

Providence Federation of Musicians
GENERAL MEMBERSHIP MEETING
Local Headquarters
172 Longfellow Street, Providence, RI
Tuesday, March 19th, 2019

MINUTES OF MEETING

Call to Order: 7:13 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**

Determination of Quorum

- Twelve (12) members present, constituting a quorum.

In Memoriam

- Deborah Mann (Active member)
- C. Richard Salzillo (Former Board member)
- Ciro DeLuca (Former member)
- William DiMeo (Former member)
- Nick D'Aquila (Former member)

President Plunkett delivers a brief eulogy for and remembrance of each current and former member.

Secretary's Report:

- **Minutes of November 20th, 2018 Meeting** -- S/T Graham provides copies of the minutes of the General Membership Meeting held on November 20th, 2018. Brother Peter Bodner moves to accept the minutes of the meeting. Severally seconded by attendees. The motion carries.

Treasurer's Reports:

- **4th Quarter 2018:** - Finance Committee Chairman Peter Bodner representing his committee approves report as presented for the fourth quarter 2018, from October 1st, 2018 through December 31st, 2018. The report shows income of \$17,999.45 and expenses of \$21,242.46, leaving a net **loss** for the quarter of **\$3,243.01**. Motion to accept report by V/P DeAndrade. Severally seconded by attendees. The motion carries. (copy attached)
- **2018 Annual Treasurer's Report:** - Finance Committee Chairman Peter Bodner, representing his committee which reviewed the report, approves the report as submitted (income of \$94,146.15; expenses of \$84,417.24; net **gain** for the year of **\$9,728.91**). Motion to accept report by V/P DeAndrade. Severally seconded by attendees. The motion carries. (copy attached)
- **Year to Date (March 19, 2019) Profit & Loss Statement:** - S/T Graham presents a report requested by Pres. Plunkett that gives the financial overview of the current year up to the current date in comparison to the same time period the year before. This report shows a net gain in 2019 of 0.9% (net

profit of \$10,833.77) over the previous year's net profit of \$10,783.45 (2018). Motion to accept report by V/P DeAndrade. Severally seconded by attendees. The motion carries. (copy attached)

President's Report:

- **Address to Boston Musicians Association** – Pres. Plunkett relates that he addressed a general membership meeting of Local 9-535, the Boston Musicians Association, on Monday, November 26, 2018, in Watertown, MA. His remarks concerned the summer music festivals in RI, since many of the musicians performing in those festivals are members of Local 9-535. The response was quite positive and the officers and members in attendance expressed a strong interest in obtaining union contracts with the festivals.
- **New York City Meetings** – Pres. Plunkett describes meetings he attended in New York City on Friday, January 11, 2019, with MusiCares, AFM officers and staff, and Local 802 staff. Most of the day was spent at AFM headquarters and included meetings with AFM International President Ray Hair, International Secretary-Treasurer Jay Blumenthal, Assistant Secretary Jon Ferrone, Director of Organizing Michael Manley, Director of Electronic Media Services Pat Varriale, and International Field Representative Gene Tournour. At Local 802 he met with Robert Pawlo of the recording department. The discussions at both AFM headquarters and at Local 802 centered on the summer music festivals in RI, the lack of AFM contracts, and the unauthorized and uncompensated recording of performances. At MusiCares, Pres. Plunkett met with Jennifer Leff, Senior Director, about setting up a hearing clinic for musicians in RI.
- **RI Summer Music Festivals:** Pres. Plunkett has scheduled a meeting with Board Members of the Kingston Chamber Music Festival in April, with the assistance of Pat Hollenbeck, President of Local 9-535 and possibly Michael Manley, AFM Director of Organizing and Education.
- **AFM-EPF Pension Fund:** The recent update from the AFM-EPF (3-1-2019) is that the fund is now in the *Critical Status* category until end of March, 2019. It is anticipated that the status will change to *Critical and Declining Status* in April, 2019. This status change would indicate that the Fund is projected to run out of money to pay benefits within 20 years.
- **Labor Vision TV appearance** – Pres. Plunkett recounts that he appeared on an episode of the cable-access TV program *Labor Vision* in January. The program is produced by the Institute for Labor Research and Studies and supports labor unions and organizing efforts in Rhode Island. On the program, Plunkett talked about the history of the Local, some of its illustrious members, past and present, and the importance of hiring union musicians. The program was broadcast six times in February on cable TV. It was also posted on YouTube. Viewers may watch the YouTube version by clicking on the link on the Local's web site.
- **2019 AFM Convention:** Pres. Plunkett and Executive Board Member Carl Hosbond will be representing the local at the AFM convention in Las Vegas on June 16 – 20.

