



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

JUNE 21ST & 22ND, 2014
The Hyatt Regency Tulsa
123 W., 11th Street, Ste L94
Tulsa, OK 74119

Saturday, June 21, 2014
Conference called to order at 10:40 A.M.
by Tammy Kirk,
President of the Southern Conference

Legislative/Diversity Dir. Alfonso Pollard
EMSD Michael Manley
Organizing Ed Gutierrez

President Kirk welcomes the delegates to Tulsa.
She recognizes Vice President Sam Zambito, who led the delegates in the Pledge of Allegiance.

President Kirk mentions that IEB member Vince Trombetta had planned to be here, but could not come due to negotiations.

Delegates remain standing while Dr. Sam Haun, Pastor, Southminster Presbyterian Church, delivers the Invocation.

Vice President from Canada, Alan Willaert could not be here because he is very busy with the situations in Montreal & Vancouver.

President Kirk welcomes Karen Keith, Tulsa County Commissioner, District 2. Karen is a big supporter of the arts, and she tells us about the ‘Tulsa Sound’, music which can be found at the River Walk, Woody Guthrie Green, The Juneteenth Gospel Festival and OSU Tulsa. She greatly values what musicians do.

President Kirk then introduces Dan Beck, MPTF Trustee.

New delegates are introduced to the conference:
Teresa Hargrove – Local 80
Suzanne Russo – Local 500

President Kirk thanks her for welcoming us to Tulsa.

The following delegates with proper credentials are present:

There is a motion to approve the 2013 minutes and then one to approve the 2014 Agenda. MSC

President Kirk appoints Richard Sparrow to be Sargent at Arms.

President Kirk then Introduces the Dignitaries and Guests:

From the AFM:

Int’l President	Ray Hair
Secretary/ Treasurer	Sam Folio
Vice President	Bruce Fife
AFM IEB	Tino Gagliardi
SSD	Jay Blumenthal
IR	Cass Acosta

Local #	City	Delegates
23	San Antonio	Brian Petkovich
65-699	Houston	Bob McGrew
		Lovie Smith-Wright
71	Memphis	John Sprott
72 -147	Dallas Ft Worth	Ken Krause
		Stewart Williams
		Karen Schnackenberg
80	Chattanooga	Teresa Hargrove
94	Tulsa	Bruce Shultz
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
	Patty Hurd
	Martha Bradley
	Otis Ducker
174-496 New Orleans	John E. Moore
256-733 Birmingham	Michael Bradt
257 Nashville	Dave Pomeroy
	Laura Ross
297 Wichita	Dennis Danders
342 Charlotte	Bennie Jones
375-703 Oklahoma City	Catherine Reaves
389 Orlando	Sam Zambito
	Deborah Dansby Wells
427-721 St Petersburg	Richard Sparrow
444 Jacksonville	Rick Miller
447-704 Savannah	Peter Berquist
500 Raleigh	Suzanne Rousso
579 Jackson	Mimi Linehan
655 Miami	Jeffrey Apana
674 Covington	Gary Williams

President Kirk calls upon Int'l President Ray Hair to speak. President Hair says he's glad to be back home at the Southern Conference. He is happy to serve again as your leader and is pleased that the delegates from the 99th Convention chose to re-elect the incumbent IEB.

And on behalf of the IEB, he thanks the convention and you, who recapitalized our union with \$1.2 million in annual due revenue. As the convention came to a close, it was clear that we had a different organization, we looked for ways to take care of each other.

We have a team work approach that has spread throughout the federation and staff.

President Hair asked us to keep Laura and Lew Mancini in our prayers, along with Ken Shirk.

The IR's are back out on the road; a new IR was hired in Canada, Allistar Elliott, a trumpet player and an excellent business man.

President Hair recognizes Jay Blumenthal, SSD, Alfonso Pollard, Legislative Office, and mentions that Alfonso and Tammy are working to roll out the new Tempo Campaign; Paul Frank is ill and could not be here, but in his place is Ed Gutierrez to explain the organizing campaign.

President Hair mentions that Bill Thomas who is the new EMSD person, could not be here, but Michael Manley will bring us up to date on the EMSD.

President Hair highlights the various negotiations that have taken place over the course of the year; the Film Fund Agreement, The IMA, the Jingle Agreement, the new Video Games Agreement w/Microsoft; and the last thing was organizing, at which point he told us that Ed would bring us up to speed on the Listen Up Campaign.

His last thoughts to us were "communication is the key". As we move thru the process, we will celebrate success.

Conclusion: we can change for the better, real unionism is what we can do for each other, that's why we are the musicians union of the US & Canada.

President Hair turns the podium back over to President Kirk.

President Kirk thanks President Hair, she then introduces Int'l Secretary-Treasurer, Sam Folio.

Sam says he is always glad to be at the Southern Conference. He mentions that Lew Mancini is assistant to the secretary and that Jay Blumenthal is assistant treasurer.

Sam: with regards to HR, they looked at the staff and put back in place the pieces that they had to downsize.

The IM has taken a new approach staff wise, SSD classifieds are now handled by one person, display ads are handled by one person and online ads are handled by one person, and the IM has reaped many benefits.

