

Providence Federation of Musicians
GENERAL MEMBERSHIP MEETING
Local Headquarters
172 Longfellow Street, Providence, RI
Tuesday, November 20th, 2018

MINUTES OF MEETING

Call to Order: 7:08 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

- Seven (7) members present, constituting a quorum.

Secretary's Report:

- **Minutes of September 25th, 2018 Meeting** -- S/T Graham provides copies of the minutes of the General Membership Meeting held on September 25th, 2018. V/P DeAndrade moves to accept the minutes of the meeting. Brother Peter Bodner seconds the motion. The motion carries.

Treasurer's Report:

- **3rd Quarter 2018:** - Finance Committee Chairman Peter Bodner representing his committee accepts report as presented for the third quarter 2018, from July 1, 2018 through September 30th, 2018. The report shows income of \$19,233.81 and expenses of \$23,847.88, leaving a net loss for the quarter of \$4,614.07. Motion to accept report by Brother Bodner. Second by Brother Bill LaPolla. The motion carries. (copy attached)
- **2019 Budget:** - Finance Committee Chairman Peter Bodner, representing his committee which reviewed the proposed 2019 budget, accepts report as presented (Income of \$89,332.87; Expenses of \$84,223.78; Net Profit of \$5,108.89) and makes a Motion to approve. EBM Carl Hosbond seconds the motion. The motion carries. (copy attached)
- **2017-2018 Profit & Loss Comparison:** - S/T Graham presents a report requested by Pres. Plunkett that reviews and compares the financial overview of the previous year up to the current date. This report shows a net gain in 2018 of 150% (Profit of \$8, 405.50) over the previous year's loss of \$16,738.78 (2017).

President's Report:

- **MPTF:**
 - Pres. Plunkett reports that member Stephen Martorella has met with him and put forward a MPTF application for a December concert at 1st Baptist Church with a contingent of 11 musicians and a budget of \$3,400.00.
 - Member Brian Mullaney has also expressed his interest in the "Musician Fest" funding, which allows for a single musician to receive up to \$200.00 to perform at a Senior Center, with no co-sponsor requirement.
 - Pres. Plunkett also reminds members that the AFM has budgeted funds for our local for MPTF performances between the months of May 1, 2018 and April 20th 2019, but the filing deadline

for applications is Dec. 14th, 2018. Those who are interested should contact him ASAP to arrange for his assistance in making any applications.

- **RI Summer Music Festivals:** Pres. Plunkett will be attending a meeting of the general membership of Local 9-535 on November 26th to apprise them of the situation and try to persuade them to use AFM contracts in place of whatever contracts that the RI festivals offer them going forward.

Announcements:

- **Musicians' Appreciation Dinner:** To be held at Lancellotta's Restaurant on Tuesday, November 27th.
- **Local 198 Annual Holiday Party:** To be held at Local 198 headquarters on Tuesday, December 18th.

Communications:

- **In Memoriam:** Pres. Plunkett reports former member Nick D'Aquila just died recently, although he could find no public notices. He has heard that Nick, Jr. is trying to organize a memorial event for his father.

Committee Reports

- **Cavalcade Committee:** Chairman DeAndrade reports that attendance was good and expects that we will have a net gain of approximately \$3,000.00 after all the accounting is finished.
- **Annual Golf Tournament:** Chairman Al DeAndrade reports that his committee is considering returning to Montaup Country Club for the next Golf Tournament, as it will reduce the overhead costs.
- **Finance Committee:** Chairman Peter Bodner reports that his committee has reviewed and approved of the items as listed in the Treasurer's Reports on today's agenda. (see above).

Old Business

- **Resolution 2018-07 – A RESOLUTION ELIMINATE DUES INCREASES IN 2020;** (copy attached) Finance Committee Chairman Peter Bodner, representing his committee which reviewed the resolution reports their approval and makes a Motion to approve. V/P DeAndrade seconds the motion. The motion carries.

New Business

- **NEW PROPOSED RESOLUTIONS:**
 - **2018-08: Add Leader Fee to Schedule 3:** (wage scales) Proposed by Denise Plaza-Martin. To be referred to the Wage Scale Committee for review. (copy attached)
 - **2018-09: Resolution to Expand Executive Board:** To be referred to By Laws Committee, Finance Committee. (copy attached)

Good and Welfare

Adjournment

Brother Bodner moves to adjourn. V/P DeAndrade seconds the motion. The meeting is adjourned at 7:57 PM

Respectfully submitted,



Vern Graham, Secretary-Treasurer

Approved: 2019-03-19

Attested: 2019-03-19 (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 1.

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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)

R E S O L U T I O N No. 2018-08

A RESOLUTION TO ADD A LEADER FEE TO SCHEDULE 3

~~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.**

*(If rehearsal time is not listed, call Local Office.)

PENSION CONTRIBUTION (AFM-EPF) 11.99% additional of total wage scale wages

Respectfully submitted,

Denise Plaza-Martin

Approved: _____ / _____ / _____

Attested: _____
(President)

Attested: _____
(Secretary-Treasurer)

RESOLUTION No. 2018-09
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:

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.~~

**ARTICLE V
MEETINGS**

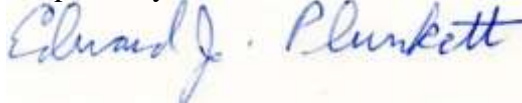
Section 3.

(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

Approved: ___ / ___ / ___

Attested: _____
(President)

Attested: _____
(Secretary-Treasurer)