that the event was too late in the season, nearly 300 patrons purchased tickets for the event.

However, *Cavalcade* chairman Al DeAndrade remarked that he had confidence all along in the continuing popularity of the Cavalcade and he actually sees a resurgence in attendance.

Both advance ticket sales and tickets sales at the door were brisk, attracting a lively and enthusiastic crowd.

A popular 50-50 raffle was held, which also contributed to the evening’s financial triumph.

In the ballroom the Strictly Sinatra Orchestra, featuring Mike Dutra, performed all the classic Sinatra hits for the audience. They alternated with the Al Marano Sextet, who tapped into the “High Society” band book with a number of crowd pleasers.

The Foyer featured a panoply of small groups -- The Terri Giviens group, The Diane Carey quintet, Dick Lupino (with Mike Renzi and Alan Bernstein), Nancy Paolino and the Black Tie Band, and The Bob Mainelli quintet.

Financial results for the evening showed income of \$4,905.00 and expenses of \$1,872.00, leaving a profit for the Local of \$3,033.00.

The next Cavalcade of Bands is scheduled for Tuesday, April 30, 2019.

Resolution Number 2018-08

Add a Leader Fee to Schedule III of the Wage List

The following resolution was introduced at the General Membership meeting of November 20, 2018, and has been referred to the Wage Scale Committee.

It will be put to a vote of the membership at the next General Membership Meeting on **Tuesday, March 19, 2019.**

A RESOLUTION TO ADD A LEADER FEE TO SCHEDULE III

~~WHEREAS~~ the leader fee was inadvertently left off of the Schedule 3 Wage Scale; AND
~~WHEREAS~~ it is necessary to include a leader fee in the Schedule 3 Wage Scale,

~~BE IT THEREFORE RESOLVED THAT:~~

- I) The Schedule III wage scale shall be modified
- II) The leader fee shall be added to Schedule 3 Wage Scale
- III) The leader fee shall read as follows: **LEADER: Sideperson's fee plus 50%**
- IV) The schedule III wage scale shall be modified as follows:

SCHEDULE III

SYMPHONY, ORATORIO, OPERA, BALLET, CHAMBER MUSIC
(excluding collective bargaining agreements)

A. PERFORMANCE: 2-1/2 hours or less	\$120
OVERTIME:	
per half hour or less, until midnight	\$25
B. DOUBLING:	25% additional
C. CONCERTMASTER:	25% additional
D. CONTRACTOR:	not less than 10% of total scale

LEADER: **Sideperson's fee plus 50%**

E. REHEARSALS*:	
1. 2-1/2 hours or less	\$95.
2. Overtime, per 1/2 hour, until midnight	\$25.
3. After 1-1/4 hours of rehearsal,	
a 15 minute intermission must be taken.	
When rehearsal exceeds ninety minutes	
WITHOUT an intermission,	
Add (per musician)	\$15.
4. Pre-Performance rehearsal on location	
A 1-hour rehearsal, no earlier than	
1-1/2 hour prior to performance:	\$45.

Respectfully submitted,

Denise Plaza-Martin

Resolution Number 2018-09

Increase the Executive Board from Two to Six Members

The following resolution was introduced at the General Membership meeting of November 20, 2018, and has been referred to both the By-law Committee and the Finance Committee.

It will be put to a vote of the membership at the next General Membership Meeting on **Tuesday, March 19, 2019**.

A RESOLUTION TO EXPAND THE EXECUTIVE BOARD

WHEREAS over the last seven years the Local has absorbed two other Locals, without always providing recognition or direct representation for the former members of those Locals, **AND**,

WHEREAS it is necessary to make the Executive Board more representative of the membership – demographically, geographically and professionally; **AND**,

WHEREAS the strictness of the election rules has made it difficult, in some instances, for able candidates to qualify for office, **AND**

WHEREAS it is necessary to recruit younger members to the Executive Board in order to plan for the future of the Local and ensure its survival,

BE IT THEREFORE RESOLVED THAT:

- I) The Executive Board shall be increased from two (2) at-large members to six (6) at-large members;
- II) The stipend for all board members shall be \$60.00 (reduced from \$100.00) per Executive Board Meeting attended.
- III) The Vice-President's stipend shall be \$60.00 (reduced from \$100.00) per Executive Board Meeting attended.
- IV) The additional Executive Board positions shall be filled at the next nomination / election cycle, in accordance with the Local's existing election procedures.
- V) To be eligible for nomination to an Executive Board at-large position, a member shall have been a full member of the Local in continuous good standing for at least six (6) months (reduced from twenty-four (24) months) preceding the nomination meeting; however, to be eligible for nomination to a titled officer position (president, vice-president, or secretary-treasurer), a member must be a full member of the Local in continuous good standing for at least twelve (12) months preceding the nomination meeting (reduced from twenty-four (24) months); a member expelled from the Local shall not be eligible for nomination to any position for a period of eighteen (18) months preceding the nomination meeting (reduced from forty-eight (48) months);
- VI) In order to prevent membership meetings from being dominated by Executive Board votes, the minimum requirement for a quorum shall be increased from 2% to 5%;
- VII) The Local's By-Laws shall be modified to incorporate these changes, as follows:

