



Minutes of the
 SOUTHERN CONFERENCE OF LOCALS
 of the
 AMERICAN FEDERATION OF MUSICIANS

JUNE 23rdTH & 24TH, 2012
 Hotel Monteleone
 214 Royal Street
 New Orleans, LA 70130

Saturday, June 23, 2012
Conference called to order at 10:03 A.M.
by Kim Foreman,
President of the Southern Conference

President Foreman welcomes the delegates to New Orleans and hopes that this will be a productive meeting. He recognizes Vice President Tammy Kirk who led the delegates in the Pledge of Allegiance.

Delegates remain standing while Otis Ducker, Delegate from Local 161-710-Washington, DC, does the invocation.

The following delegates with proper credentials are present:

Local	City	Delegates
23	San Antonio	Brian Petkovich
65-699	Houston	Lovie Smith-Wright
		Bob McGrew
71	Memphis	John Sprott
72 -147	Dallas Ft Worth	Ken Krause
		Karen Schnackenberg
		Stewart Williams
		Marjorie Crenshaw
80	Chattanooga	Teresa Spilko
94	Tulsa	Tammy Kirk
116	Shreveport	John Howe
123	Richmond	George Tuckwiller, III
125	Norfolk	Norm Schnobrich
148-462	Atlanta	John Head
		Tina Caterino
161-710	Washington, DC	Ed Malaga
		Teresa Gafford
		Otis Ducker
		Tom Lee

174-496	New Orleans	Kim Foreman
		Deacon John Moore
256-733	Birmingham	Michael Bradt
257	Nashville	Craig Kampf
		Laura Ross
297	Wichita	Clarence King, Jr.
342	Charlotte	Bennie Jones
362-691	Huntington	Dr. Ben Miller
375-703	Oklahoma City	Catherine Reaves
389	Orlando	Sam Zambito
		Deborah Dansby
427-721	St Petersburg	Richard Sparrow
444	Jacksonville	Rick Miller
		Peter Wright
500	Raleigh	Michael Chrzanowski
502	Charleston	Charmaine LeClair
579	Jackson	Mimi Linehan
		Bob Cheesman
655	Ft. Lauderdale	Janet Clippard
		Jeff Apana
674	Covington	Gary Williams
777	Biloxi	Eric Green
		Helen June

Deacon John Moore, President, Local 174-496, welcomes the delegates to New Orleans.

Tiger Hammond, President of the Greater New Orleans Central Labor Councils welcomes the delegates to New Orleans. He also thanks Kim Foreman and Deacon John Moore for their support of the Greater New Orleans Labor Council.

President Foreman asks for approval of the 2011 minutes. President Foreman acknowledges delegate Laura Ross, who has corrections to the minutes:

- Pg. 2 = Rockettes in the last paragraph
- Pg. 3 = out in 1st paragraph
Lew Mancini in 5th paragraph right column
- Pg. 5 = Rights, Dave Pomeroy's paragraph
- Pg. 6 = Tino Gagliardi

(MSC) minutes approved as corrected.

President Foreman makes correction to Agenda; Tom Mendel will not be here.

(MSC) to approve Agenda as corrected.

President Foreman recognizes S/T Smith-Wright who will present an Emergency Resolution.

Emergency Resolution #1

Where as Local 11-637, Louisville, KY has suffered tremendous financial setbacks due to the negotiations of the Louisville Orchestra,

and where as Local 11-637 has not missed attending the Southern Conference in many years,

and where as Local 11-637 has been diligent in paying their per capita and registration for one delegate for many years,

Be it resolved that per capita dues for the 2012 Southern Conference be waived for Local 11-637 due to economic hardship brought on by the bankruptcy and negotiations of the Louisville Orchestra.

Respectfully submitted by:

President Kim Foreman
Vice President Tammy Kirk
Secretary/Treas. Lovie Smith-Wright

Moved for adoption; an amendment to insert "and registration for one delegate".

(MSC) to adopt as amended.

President Foreman recognizes Richard Sparrow, who has been appointed to Sergeant at Arms.

President Foreman introduces Dignitaries and Guests:

From the AFM:

Int'l Vice President	Bruce Fife
AFM IEB	Tina Morrison
Int'l President Emeritus	Tom Lee
Field Service Rep	Cass Acosta
Diversity Co-Chair	John Acosta
SSD/Ass't Treasurer	Jay Blumenthal
Freelance Dir.	Paul Sharpe

Richard Sparrow, Sergeant at Arms, recognizes John O' Conner, Recording Vice President, Local 802. Richard then invites all new delegates to come forward and introduce themselves to the conference.

