

KMU Newsletter

A quarterly Journal for the Kingston Musicians Union Local 518
ISSUE 18 November 2017

AFM 2018 Canadian Conference

June 2018, Kingston will be hosting the AFM 2018 Canadian Conference . The dates for the conference are set for June 6th to June 10th inclusive. This event will be hosted at the Four Points by Sheraton Kingston. As this is quite a big conference spanning five days, we would appreciate any assistance you can offer. If you would like to volunteer to help with this conference, please let us know the days and times that would be most convenient for you. We will also be looking to hire Local musicians to entertain our visitors during the breaks throughout the proceedings.

Please contact Sue
(Kingstonmusicians@gmail.com) for more information.

In this Issue

AFM 2018 Canadian Conference	p.1
Roswell Music Sessions	p.2
Question about Membership	p.4
Membership List	p.5
Tariffs/General Meetings	p.6
Membership Fees	p.8
Finances 2017	p.9
Secretary Report	p.11
Presidents Report	p.12

Roswell Music Sessions

Over the past two months we have been working in partnership with Roswell Rehearsal Studios to bring a series of informative lectures about services available to current and potential AFM members. We have covered topics that give a wide variety of information. The first of these talks was given by the Canadian Representative, Allistair Elliot. His presentation was about the Sound Recording special payments fund that is available to members that are making recordings.



As noted on the Sound Recording Special Payments Fund website, “The Sound Recording Special Payments Fund (SRSPF) distributes annual supplemental wages to musicians under the collective bargaining agreement between the American Federation of Musicians and the recording industry”. <https://www.sound-recording.org/>

This is an example of where filing contracts can be beneficial to members. We have encouraged our members to file contracts in the past and continue to do so. Members who take advantage of this special fund are assured of payments over a five year period.

The second lecture in the series we asked Alan Willaert to come and speak about the benefits musicians would have as an AFM member. We are grateful to have Alan visit as we know how busy he is working on our behalf as the AFM’s Vice President to Canada. Alan gave an extensive talk describing the important work that happens behind the scenes in our union. He focused on negotiating with organizations such as CBC and the large festivals that occur throughout the year, working extensively with government organizations to get a better working environment and deals for musicians. The American Federation of the United States and Canada is the organization that is recognized to represent musicians.



Roswell Music Session (cont.)

Our latest guest was Liana White. Liana spoke eloquently on the subject of immigration and working in the United States. She covered the requirements for entry, the time constraints on applications, the different applications and their various uses, how to fill in an application, what is required when submitting the application, how long an application will take to be processed, the cost, what not to do and the consequences of not following rules.



Our last guest to complete the series is Julia Train from Musician's Rights of Canada (MROC). She is coming to speak to musicians on how to collect royalties and neighbouring rights on November 11 at 1:30pm at Roswell Studios.



If you have not taken advantage of these expert lectures, I would encourage you not to miss this last lecture.

You can view the past talks on our Facebook page https://www.facebook.com/pg/kingstonmusicians/videos/?ref=page_internal

These links are also on our website <http://kingstonmusicians.org/>

In January 2018, we will be co-hosting a forum that looks at the question of how the Kingston's Musicians Union can best serve the musicians in this community. If you have any suggestions concerning this issue, please submit an email to Sue at <http://kingstonmusicians.org/>

Question?

Recently, a question came up in a discussion with a potential member:

“Can I choose when a job is union or not?”.

An interesting question, so let's address this.

The American Federation of Musicians of the United States and Canada was formed by musicians so that musicians have a powerful collective voice to effect change to unfair work practices. It is and remains the only organization that has sole rights to represent the interests of Musicians in both Canada and the United States. It has fought and won battles on behalf of musicians for over 120 years.

On the Local front, our bylaws are written and approved by the membership, not by a select few in the organization. Each Local has its own tariff that is decided by its membership. The office is available to its members providing them access to all AFM services.

The AFM/CFM provides tools that musicians can use that will ensure they are legally protected against theft and misuse of their intellectual property. These tools also protect musicians while performing. Other features include proper reimbursement for their time, services that help with investing for retirement, affordable ways to protect their gear, immigration services, online services and many other benefits. Most importantly, this organization is a union that will battle on the frontline for all musicians when there is an unfair issue that involves musicians.

That said, where is the sense of having the attitude that some jobs are union and some are not? When a member signs we become their sole representative. How can we represent members effectively if they are constantly turning the switch on and off? Musicians must remember, that, membership is the ultimate axiom—for every service or benefit there is a corresponding duty of responsibility.

Therefore, the answer to the question is:

When you are a member, every job is union.