Announcements:

- **MusiCares Hearing Clinic:** The event is scheduled for Wednesday, May 15th in the upstairs meeting room at Local Headquarters.
- **Meeting schedule for 2019**
 - Tuesday, June 4 General Membership Meeting
 - Tuesday, September 17 General Membership Meeting
 - Tuesday, September 24 Nomination Meeting
 - Sunday, November 10 Election (if needed)
 - Tuesday, November 19 Annual Budget Meeting (General Meeting)

Communications:

- **RI Governor's Ball:** Pres. Plunkett sent a letter to Governor Gina Raimondo in February, protesting her hiring of a non-union band to play at her inaugural ball. The Local has received a belated response from the office of the Governor, which blandly stated that they will certainly

keep us in mind for any future events. Pres. also sent letters to the state's general officers, the congressional delegation, and the mayors of the larger cities, asking them to hire union bands when they need entertainment for social or fund-raising events.

- **Email issues re: AOL and Yahoo email addresses:** Pres. Plunkett reports that the Local has been experiencing some email rejections, where emails to certain domains are not getting delivered, bouncing back or getting pushed to the recipients' Spam folder. As of yet, we do not know if this is a problem related to our GoPro hosting service or some other cause. The problems are mostly with the major carriers like AOL and Yahoo.

Committee Reports

- **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).
- **By-law Committee** – Sister Ella Leone reports that the By-laws committee approves of resolution 2018-09, as written and submitted.
- **Wage Scale Committee:** No members of the Wage Scale Committee are in attendance. Pres. reports that the Wage Scale Committee has offered an amendment to resolution 2018-08, which he will submit when the resolution is considered under Old Business.
- **Cavalcade Committee:** Sec.-Treas. Graham reports 2,193 flyers distributed via USPS for April event. Ticket sales have begun. Contract with Rhodes for August event signed and deposit sent.
- **Annual Golf Tournament:** Chairman Al DeAndrade reports that he is awaiting confirmation of available dates from Montaup Country Club in Portsmouth, RI for the next Golf Tournament.

Old Business

- **Resolution 2018-08: A Resolution to Add a Leader Fee to Schedule 3:**
Pres. Plunkett distributes an Amended version of this resolution from the Wage Scale Committee. (Copy attached.) Attendees already had been presented with the original resolution proposal prior to the amended version. A motion is made by Brother Joe DeMarco to accept the original draft of the resolution. It is seconded by EBM Hosbond. V/P DeAndrade makes a motion to accept the amendment to the resolution. That motion to amend the resolution is seconded by Brother Bodner. On a voice vote, the motion to amend the original resolution carries. Pres. Plunkett calls for a vote to adopt the resolution as amended. The Ayes prevailed and the motion to approve the resolution, as amended, carries.
- **Resolution 2018-09: A Resolution to Expand the Executive Board:**
Pres. Plunkett distributes copies of the resolution 2018-09 and opens up the floor for discussion. Board Member Hosbond expresses concern that the reduced stipends for board members in the resolution may discourage potential candidates from seeking office. He suggests adding only two instead of four board seats. After considerable discussion, it is decided to refer the resolution back to the Finance Committee for further review of the financial implications of the resolution, with the possible modifications of changing the rate of compensation and also reducing the number of new seats from 6 to 4.

New Business

Good and Welfare

- V/P DeAndrade reports that former member Larry Perlman has some serious health issues and can be reached by mail at his new address, which VP can provide.

Adjournment

Brother Bodner moves to adjourn. V/P DeAndrade seconds the motion. The meeting is adjourned at 8:43 PM

Respectfully submitted,

B. Vernon Graham

Vern Graham, Secretary-Treasurer

Approved: 2018-xx-xx

Attested: (Secretary-Treasurer)

RESOLUTION No. 2018-08A 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*

E. LEADER: (Performing) *Sideperson's fee plus 50%*

E F. 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)