

KMU Newsletter

A quarterly Journal for the Kingston Musicians Union Local 518
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AFM 100th CONFERENCE 2016 Las Vegas

Sue Moore



In mid-June I attended the 100th AFM/CFM convention. The conference saw 151 locals from all across Canada and the US as well as organizations that are affiliated with the AFM/CFM. The Canadian conference was held on the 18-19th of June with the AFM conference 20th -23rd June.

The Canadian conference included reports from the various departments and personnel including president Ray Hair, International Secretary/ Treasurer Sam Folio, Paul Sharpe, and HUB international. You can be assured that your union is working hard for its members on all fronts. Allistair Elliot has been negotiated terms for musicians travelling with instruments on Air Canada. He is now working on trying to get the Canadian government to have a standardized policy for any musician travelling with his or her instrument.

Alan Willaert has recently been elected to the executive board of the International Federation of Musicians. See page 2 for details.

Also the Vice President from Canada, Willaert was re-elected for another 3 year term.



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Alan Willaert Re-elected as Vice President to Canada

By Victoria Lord

Alan Willaert, sitting **AFM Vice President from Canada** has reclaimed the position for an additional 3-year term. Mr. Willaert was elected during the 2016 **100th AFM Convention** which took place in Las Vegas earlier this month. **AFM's President, Ray Hair** and **International VP Bruce Fife** were also acclaimed. Returning executives include **Tino Gagliardi, Tina Morrison, Dave Pomeroy** and **Joe Parante**. Joining the board as first-time members are **John Acosta** and **Secretary-Treasurer Jay Blumenthal**.

"The 100th annual AFM convention was an inspiring gathering and a reminder of how much we as a collective have accomplished on behalf of the professional musicians' community," said **Mr. Willaert**. "I look forward to continuing in my current role where I will dedicate myself to positively impacting the rights and working conditions for our members, as well as the generations of musicians to come".

The AFM began in 1896 when musicians gathered in Indianapolis and organized the American Federation of Musicians (AFM) for "any musician who receives pay for his musical services." Representing 3,000 members, the AFM was granted a charter by the American Federation of Labor (AFL) and marked its milestone 100th conference in June 2016.

Alan Willaert will begin his second term as AFM's Vice President from Canada effective immediately.



Mr. Willaert was recently elected to the Executive Committee of the **International Federation of Musicians' / Fédération Internationale des Musiciens (FIM)** and has served as Executive Director of the Canadian Federation of Musicians (CFM) overseeing copyright compliance matters, lobbying efforts, and collective bargaining, and also serving as a liaison with CFM locals and members. He has worked for the AFM for more than 24 years in close collaboration with five different vice-presidents from Canada.

A native of Delhi, Ontario, Alan Willaert began his musical career as a classically-trained accordionist, winning the Canadian Open twice. After joining the AFM in 1969, he played cordovox and woodwinds with various dance and swing bands throughout high school. Graduation brought "the road", and what was to be eighteen years of show and rock bands, with stints on keys, sax, clarinet, flute, trumpet, lead guitar and vocals. The most notable was the band Charade, which toured throughout Canada, the US and the Bahamas. Becoming interested in AFM internal functions, he was elected to the board of Local 467, Brantford Musicians Association, in the mid-80s.

The **Canadian Federation of Musicians (CFM)** is the Canadian national office of the American Federation of Musicians of the United States and Canada (AFM). The CFM provides vital resources for Canadian musicians at any stage in their careers, on any platform, from live concert to recorded performance, broadcast and film scoring. The **American Federation of Musicians of the United States and Canada (AFM)** is comprised of 200 Local offices across the United States and Canada, collectively representing a membership of approximately 85,000 professional musicians across the United States and Canada. The AFM/CFM has been representing the interests of U.S. and Canadian musicians for 120 years, as the representative of professional musicians in a broad range of collective bargaining and legislative actions. AFM recently celebrated its 100th Convention from June 20 - 24, 2016.

For more information please visit us at www.cfmusicians.org | [CFM on Twitter](#) | [CFM on Facebook](#).

Contracts- How to fill them out

A contract is an agreement between the musician/s and the purchaser (engager). The document confirms that the engager contracts the services of the musician/s and the musician/s agree to render those services for a designated time, date, and venue. Here is a how-to guide to filling out Live Performance Contracts

ARTIST/GROUP NAME: Fill in the name of the musician or band.