Membership List

New Members

Name	City	Instrument
Ron Berard	Cherry Valley	Guitar
Cole Campbell	Halliburton	Guitar/Voice
Andrew Kennedy	Millbrook	Electric Bass
Ian Kurz	Peterborough	Guitar/Vocals
John O'Sullivan	Kingston	Sound Engineer
Alan Tyrer	Welland	Drums/Vocals

Resigned Members

Brian Barlow	Carrying Place
Hannah Donohue	Douglas
Aliyah Leahy	Orangeville
Xavier Leahy	Orangeville
Andy Sparling	Belleville
Tyson Sullivan	Eganville

New Life Members

Eric Baragar	Belleville
Ian Kojima	Kingston
David Mott	Picton

Deceased Members

Gord Downie

Suspended and Expelled Members

Thomas Dashney	Kingston	Suspended
Cameron Duffin	Kingston	Suspended
Angus Fay	Kingston	Suspended
Dylan Hay	Kingston	Suspended
Denis Lehotay	Kingston	Suspended
Lloyd McArten	Kingston	Suspended
David William Barton	Gananoque	Expelled
Linda Kramer	Port Hope	Expelled

Changes to the Tariff and Bylaws

Proposed Change to Constitution

Article 6, Section 2

The Kingston Musicians' Union shall hold the following meetings for General Membership:

GENERAL MEETINGS: Last Saturday of January, April, July, and October.

NOMINATION MEETING: every third July

ELECTION MEETING: every third October

Meeting Place:

Royale Residence

2485 Princess St, Kingston

In summary: ***the last Saturday morning of January, April, July and October***

General Meeting Dates

2018

27th January 9:30am-11:30am

28th April 9:30am-11:30am

28th July 9:30am-11:30am

27th October 9:30am-11:30am

Changes to the Tariff and Bylaws

Proposed change: to increase the % rate for purchasing a temporary membership.

TEMPOARY MEMBERSHIP – The local will grant temporary membership ~~for~~ to non-members up to 5 times per year. This membership will be calculated at a rate of ~~5%~~ 10% of scale, 3% work dues and pension. Please contact the office when hiring a temporary member.

Proposed change: to remove all the restrictions on how much pension can be applied to the following clauses.

Clause 1C - MISCELLANEOUS ENGAGEMENTS

Performances of a patriotic, charitable, educational, civic and general public nature, also musical performances considered Trust Fund engagements, or engagements coordinated by the Local 518 Office.

5% Work Dues

Three-hour call

Leaders - \$97.50 per service

Musician - \$65.00 per service

~~3%~~ pension

Clause 2C – COMMUNITY GROUP/CHOIR ACCOMPANIST

Three-hour call

\$52.50 per service

~~3%~~ Pension

*Prior permission from Local 518 office is required for the use of this clause.

Clause 4C – CHAMBER MUSIC CONCERTS

Musician - \$80 per service

~~5%~~ pension

DID YOU KNOW

By submitting a contract you have the peace of mind of being protected from unexpected cancellations, as we look after you from our office. Benefits include pension contributions as high as \$0.18c for every \$1.00 earned up to scale. So, this represents excellent value for the work dues of 0.03c for every \$1.00 earned!

Fees 2018

Regular Membership: \$170
Life Membership: \$85
Student Membership: \$144.50 (Fulltime students)
Youth: \$130
Inactive Life: \$55