The AFL-CIO has been a big help through the "Working America" initiative.

He tells about the virtual concerts, the ¾ billion dollars collected thru Sound Exchange, and gave highlights of what the LCC/PCC meeting in Reno will be about.

President Kirk thanks Sam, then she reads a letter from Marc Sazar, who will not be able to attend the conference.

Sec-Treas. Smith-Wright announces an alternative to the agenda. We will start with Jay Blumenthal after lunch, the conference is adjourned at 12:30pm.

Meeting called to order at 2:12 pm

President Kirk is out buying tempo tickets so the committee appointments are announced by Sec/Treas Smith-Wright.

FINANCE

Gary Williams Chair 674
Norm Schnobrich
Deborah Dansby Wells
Brian Petkovich

BYLAWS

Bruce Shultz Chair 94
John Sprutt
Ken Krause

APPRECIATIONS

John Howe Chair 116
Suzanne Russo
Patty Hurd

CREDENTIALS

Laura Ross Chair 257
Karen Schnackenberg
Catherine Reaves

RESOLUTIONS

Richard Sparrow Chair 427-721
Peter Berquist
Ed Malaga

DIVERSITY COMMITTEE

Deborah Dansby Well Chair 389
Otis Ducker
Mimi Linehan
Rick Miller

TEMPO

George Tuckwiller Chair 253
Jeffrey Apana
Tina Caterino
Teresa Hargrove

Next is Jay Blumenthal, Director of Symphonic Services and Assistant to the Treasurer.

Jay mentioned that 2 years ago in New Orleans, he was made an honorary member of the Southern Conference, quote "the small bottle of tobacco sauce, very much is what he thinks about this conference."

SSD: The symphonic world has been challenging the last 5 to 6 years. Members are worried that there's not going to be a job for them; he mentions how some orchestra members can jeopardize that by taking on management responsibilities. There's a fine line that needs not be crossed with regards to collective bargaining.

He mentions the Minnesota orchestra being the longest lockout ever "18 months", and they were able to mitigate many of the concessions that management wanted.

Now we have the situation with the MET, he expounds on the IMA negotiations, and mentions

some of the orchestras that have signed on to the new IMA.

He mentions FIM, the International Federation of Musicians in Oslo, Norway where he, President Hair, Bruce Ridge from ICSOM, Carla Lehmeier-Tatum from ROPA and Elizabeth Johnston from OCSOM, attended that conference. The ideas that cultures so revered, is forcing the unions to take a stand. Hopefully FIM will become more action oriented.

Jay reminded us of the various webinars that are available to us, particularly the one on the ACA, hosted by Rochelle Skolnick.

The new contract administrator is Laurence Hoffman, she's a workaholic, speaks four languages, holds a PHD, and will be at ROPA & ICSOM.

Lastly, they are in the process of hiring a new negotiator/organizer/ and educator.

Short Break.

Delegate Forum:

Tino Gagliardi, IEB & Local 802, speaks about the situation at the MET. The situation is dire and everyone will need to pull together on this.

Deborah Dansby Wells, would like input from others on a loan or gifting program. This would help boost the union's face in the community, and aid to other groups and young people who have to do with music.

Another thing they do is the Contractors Auditions, where members come and play, meet each other, she is open to ideas from others.

John Howe, he is sympathetic to Tino's situation. It's a change of generation from philanthropic art lovers to people's interest are more corporate. It has become people who look at things from the bottom line.

This year he will sign his first 3 yr Agreement. He mentions the Cass Acosta Scholarship Awards have been successful in his local, something we should think about for our locals

George Tuckwiller – Richmond, VA; speaks about the 10 yrs of devastation, there was a buyout for players; a donor gave 1.5 million dollars to buy out players older than 50 yrs of age.

Ed Malaga, introduces Martha Bradley, new Sec-Treas. He explained their instrument giveaway program started when they were approached by an instrument shop to donate instruments twice a year.

Dave Pomeroy explains why Craig Krampf could not be here; he had some back surgery in April and is still not up to traveling.

Nashville still has challenges because of the right to work laws. The Nashville Symphony has sort of been left behind in terms of public perception

President Kirk interrupts and introduces members from the Tulsa local, Chuck Garner, Tony Yeager and Bill Crosby, they will be playing at the reception tonight.

Alfonso Pollard appreciates the opportunity to be at the conference. He explains the restructuring of TEMPO. The new TEMPO handbook is now up on the website, it's a new guide for all of us to use.

Break until 3:35

Dan Beck, the new MPTF Trustee.

His first experience was at the convention last year. This past year, MPTF sponsored 2,114 events, MPTF is bottoming out and finding its way back to some positives. Dan had to address their sustainability and long term sustainability. The new administration got 2.8 million dollars last year from back royalties, however, the trust usually has a \$400 thousand dollar deficit on an annual basis.

Vidry and Samantha have been dealing with software that is on its last leg, a new system is in place and will the application process, will help save money, and it is online.

They need pictures and signage to add to the information about their events.