PARTICULARS OF ENGAGEMENT: There are several types of engagements listed. Fill in the one that best describes the engagement. You should also state which clause you are using for the engagement. This does not limit you to charging that amount, as it is the minimum charge. **For example, I'm using Clause 1A : Miscellaneous Engagements 3 hour call Leader: \$52.50 Musician: \$35. The group is a trio - let's call them "The Triffids." They're asking for a 10% pension.**

VENUE: Fill in the name of where the event will be held and then the relevant dates follow

Performance Date(s): Hours: start/finish; Rehearsal Date(s): Hours: start/finish

The next section deals with the fee. The clause states the minimum amount that you should charge so if you wish to charge more, do so. For example, the total **scheduled fee** for this group under Clause 1A would be \$367.50, but The Triffids' negotiated fee is \$500. This amount is placed as shown in the space for total agreed fee. If a deposit is requested the amount is based on the **negotiated fee**.

TOTAL FEE AGREED UPON \$ 500 to be paid immediately on completion of engagement (s) or as follows

Advance Payment: \$ _____ Balance:\$ _____ state the dates and amounts due for each.

If applicable, the following amounts at A and B are included in the TOTAL FEE AGREED UPON

A: Total HST payment \$ _____ Fill this in if you have an HST number.

B: Total Musicians' Pension Fund of Canada payment \$ 36.75 (10% of scheduled fee) Fill this in if you have negotiated a pension payment. You can ask for as little as 3% and up to 18% This amount is calculated on the amounts specified in the Local clause that you have used, not on the agreed fee.

Rider attached for additional terms: A Rider contains additional terms not included in the contract.

ENGAGER statement accepting liability for the fees payable Have the engager fill out their details on the right side of the form . Then sign and date the document.

LEADER acknowledges that he/she is the representative working on behalf of the musicians listed on the contract. A soloist can represent him/herself. Fill in the leader's information on the left and don't forget to sign and date it.

THIS NEXT PART IS COMPLETED BY THE LOCAL REPRESENTATIVE AND REFERS TO THE MUSICIANS' PENSION FUND CONTRIBUTION The contribution is calculated on the scheduled fee that you are using e.g. if your group with 3 musicians have asked for 10% pension the amount of pension would be 10% of the scheduled fee (\$367.50) = \$36.75 The individual rate for each musician is based on this schedule and should be shown on Page 2

This completes page 1

Page 2 states the requirements as they relate to the performance, and protects against unauthorized recordings, transmissions or any re-use in any media. It insures that the engager provides a safe environment for the musician/s and that payment is forthcoming. This page also states the **Governing Statutes and other Legal Requirements**

The last part of this contract is making sure that all the musicians are listed with their Legal Name; Home address; Local #; SIN; Minimum fee (based on the Clause stated): **Pension Contributions (10%)** Leader \$15.75 Each Musician \$10.50; **Work Dues(3%)** Leader \$4.73 Each Musician \$3.15 (based on the clause 1A); **and HST # if applicable.**

Make sure you file a copy of your contract with the Local Office



CONTRACTS

More members are making use of the Canadian Live Performance Contracts!

CONTRACTS

We would like to stress the importance of filing a union contract for all of your engagements. You may ask: why is this important? ...Because a contract clearly gives a detailed description of the terms by which the musicians and engager agree to render and pay for the service. In other words, legal and binding contracts protect both the engager and musicians.

Apart from legal protection, filing a contract also opens up the opportunity for musicians to negotiate Musicians' Pension Plan contributions. The Musicians' Pension Plan is available to all CFM members. Pensions can be negotiated at a rate as low as 3%, up to the current maximum of 18%. Contributions are easy to make, but there must be an agreement between the engager and the musicians for that contribution to be added.

As members become aware of the value of using contracts I receive more questions about how to correctly fill these out. Therefore we have included guidance on how to fill out the contracts on this page to encourage members to use these valuable documents. If you have more questions please do not hesitate to contact me ...Sue

2016 Summer in Kingston

We have another exciting line-up of musicians for our MPTF-sponsored summer concerts in the park. We have a variety of groups and music this year at 3 different locations in Kingston and Gananoque.