Ben Miller – Local 362-691 Huntington, WV
Peter Wright – Local 444 Jacksonville, FL
Mimi Linehan- Local 579 Jackson, MS
Tina Caterino – Local 148-462 Atlanta, GA
Theresa Spilko – Local 80 Chattanooga, YN

President Foreman calls upon International Vice President Bruce Fife to speak. Since President Hair is in Beijing, China, Bruce reads a letter from President Hair expressing his regrets in not being able to attend the Southern Conference. The letter states that the delegation attending will make history for the AFM. The delegation consists of the Vice President from Canada, Alan Willaert, Secretary-Treasurer Sam Folio, International Executive Board Members: Vince Trombetta, President of Local 47, Dave Pomeroy, President of Local 257, Tino Gagliardi, President of Local 802, and International President Ray Hair.

They are attending a Diplomatic Conference convened by the United Nation's World Intellectual Property Organization (WIPO) to consider the adoption of an international treaty on audiovisual performance. The WIPO Diplomatic Conference will be attend by diplomatic delegations form nearly every country in the world. At President's Hair request, the AFM applied for and was accorded observer status as a WIPO Nongovernmental Organization (NGO) – which means the AFM now has the same status currently enjoyed by the Motion Picture Association, The International Federation of Phonographic Industry (IFPI), the International Federation of Actors (FIA) and FIM. NGO means the AFM now has a front seat at the world's intellectual

property rights, and we have the right to voice our concerns to participate in the debate, and to directly advocate the interests of the finest musicians in the world, AFM members, who create and record the music the world wants to hear.

Vice President Fife reads another letter from President Hair which shares the information that President Hair has presented at other conferences; highlights are:

- The Federation status is safer and more secure with no deficit for the first time in three years. We ended 2011 in the black.
- The launch of AFMentertainment.org by Paul Sharpe.
- Jay Blumenthal's appointment as SSD Director and AFM's Assistant Treasurer.
- Negotiations that include new sources of income for the MPTF.
- The West Coast Office's move to Local 47, saving \$250K over the next five years.
- The AFM's legislative successful efforts regarding airlines' carry-on instrument rules.
- The need to organize. He gives brief history of the AFM and its organizing efforts over the years.
- Pamphlet B negotiations have eliminated all tiers - we now have a set agreement.

President Hair sends his best wishes for a successful conference.

President Foreman introduces Jay Blumenthal, Director of Symphonic Services and Assistant to the Treasurer.

Jay expresses how it is an honor and a privilege to address the conference. President Hair wants him to bring four concepts of his vision to the conference.

1. Abolish the Business model of Top Down, and instead use the Democratic model of Bottom UP.
2. Collective Rights Advocacy
3. Service Model – Paul Sharpe will present
4. Solidarity

Jay expounds on the challenges we have before us:

1. Declining Membership, resulting in lower density in the work place. Fewer members mean less income, less income creates challenges for our funds - the Pension fund, MPTF- these funds allow our members to retire with dignity or provide an opportunity to play a critical role in member retention.

2. Money: we had close to \$3 million in accumulated deficit. It got the attention of the IEB, and thus 24 staff employees were eliminated, the remaining employees stepped up to maintain services. Legal firms were asked to reduce their fees. All of the drastic actions that were taken resulted in a surplus of \$999,400.

3. Some of the new revenue streams include the Low Budget Licensing which will bring 3% of new revenues: 2% will go to the pension fund and 1% will go to MPTF. That money should arrive in the fall.

4. Audit with record companies generated 10.5 million dollars, pension fund = \$7.875, MPTF = \$2.625.

5. MPTF will be subleasing office space from the AFM.

Jay brings us up to date on the SSD.

We needed special counseling to help with the bankruptcies that were taking place. So S/T Folio asked the AFI-CIO for help. He explained our dilemma which was not only a threat to musicians, but to all labor unions. The AFL-CIO gave us \$100,000. to hire a bankruptcy attorney.

Jay highlighted the conditions of: Honolulu Symphony, Louisville Orchestra, Syracuse Symphony, Philadelphia Orchestra, and the San Antonio Opera.

He explained the great labor decisions of the NLRB, one being that Symphonic Musicians are employees, not independent contractors.

The decision by the Circuit Court of Appeals ruled in our favor with regards to the Cleveland Orchestra situation.

The Richmond Symphony which was concerned with a bill to stop unemployment benefits on symphony musicians died because of Federal Conformity Issues.

Other topics he discussed was the New World Symphony, the University of Michigan Symphonic Summit, Symphonic Symposium at Local 47, player conferences were saving money through the use of “Skype” and Webinars.