Proposed Fee Increases 2019-22

In 2013 the membership passed an increase of \$20 over a four year period to offset the mandatory \$10 increase in per capita from the AFM as well as a further increase to help pay off the outstanding debt that the Local had accrued. If we are to keep abreast of rising costs the Local should continue to increase fees. I would like to propose a further increase over the next four years to be discussed and voted for at the next General election.

~~~~~

We now accept all forms of payment. Please make sure your information is kept up to date either through the office or by logging onto the AFM website members area where you can access your profile. If your membership status changes you must inform the office otherwise you risk suspension of services

KINGSTON MUSICIANS UNION

518/829 Norwest Rd  
Kingston, ON K7P2N3

613-542-3732 ph

613-484-3554 cell

[Kingstonmusicians.org](http://Kingstonmusicians.org)



# KMU 815 Financial Summary

**Year/Month 1st Jan 2017 -1st November 2017**

| <b>SUMMARY</b>                         | <b>BUDGETED</b>    | <b>YR to Date</b>   | <b>COMMENTS</b>                                             |
|----------------------------------------|--------------------|---------------------|-------------------------------------------------------------|
| <i>Total Income</i>                    | \$58,758.25        | \$47,513.98         | Slightly conservative budget                                |
| <i>Total Expenses</i>                  | \$62,940.50        | \$57,749.06         |                                                             |
| <i>Surplus</i>                         |                    |                     |                                                             |
| <i>Income Less Expenses</i>            | <b>-\$4,182.25</b> | <b>-\$10,235.08</b> | At end of 2016 we had \$22,500 in bank and \$2500 in PayPal |
| <b>BANK STATEMENTS BUDGETED</b>        |                    |                     |                                                             |
| <i>Bank Balance</i>                    | \$28,676.50        | \$17,825.50         | Approx \$5,000 more than last year                          |
| <i>Paypal Account</i>                  | \$4,041.75         | \$1,458.58          |                                                             |
| <i>Petty Cash</i>                      | \$255.00           | \$20.00             |                                                             |
| <i>Dick Baldwin</i>                    |                    |                     |                                                             |
| <i>Scholarship Fund</i>                | \$954.81           | \$0.00              |                                                             |
| <b>Total Funds</b>                     | <b>\$33,928.06</b> | <b>\$19,304.08</b>  |                                                             |
| <b>INCOME DETAILS BUDGETED</b>         |                    |                     |                                                             |
| <i>Regular Dues Paid to date</i>       | \$34,320.00        | \$25,758.74         | 208 members registered                                      |
| <i>Life dues Paid to date</i>          | \$907.50           | \$940.00            | 19 members                                                  |
| <i>Student Dues Paid to date</i>       | \$420.75           | \$730.13            | 3 members                                                   |
| <i>Youth Dues Paid to date</i>         | \$1,750.00         | \$2,015.00          | 18 members                                                  |
| <i>Inactive Life Dues Paid to date</i> | \$210.00           | \$215.00            | 4 members                                                   |
| <i>LIF</i>                             | \$300.00           | \$90.00             | Estimate based on 2016 taking in 10 new members             |
| <i>FIF</i>                             | \$500.00           | \$65.00             | Flow through                                                |
| <i>Reinstatement and Penalties</i>     | \$800.00           | \$165.00            | Estimate based on 2016                                      |
| <i>Travel Discount</i>                 | \$0.00             | \$42.49             | 407 rebate                                                  |
| <i>Canadian Conference</i>             | \$0.00             | \$400.00            | Training                                                    |
| <i>Workdues</i>                        | \$4,800.00         | \$3,134.93          | Work dues are an important source of revenue for our        |
| <i>Symphony Workdues</i>               | \$2,000.00         | \$1,683.44          | Local,                                                      |
| <i>Sponsors</i>                        | \$10,000.00        | \$7,420.63          | Flow through                                                |
| <i>Pension Flowthru</i>                |                    | \$591.35            |                                                             |
| <i>MPTF</i>                            | \$2,000.00         | \$3,189.50          | Flow through                                                |
| <i>Sponsor Donations</i>               | \$500.00           | \$700.00            | Frame Works \$200 Raymond James \$500 (Flow Through)        |

## KMU 815 Budget Summary (cont.)

| ASSETS & LIABILITIES BUDGETED       | YR to Date   | COMMENTS                                          |
|-------------------------------------|--------------|---------------------------------------------------|
| <i>Equipment</i>                    | \$0.00       | Union owns 2 computers and one small storage unit |
| <i>Loans</i>                        | \$0.00       | We have no loans                                  |
| <i>Unpaid dues</i>                  | \$0.00       |                                                   |
| <b>Total A &amp; L expenses</b>     | \$0.00       |                                                   |
| <b>Percentage of Total Expenses</b> | <b>0.00%</b> |                                                   |
| <b>Total Expenses</b>               | \$62,940.50  | \$57,749.06                                       |

Notes: We have very few assets, we pay very little for the office, heating, electricity, internet, printer, storage, filing cabinets, desk, and all other office furniture are all supplied by the Moores.

In 2016 we improved our financial situation ending the year with approximately \$6,000 more in our accounts than in 2015. This year we will complete the year with a small surplus of approximately \$3000. Our Current bank account balance is \$10,353.37

FYI: keeping the union office running efficiently requires 30-40 hours per week.

~~~~~

Special Edition Newsletter 2018

Over the last two years KMU has produced a special edition newsletter that advertises our musicians. We are willing to do this again for our musicians at no cost if the interest is high. We are also investigating the cost of a redesign of our webpage in which case this information would be incorporated into the website. If you wish to be in the 2018 edition please send the following details to Sue before the end of January. A discussion regarding the redesign of our website will be added to the agenda of the next General Meeting in January.