The **Lion's Park** will host two concert series again this year. The Wednesday series is sponsored by the Kingston Community Credit Union, City of Kingston and MPTF for smaller groups with a family emphasis. The big band series is being sponsored by the Royale, The City of Kingston and MPTF on Sunday nights. The start time for these concerts is 7pm.

Downtown Kingston has engaged a number of groups to play at Springer Square, Confederation Park and St Andrew's Presbyterian church. However only the Big Band series may be sponsored by MPTF. Sound for all these locations and at Lions park is provided by Stafford Sound.

In **Gananoque**, we are booking groups from June 30th through to August 25th, with concert starting times of **7:30pm**. These concerts are not cosponsored by MPTF and will be paid at a slightly higher rate. There will be no sound at this venue so groups are advised to bring their own sound equipment if necessary.

DAVE HALLAM: MUSICIAN & CO-FOUNDER OF SOUNDS OF JAZZ *by David Smith*

David George Hallam died suddenly at home on May 30, 2016 after a lengthy illness. He was born in Birmingham, England Jan 29, 1934 and received classical music training in piano and violin before coming to Canada in 1948. He began playing saxophone and clarinet while attending KCVI. After graduating he began working at ALCAN as a machinist apprentice. During this time, he began to play with several local bands as a diversion from work. He said "It's my way of unwinding – I get a kick out of it -especially jazz!"

After more than 35 years in machine design he took early retirement and set up a design and drafting service at his home. In the Fall of 1996 after playing baritone sax with the Big Swing Band for ten years he started his own 16 member group – The Sounds of Jazz which played contemporary big band arrangements. He led this group in partnership with David Smith until 2008 when he had to retire because of illness.

David Smith continued to lead the SOJ band until it played its final concert in July 2015. But he continues the spirit of SOJ by creating a smaller more manageable nine member group in keeping with the times – the Swing On Jazz (SOJ) band.

Good News for P2 visa applications

Liana White

At the opening gala of the AFM convention, President Ray Hair promised that improvements were in the works to reduce the time it takes to obtain P2 visas required by Canadians working in the USA. The AFM has been working with Representative Bennie Thompson (ranking member of the [Committee on Homeland Security](#)) who has promised a faster process that will take only 2 weeks. The Congressman made a special trip to our convention to show his support for our visa-work permit cause and his staff is working this issue almost daily in an attempt to move us to resolution. Things will get done here given President Hair's close contact with Mr. Thompson, and Vice President Willaert's tenacity.

It goes without saying that moving the federal government is **a process** and rarely is there a single switch to flip to "yes". However, there is more direct focus on this visa issue than in the past and now we have a champion on the Hill willing to take this matter on. As the Ranking Member on the Homeland Security Committee, the Congressman has a unique ability to move federal officials and I (Liana) for one have been able to witness his and his staff's sincerity.

Work Dues

Work dues are an important part of being a member of the American and Canadian Federation of Musicians. They are a condition of membership and a way for the Local office to provide important services negotiated by the AFM/CFM. You are required to pay work dues for any musical services performed under AFM-negotiated Agreements. I cannot express the importance of paying work dues especially if you are travelling to other locals.

Fees for 2017

2017 fees will come into effect **December 1st 2016**. The new fees will be:

Members: \$165

Youth: \$125

Life: \$85

Inactive Life \$55

Pay early and save \$5!



KINGSTON SYMPHONY ORCHESTRA ANNOUNCES WINNERS OF RECENT AUDITIONS

Kingston Symphony Orchestra held auditions in May to fill two vacant positions. The successful applicants are Lyssa Pelton and Ben Perrier. Lyssa Pelton will be joining the Kingston Symphony as Assistant Concertmaster for the 2016-2017 concert season. Currently, she is Principal Second Violin with the Etobicoke Philharmonic Orchestra and teaches violin at the Dixon Hall Music School in Toronto. Lyssa is a graduate of The Glenn Gould Professional School in Toronto and Thompson Rivers University in Kamloops, BC. She has attended and participated in various master classes and orchestral workshops at the Banff Summer Music Festival.