S/T Lovie Smith-Wright announces committee appointments:

FINANCE

Gary Williams Chair 674
Teresa Gafford
Kenneth Krause
Norm Schnobrich

BYLAWS

Bennie Jones Chair 342
Catherine Reaves
John Sprott
Craig Kampf

APPRECIATIONS

John Howe Chair 116
Stewart Williams
Charmaine LeClair
Karen Schnackenberg

CREDENTIALS

Tammy Kirk Chair 94
Karen Schnackenberg

RESOLUTIONS

Richard Sparrow Chair 427-721
Ed Malaga
Teresa Spilko

DIVERSITY COMMITTEE

Otis Ducker Chair 148-462
Dr. Ben Miller

Sam Zambito
Tina Caterino

TEMPO

George Tuckwiller Chair 253

Mimi Linehan

Jeffrey Apana

Michael Bradt

President Foreman adjourns the conference for Lunch at 12: 13pm.

Conference convenes at 1:48pm.

President Foreman introduces Paul Sharpe, Director of Freelance Services.

Paul thanks Kim for inviting him to speak. He is picking up from where he left off last year.

Paul presents information on AFM Entertainment, the AFM’s international booking agency. He explains how the process works; all gigs booked will be at least scale or higher; contracts will be filed with the Local and 5% of the gross amount (includes work dues) will be forwarded from the Federation to the Local. The program will be endorsed by the Union Plus Program and Union Label. He explains that if Locals get involved and place customized ads in their areas, they can apply for funding from the Freelance/Club Date Fund.

Paul mentions the online Membership Program; we have taken in \$1.4 million from the online memberships.

President Foreman thanks Paul Sharpe and introduces Laura Ross.

Laura Ross The AFM-EPF is a Taft-Hartley Multi-Employer, Defined Benefit Plan. The plan is made up of equal employer and employee trustees, eight union and eight employer trustees. We are a defined benefit plan, but more employers are trying to move to a defined contribution plan. Laura shares the various committees and subcommittees the trustees are all on.

She updates the conference on Rehab Plan, explains how the settlement came about with regards to the Philadelphia bankruptcy, and announced that the pension estimator has been upgraded so that it will

automatically calculate your estimated pension for you. The goal is to make information as computer friendly as possible.

President Foreman thanks Laura for her remarks and calls for a short break.

Conference reconvenes: President Foreman introduces John Acosta, Co-Chair of the Diversity Committee.

John thanks the officers of the conference.

He explains that the Diversity Committee is comprised of Local Officers and Rank and File members of the AFM. Face to face meetings have been scaled back and we know use Skype and conference calls to do our meetings.

Our tasks are to: 1) Stimulate Local Chapters
2) Work on Resolution # 2 of the AFL-CIO.

He presented a power point from the recent survey that was done by Local Officers and Staff. The survey was one of the requirements that Resolution #2 deals with, it is for us to see what the demographics are within the AFM.

John then asks S/T Smith-Wright to fill us in on the awards.

S/T Smith- Wright reminds the conference of the upcoming Diversity Awards which will be presented at the 2013 AFM Convention, she urges everyone to think about members from their locals who could be nominated for one of the awards.

President Foreman then presents Vice President Tammy Kirk for her presentation.

Tammy explains her Introduction to the AFM Labor Movement that she has been presenting at various schools. A good time to speak at the schools is early on in the semester during the recital times.

Her presentation is “The AFM - Who We Are and What We Do”. She gave a brief history of the AFM which includes Samuel Gompers and Petrillo. She talked about the changes brought on by the labor movement; The Labor Movement and its

Contributions, History of the AFM, she quotes the AFM Mission Statement, explains the AFM Membership, Collective Bargaining, shows some famous AFM members.

She also points out the various labor laws: Child Labor Laws, Health & Safety Act, 40 Hour Work Week, Disability Act, Social Security Act of 1935, Equal Pay Act, & Civil Rights Act 1964.

She reminded us of part of the mission statement which “Builds coalitions and acts of solidarity with other organizations.

She talks about the benefits of being a member of the AFM, Collective Bargaining, the role of the Players Conferences and the wage scale charts of ROPA & ICSOM.

Tammy encourages everyone to make the initial contact with the schools in your area; once you start the communication with the schools, they will start calling you to come back.

Tammy thanks Kim for being able to speak to the conference.

President Foreman makes a few announcements, a motion was made to adjourn at 5:02 pm.

Sunday Morning meeting called to order at 10:05 by President Foreman.