Name of group or Artist; Genre; Description (100-150 words); Contact Information; email; links etc

You can see the 2017 version of this newsletter at <http://kingstonmusicians.org/wp-content/uploads/2017/02/Special-12-pages-2017-Newsletter.pdf>

Secretary's Report

With 2017 coming to a close, I can look back and reflect on how far we have progressed as a Local. In the five years as Secretary/Treasurer this Local has transformed from a struggling organization that barely knew its purpose, to an active union. In the last 12 months we have represented members in acquiring fair wages on recording contracts with pension contributions, worked to get better pay and benefits at the summer concert locations, helped to negotiate theatre and symphonic agreements, tackled the issue of parking downtown, taken on some less palatable Issues and represented individual musicians where there have been disputes. I cannot say that every battle has been a success but I am pleased with our effort and how we are now working as a union. Our community is no longer unaware of the Kingston Musicians' Union.



Over the last few months I have been working in partnership with Roswell Rehearsal Studios to bring a series of guests to Kingston to speak on behalf of the AFM/CFM. This series of talks is beneficial for all musicians and is also an opportune way to reach out to the community of musicians that we have in the Kingston area. These sessions are designed to educate and offer a forum for open dialogue between union members and potential new members.

During the course of these talks I have become aware that there is a lot of history in this Local and that one needs to be sensitive to the grievances of this history. However, we must move forward and forge a future that is beneficial for all musicians. We are all united under a common banner of musicianship. This is the sole reason why the AFM exists today. The AFM was formed by musicians out of a common cause. The reasons why the union represents and fights for musicians today has not changed. It is my hope that we can continue to grow and become a strong voice in this community.

Our Local has an exciting but challenging year ahead. We are not a rich Local but we are well managed and our region has much to offer. With this in mind, we have offered our city and our Local as the destination for the next Canadian Conference. This will open up some opportunities for our musicians but, more importantly, it will give you a chance to come and meet your Canadian executive board and other representatives of the American Federation of Musicians of the United States and Canada.

We look forward to hosting this Conference and hope that many of our musicians from our Local can attend.

Thank you, *Sue Moore*

President's Report

This is my first year as President of the Kingston Musicians' Union, and I now have a much better understanding of my role in the operation of local 518 within the CFM and our relationship to the AFM, as well.

Sue Moore, the secretary treasurer of 518 and I attended the four day 2017 CFM Canadian conference in Hamilton, Ontario last June with representatives from all of the Canadian locals, coast to coast and the AFM Executive Board. The first two days (9 to 5) were training sessions on topics and issues related to running a local. Days three and four (9 to 5) were with representatives of the AFM Executive Board, including the President, Ray Hair.

I am pleased to tell you that our financial position which was very precarious several years ago is now quite secure, thanks to the efforts we made in this regard.

Three years ago Kingston Local 518 honoured life member Dick Baldwin by arranging a scholarship for two young percussion players. Out of this developed a fund to provide a much needed Euphonium for beginning instrumentalists at the new Molly Brant Elementary School in Kingston which was presented to them and helped initiate the goal of getting an instrument for every student in grade 7/8.

This past year I found the interaction with Robin Moir and the Ottawa local 180 very helpful and I thank them for their guidance and sharing their expertise. Sue and I also appreciated the advice and support we received from Alan Willaert of the International Executive Board and Alistair Elliot, the International Representative of the CFM.

I've been encouraged by the support I have received at our meetings. Thank you. I look forward to continuing as your President this coming year. It should prove to be a most exciting one.

Yours truly

David C.M. Smith

President

Kingston CFM Local 518

Did You Know?

Hub International offers very competitive rates for instrument insurance at \$2 per \$100 sum insured for instruments and equipment, but did you know that when you insure your instrument you are eligible for their Liability rates? Here are the rates:

We've Got it Covered



Features of the Program

- All Risks coverage on your instruments and equipment
- Worldwide coverage
- Rental reimbursement if you need to rent an instrument or equipment in the event of a loss, up to \$1,000
- \$100 Deductible
- Commercial General Liability including bodily injury, personal injury, property damage, medical payments, tenants legal liability, advertising injury and non-owned automobile

Instrument Insurance Rate

\$2.00 rate per \$100 sum insured for Instruments & Equipment

Liability Insurance Rates

- \$500 deductible
- \$1,000,000 limit - \$50 per member
- \$2,000,000 limit - \$100 per member
- (Higher limits available upon request)

This coverage is available only to AFM members. To learn more about becoming a member or to receive the application form, please email Cathy Lee at clee@afm.org.

For more info, please contact:

Hub International
Amy Armstrong
3063 Walker Road
Windsor, Ontario, N8W 3R4

Telephone: 519 966-2600
Fax: 519 966-6177
Toll Free: 1 800 563-9441 EXT: 287
Email: Amy.Armstrong@hubinternational.com