Ben Perrier has recently won the Principal Trombone position with the Kingston Symphony. He has held positions with the Thunder Bay Symphony Orchestra, Kalamazoo Symphony, Illinois Philharmonic, and the Civic Orchestra of Chicago and became a member of Foothills Brass in 2002. He holds degrees from the University of Western Ontario and DePaul University. Ben has studied with Charles Vernon of the Chicago Symphony, Mark Fisher of the Lyric Opera of Chicago, and Canadian trombone virtuoso Alain Trudel.

NOTICES:

General meetings:

Saturday August 27th 9:30am-12pm: to discuss proposed changes to the by-laws and other general business please attend

Sunday October 23rd 1:00-3:00: Nominations and Elections for Board and executive positions, a special meeting will be held for elections Date TBD Special guests from CFM

Saturday October 22nd: Kingston Ontario Music Conference @ Portsmouth Harbour

NEW THEATRE AGREEMENTS

Over the past months the KMU has been in talks with two theatre groups in the Local area. The Thousand Island Playhouse in Gananoque and the Capitol Theatre in Port Hope. Both approached the KMU asking for a formal agreement with the aim to employ union musicians. This new development is hoped to be the start of a long and healthy relationship between these two theatres and the KMU. The Playhouse is producing Stephen Sondheim's "Into the Woods" This will be running from July 22 to August 13th. Also in production will be the musical "You Are Here" by Neil Bartrum and based on the book by Brian Hill. Both these productions have employed Local musicians. The agreement also includes contributions to the Musicians' Pension Fund of Canada".

The Capitol Theatre in Port Hope is likewise working to improve conditions for musicians. They are producing Mama Mia with a live orchestra from August 9th to September 18th. The theatre has agreed to pay musicians at scale with pension and talks will continue with this theatre to come up with the best deal for working musicians.

FAIR TRADE MUSIC

Have you ever wondered why musicians accept less than fair wages? The Kingston Musicians' Union is looking into starting Fair Trade Music in your Local. Fair Trade Music is a grassroots campaign raising standards for freelance musicians through organizing, collective action and education. City-by-city we are building an organization of musicians, community leaders and fans to support Fair Trade Music principles including our right to:

- Negotiate Fair Contracts
- Create Equitable Business Relationships
- Establish Enforceable Contract Standards

Far too many of us often "pay to play" or play for "zero minus expenses" with venues paying nothing and musicians covering all the costs. Pay often depends on the "take" at the door or proceeds from the bar, but many clubs don't provide documentation on income or expenses. Without enforceable contracts, transparency or accountability—musicians lose out. Through Fair Trade Music, we organize and win. Seattle's Fair Trade Music Campaign is an example of what happens when musicians join together to raise the standard of living for all musicians in their community. In the past year, over 25 Seattle area clubs signed a pledge to abide by Fair Trade Music principles. Musician-loading zones were established in the area. The City of Seattle even proclaimed May 20th as Fair Trade Music Day in support of a living wage for musicians.

If this has been your experience, we want to hear from you. Call:613-542-3732 or send us an email: [Fair Trade Music](#).

MPTF-2016 Sponsored Summer Concerts in Kingston

Downtown Kingston
Business Association
(sponsors: DKBA & MPTF)



June 24 Nostalgic Sounds Big Band (Springer Sq.)
July 15 Taylor Donaldson Octet (Springer Sq.)
Aug 8 Swingtime Dance Band (Springer Sq.)
Sept 9 Swing-On Jazz Band (Springer Sq.)

Lions Civic Garden
(sponsors: City of Kingston & MPTF)



Sundays (sponsor: The Royale)

July 10 Swing On Jazz Band
July 17 Tim Hallman Band
July 31 Craig Jones and the 20thC Band
Aug 7 Nostalgic Sounds
Aug 14 Mary Jo and the Retros
Aug 21 Swingtime Dance Band

Wednesdays (sponsor: Kingston Credit Union)

July 20 Kingston Classic Trio
July 27 Jenica Rayne Ensemble
Aug 3 Saxobelles
Aug 10 Aislinn
Aug 31 JISK + T

Gananoque Town Hall Park

7:30—8:30 pm Thursdays (sponsors: City Of Gananoque)