Richard Sparrow recognizes two new delegates; Clarence King, Local 297 Wichita, KS and Bob Cheesman, Local 579 Jackson, MS.

President Foreman reminds everyone to get Tempo Tickets and then invites Bruce Fife up for an update on the Beijing Delegation.

Vice President Fife: “Live from Beijing, China, AFM news Update”.

Bruce reads update from President Hair: The Substantive Treaty of Articles has been adopted and a drafting committee is at work finishing up the text of the treaty. The AFM will speak again to urge adopt of the “First International Treaty to protect the rights of Audio Visual Performers.”
Bob McGrew arises on point of personal privilege.

President Foreman recognizes Delegate McGrew.

Delegate McGrew wishes that the conference would consider dedicating the 2012 Southern Conference to Randy McCall, who was President of Local 433 for many years, and who past away in August of 2011.

MSC to dedicate SOCO 2012 to Randy McCall.

President Foreman invites Tina Morrison to speak. When spider webs unite, they can tie up the land.

Tina Speaks on the “Music Code of Ethics”. This project was created because of students who are competing with the work of professional musicians. Types of Situations:

1. Schools soliciting work
2. Non-profit Youth Orchestras
3. Professional Acts soliciting College Orchestras
4. For profit entities wanting to use students for exposure vs. paying for professionals

The first step is to reexamine the current code of ethics. The next step is Building the web:

- a. Educate our members
- b. Reach out to our College Professors
- c. Prepare for pushback

Tina asked Jeff Apana to come and explain what has been happening in Florida. There were three situations, the University providing accompaniment for a professional choral group that had been using a professional orchestra, University of Miami made a bid on Robert Klein’s HBO Special and Long Beach Symphony sponsoring a Julliard School residency. Jeff explained the different actions to help resolve the three situations.

Bruce Fife and Tina would like to implement an officers’ tool box to be set up on the AFM website.

Tina thanks Kim for her giving her time to speak.

President Foreman announces that we will skip the break and proceed forward.

Sec-Treasurer Smith-Wright reads the letter from Tom Mendel, President of Theater Musicians

Association. Tom sends greetings to all and thanks the officers for allowing him to have his letter read. Tom gives a brief history of the TMA and he explains the various tiers that were in the Pamphlet B contract which expired March 31, 2011. Shortly after he took office, TMA formed a Pamphlet B Committee which researched and developed positions that they wanted to present at the negotiations. Tom and Michael Manley were the TMA representatives at the Pamphlet B negotiations. Their main objective was to get rid of the various tiers, and they are proud to announce that there are no more tiers in the Pamphlet B Contract. The tiers have been replaced with a Short Engagement Touring Agreement (SETA) which has only one pay level.

The TMA Board is strong and has seven committees to address the concerns of the Theater Musicians. The main goals of TMA are to increase members and to increase Chapters in various cities. Their website has been updated and Tom urges all delegates to visit their website. TMA is the youngest and smallest of all the player conferences.

He thanks the conference for allowing him to speak at the Southern Conference.

President Foreman invites John O’Conner to speak. John O’Connor talks about the Justice for Jazz move in NY. Pension for jazz musicians would have to be done thru collective bargaining, and they have begun a campaign called the Four P’s/.

1. Pay
2. Protection
3. Pension
4. Process –(Grievance Process)

They have been leafleting clubs, organizing the Artists, trying to organize the side musicians. The goal is to change the face of organized collective bargaining in night clubs.

President Foreman now opens the floor for a Round table discussion. He invites Craig Krampf to start the discussions.

Craig shares with the delegates how Nashville has made the union “cool” again.

Reasons for new member to join are:

1. Free Rehearsal Hall
2. Working with a health care company
3. Funeral Benefits

Next is Tammy Kirk, small locals can do these things:

1. Send out neon post cards
2. Call members she hasn't heard from
3. Email blasts
4. Take Credit card payments for dues

Otis Ducker ties diversity into the discussion. He explains how the Diversity Committee should use our clout to enhance our members.

1. Local 161-710 Started a Scholarship Fund
2. Instrument Gift Program
3. Credit Union
4. Pension
5. Golf Tournaments

When we should focus on what we need to do for our members, it will include diversity. We need to let our members know that we care about them.

John Head reiterates the Scholarship program, rehearsal room, and he talked about scales. Give CBA's to help cover special situations.

Sam Zambito, played with a group of \$50.00 just so he could get in to make a point to the musicians who were playing for less than scale. He took 18 people to hear him play, and showed the leader how he could get more money for his band.