Resolution 2018-09 (Continued)

ARTICLE III OFFICERS

Section 2. VICE-PRESIDENT

(D) The Vice President's stipend shall be ~~\$100.00~~ \$60.00 for each Executive Board meeting attended.

Section 5. EXECUTIVE BOARD

(A) The Executive Board is composed of the President, Vice President, Secretary / Treasurer and ~~two (2)~~ six (6) members at large.

(M) Executive Board members shall receive compensation in the amount of ~~\$100.00~~ \$60.00 for each Executive Board meeting attended.

ARTICLE IV NOMINATIONS AND ELECTIONS

Section 1. NOMINATIONS

~~(E) To be eligible for nomination a member must have been a full member of the Local in continuous good standing for at least twenty (24) months preceding the nominations meeting.~~

To be eligible for nomination to a titled officer position (president, vice-president, or secretary-treasurer), a member must have been a full member of the Local in continuous good standing for at least twelve (12) months preceding the nomination meeting.

To be eligible for nomination to an Executive Board at-large position, a member must have been a full member of the Local in continuous good standing for at least six (6) months preceding the nomination meeting.

~~Any~~ A member previously expelled from the Local ~~is~~ shall not be eligible for nomination to any position for a period of ~~forty-eight (48)~~ eighteen (18) months preceding the nomination meeting.

Section 2. ELECTIONS

(O) The election of officers of this Local shall be by secret ballot, and printed as follows:

***Fourth Heading:** Executive Committee of ~~two (2)~~ six (6).*

You are required to vote for at least two (2) people to register your vote.

~~(P) You are required to vote for all delegate positions to register your vote.~~

Resolution 2018-09 (Continued)

ARTICLE V MEETINGS

Section 3.

(A) *A quorum must be in attendance at a membership meeting for a meeting to be called to order or continued. On all matters relating to amending the Constitution or By-Laws, or the appropriation of funds, ~~2%~~ 5% of the membership shall constitute a quorum.*

(B) *Quorum – ~~2%~~ 5% of total Local members as Per Capita report filed with the Federation including the Executive Board.*

VIII) This resolution shall become effective on January 1, 2020, except that the election of the additional board members shall be included in the Fall, 2019, election cycle.

Respectfully submitted,

Edward J. Plunkett, President

MPTF Sponsors Holiday Concert

The newly-invigorated Music Performance Trust Fund (MPTF) co-sponsored a holiday concert at the First Baptist Church in Providence on December 16.

The performance was conducted by Brother Steve Martorella, who is also the Music Director of the church.

The program included selections from Haendel, Buxtehude, Kuhnau, and Scott.

Altogether, eleven Local 198-457 members were hired, both for the performance and for a rehearsal.

Now that the MPTF has become active again, Local 198-457 members, who may be interested in applying for MPTF funds for future performance projects, should contact the Local office to begin the application process.

Membership Changes

Address, Telephone Email Changes

Randy Cloutier

Home Tel: (401) - 954 - 5655

Work Tel: (401) - 724 - 7068

George Masso

207 Colonel John Gardner Rd.

Narragansett, RI 02882-1535

Tel: (401) - 949 - 4624

Email: gpmasso@verizon.net

Jane Murray

Email: ehdamore@gmail.com

Joyce Ryu

157 Waterman St., Unit 2-5

Providence, RI 02906-3100

Reinstated Members

Abigail Karr

Mason Morton

Resigned

Olga Bean

Aline Benoit

Nina Bishop-Nunn

Joseph Cifelli

Joseph Holtzman

Aristides Rivas

Gary Vallee

Richard Whaley

Randall Zigler

IN MEMORIAM

Debra Mann

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Local 198-457, American Federation of Musicians
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Cavalcade of Bands
Tuesday, April 30, 2019, 5:30 - 10:30 P.M.
Rhodes-on-the-Pawtuxet
60 Rhodes Place, Cranston, RI

Membership Meeting
Tuesday, March 19, 2019, 7:00 P.M.
172 Longfellow St.
Providence, RI