Jun 30 Swingtime Dance Band
July 7 Swing-on Jazz Band
July 14 Saxobelles
July 21 Jenica Rayne Ensemble
July 28 Reg Corey
Aug 4 Cranberries
Aug 11 Aislinn
Aug 18 Tom Savage
Aug 25 JISK+T

THOUSAND ISLAND PLAYHOUSE
INTO THE WOODS

A Musical Fairytale with a Twist

July 22 – August 13, 2016 Music and
Lyrics by Stephen Sondheim

2016 Summer Festival Concerts in Belleville, Trenton, Port Hope and Prince Edward County

PORT HOPE



Mama Mia **A Port Hope Festival Theatre Production**

- **Aug 9-Sep 18, 2016** – Extended due to popular demand

The 2016 Cameco Summer Band Shell Concert Series takes place every Thursday evening from 7 till 9 pm at the Bandshell in Memorial Park on Queen Street. Free concerts run from July 7th until September 1st and feature spectacular, world class-entertainment by local musicians.

BELLEVILLE & TRENTON



NORAMPAC SUMMER CONCERT SERIES Centennial Park Amphitheatre, Trenton SUNDAY

July 31 Blair Yarranton Norampac (Moved to Fraser Park)

DOWNTOWN TRENTON

When: Every Friday Evening from June 3rd through to September 2nd from 6:00 - 8:00 pm

Where: Fraser Park Gazebo,
What: Free performances for the community. Music in the park, bring your blanket or lawn chair and come out to enjoy various local artists!

PRINCE EDWARD COUNTY

August 16 to August 21, 2016



PEC Jazz Festival

In its 16th year, the Prince Edward County Jazz Festival features internationally acclaimed musicians performing all around the County. Venues include the Regent Theatre in Picton and satellite locations at restaurants, vineyards and more around the County .

Aug 20 Adler / Yarranton Duo
2:00-4:00 pm, Stanners Vineyard,
76 Station Road, Hillier

Aug 21 Jazz Mass with the Brian Barlow Quartet Robi Botos (piano), Jodi Proznick (bass)
10:30 am, Church of St. Mary Magdalene, 335 Main Street, Picton

Aug 21 The Starpainters
1:00 - 4:00 pm, Harwood Estate Vineyards, 18908 Loyalist Parkway, Hillier

Aug 21 Brian Barlow Big Band
Regent Theatre 8:00pm Picton

KINGSTON MUSICIANS UNION

KMU NEWSLETTER

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June 2016 MEMBERSHIP UPDATE

Currently we have 236 members in this local. We would like to welcome the following :

New Members

Nicholas Babcock, Boris Baker, David Barton, Angus Fay, Pam Fitzgerald, Harry E. Horne, Will Hunter, Evelyn Leahy, David Mott, David Shewchuk, Cameron Wyatt,

Membership Reinstatements

Gary Barratt, Rick Fines, Linda Kramer, Kathleen Lonergan, Fred Mack, James McConnell, Wayne Morris, Michael O'Grady, Sean Ryan, David Short, Dominic Whelan, Christina Wotherspoon.

Deceased Members

Thomas H. Revell Our sympathies go out to his family and a donation to Joe's MILL will be made on behalf of Kingston Musicians' Union Local 518

Resigned Members

Daphne Kennedy, Neal Scott

To avoid suspension or expulsion pay your dues on time or resign in good standing. Being suspended or expelled costs YOU money!

Check out our [Facebook page](#):

www.facebook.com/kingstonmusicians

Kingston Musicians' Union

We now can accept credit card payments and debit payments through PayPal. Call the office for details.

WANTED

We are still looking for:

2 regional KMU Business Representatives:
Peterborough, & Belleville-Quinte areas.

To:

- Raise awareness among musicians (and independent teachers, sound technicians, etc.) of the benefits of union membership:
 - * employer/member contracts for legal protection
 - * minimum wages & working conditions
 - * pension plan membership
- Target young musicians to help ensure the future of live music.
- Act as general liaison for KMU answering questions & resolving concerns.

We hope to better serve our members by enhancing member/KMU communications through regional reps. Please contact the office for further information.

518-829 Norwest Rd
KINGSTON, Ontario
K7P 2N3
PH. 613.542.3732
CELL.613.484.3554

www.kingstonmusicians.org