Dr, Ben Miller suggested that we create an ad for the AFM. We have to get to the young people.

John Howe bring up the point the drinking age is 21 yrs old, which means that if you graduated from high school, you have to wait three years before you can get a job in a club.

John suggested that we have a standard format for billing traveling work dues. We need to brand our traveling work dues with the "AFM" logo, it shows that we have power.

Teresa Gafford mentions that their Local uses Pollstar to help track down traveling groups.

John Acosta mentions that Billboard puts out a list of traveling groups.

Paul Sharpe expressed concern that we have to have accurate data on the groups.

President Foreman asked S/T Lovie Smith-Wright to come forward to do the committee reports.

Sec-Treasurer Smith-Wright calls on John Sprott, The Bylaws Committee - No Bylaws

Resolutions- Richard Sparrow – Nothing to report.

Diversity Committee Chair Otis Ducker - combined his report earlier.

Sec-Treasurer Smith Wright asks Gary Williams to come forward for the Finance Committee Report. Gary gave his report.

MSC carried to accept the Finance Report.

Credentials: Tammy Kirk. The 2012 Southern Conference of Locals was attended by 41 delegates representing 26 Locals, 4 Locals did not attend. There were 2 AFM International Officers in attendance along with 3 AFM Staff members, and 21 guests for a total of 67 attendees. Thank you Laura Ross and Karen Schnackenberg for handling registration.

MSC to adopt the committees report.

Appreciations Committee: John Howe comes forward. John thanks the officers for the great job they have done in presenting a great conference. He recognizes IEB members, and he does his humorous roast of the delegates and guests participating in the conference. A special induction to the Southern Conference was bestowed upon Jay Blumenthal. John thanks Mary Louise Hall for arranging the Hotel.

MSC carried to adopt the report of the Appreciations Committee.

Bennie Jones returns and thanks his committee

S/T Smith-Wright announces the favorite part of the day. Tempo Fund Drawing – The grand total is \$745.00, the winning ticket is 261286 and belongs to Sec-Treasurer Lovie Smith-Wright.

All reports are done and the S/T gives the podium, back to President Foreman.

President Kim Foreman confers that has been a pleasure having everyone here. He thanks the Vice President and Sec-Treasurer, and wants to continue the discussions in Las Vegas.

Motion to adjourn 11:50 am.



**AMERICAN FEDERATION OF MUSICIANS
SOUTHERN CONFERENCE OF LOCALS
609 CHENEVERT, HOUSTON, TEXAS 77003
713-236-8676 Office
281-460-8493 Cell**

KIM FOREMAN — PRESIDENT

LOVIE SMITH-WRIGHT — SEC/TREAS.

To the Officers & Delegates of the Southern Conference of Locals in attendance in New Orleans, LA, June 23 & 24, 2012.

Your Finance Committee has examined the records of the Secretary/Treasurer covering the period of 1 June 2011 to 31 May 2012 and the following report is submitted:

Balance on hand per last report, 1 June 2011 (with no checks outstanding)	\$12,792.37
--	-------------

RECEIPTS: 6/1/2011 TO 5/31/2012

Registration Fees	\$ 3,926.10
Per Capita Dues	\$ 3,770.00
Legislative Action Fund (LAF) from Members (pass through)	\$ 487.00

Total Receipts	\$8,183.10
Total to be accounted for including LAF	\$20,975.47

DISBURSEMENTS:

Southwest Awards	\$ 83.89
J. W. Marriott	\$ 7,550.00
FedEx	\$ 31.34
	\$ 32.49
Reimbursement Local 65-699 (Guest Registration)	\$ 130.00
Reimbursement L. Smith-Wright 2011 LCC/Plane Ticket, etc.	\$ 560.76
Office Depot	\$ 85.58
Sec/Treasurer Honorarium	\$ 1,500.00
Tempo pass through to National	\$ 487.00
Reimbursement L. Smith-Wright 2012 LCC/Plane Ticket	\$ 422.10
Total	\$ 10,883.16

Balance on hand: 31 May 2012	\$10,092.31
------------------------------	-------------

Total Disbursements	\$10,883.16
Including a TEMPO donation from the members of:	487.00

The Committee further finds there are 37 Locals in the Jurisdiction of the Southern Conference, of which 27 (twenty seven) have paid their Per Capita dues as of the finalization of this report on 24 June, 2012, one whose per capita was waived, leaving 9(nine) still unaffiliated. These 9 locals have been billed by the Secretary/Treasurer.

Chairman *Larry Williams* moves for the adoption of this report.

Kenneth Krause
James Deyford
Norm Schmoeck