One project under way is "Instrumental Partners", Dan hopes this encourage corporations and others to

take partnerships, which would help increase grant money by 30%.

Dan thanks the conference and asks for ideas to help him with his projects.

President Kirk thanks Dan and asks

Ed Gutierrez to come and talk to us about the organizing program. Paul sends his apologies for not being able to be there, Ed appreciates being there, for he is in this 4th month working with us.

He talks about the Listen-Up Campaign with Lions Gate.

The AFM wants to raise the consciousness of our members, and provide a vision & road map towards a vibrant, strong organization that can serve to win for its members.

He explained that they are looking for locals to join the campaign for organizing. There is certain criteria that must be met to sustain an organizing program.

Listen Up Campaign's key goal is to reposition the union.

President Kirk makes announcements, the meeting is adjourned at 4:57pm.

Sunday Morning meeting called to order at 9:10 am by President Kirk.

Michael Manley starts off with the EMSD report.

He explains that old models are being disrupted with new media revenues.

Recent highlights: A new Commercial Agreement, with an optional 52 week all media use clause.

New Video Game agreement with Microsoft.

The TV Film world – challenges for the Listen Up Campaign.

Michael thanks the conference.

Alfonso Pollard talks about the new TEMPO Campaign. Since the new campaign was launched at the convention, contributions have doubled. The new source book is in the documents library on the AFM website.

The new campaign focuses on the political and legislative aspects of TEMPO. Political is rebranding our politics by working with members of congress. Raising money is critically important, because the people on Capitol Hill work really hard and it is important to help keep them here.

The Legislative is making sure that we see legislation work for us, such as the National Endowment for the Arts and unemployment.

Alfonso touched on the AFL-CIO's Voter Program, The Federal Elections Commission, Performance Rights Legislation, Section 181 – Federal Tax Code, O1 & P2 Visas, and the Cities – Wildlife passport.

President Kirk introduces Mark Watson from their Exec Board.

Short Break at 10:30

Meeting resume at 10:45

Laura Ross, gives highlights on the AFM- EP Fund. She explains the difference between the defined benefit plan and the defined contribution plan.

Two new trustees were added on the management side: Elliott Green – Schubert – Broadway and Michael DE Martini – 2nd orchestra representative.

The 2013 new summary plan description with the rehab changes is on the pension website. They are developing a portal for the employers.

Finally, when you join the local, the fund will send you a welcoming card to the pension fund.

President Kirk thanks Laura for her report.

President Kirk then suggests we have an explanation for all of the acronyms that we use.

Sec-Treas Smith-Wright reads a report from Thomas Mendel, President of TMA.

Deacon John Moore give a report on the New Orleans Local.
Highlights include the New Orleans, Health Clinic for Musicians, New Orleans Assistance Foundation, which will pay 50% of wages to a musician if the club can't afford to pay all of the wages. MusicCares Foundation.

Sec-Treas Smith-Wright calls for Committee Reports.

Gary Williams, Chair of the Finance Committee reads his report, MSC.

Cathy Reeves, Chair of the Credentials Committee, 22 of 34 Locals are in attendance, 31 delegates in attendance, 14 guests in attendance, and 4 guests from the host local in attendance. MSC.

Bruce Schultz – Chair of the Bylaws Committee
Since the conventions are now every three years, our conference bylaws do not agree with how officers should be elected, therefore, Resolution A has been submitted.

Resolution 1:

WHEREAS, Article VIII< Section 1, of the Bylaws of the Southern Conference provides for election of Conference officers for two year terms at each Annual Conference in convention years, and

WHEREAS, the AFM holds conventions every three years,

RESOLVED, that Article VIII Section 1, be amended as follows:

**ARTICLE VIII ELECTIONS AND
VACANCIES**

Section 1. All officers shall be nominated and elected for a two year term at each ~~Convention year~~ Annual Meeting of the Conference taking place in odd-numbered years. Newly elected officers shall be installed upon taking the Obligation of Office as the final item of business prior to adjournment of that meeting. All officers shall hold office for the term to

which they have been elected or until their successors are duly elected and installed.

Submitted by the Bylaws Committee

Unison consent to consider the Resolution. Move the Adoption. MSC.

Richard Sparrow, Chair of the Resolutions Committee – No Resolutions.

Deborah Dansby Wells, Chair of the Diversity Committee. Revamping the committee: Music is Diversity, anything to do with music needs to recognize that. The committee would like to propose that every local submit a report to the Sec/Treas about what's going in in their local. That way we have an idea of what everyone is doing, so that it can be disseminated.

Alfonso Pollard - National Report pulling together plans to support our organizing project>

MSC to accept the reports.

George Tuckwiller III, Chair of the TEMPO Committee, reports the total contribution to be \$580.00, ticket is drawn, and Cass Acosta hold the winning ticket. Cass will receive \$280, and TEMPO will receive \$280.

George thanks his committee.

John Howe, Chair of the Appreciations Committee
John does his usual roast to various delegates attending the conference. MSC

President Kirk – Closing Remarks

Sec-Treas. Folio rises on Point of Privilege

Motion to adjourn 12:25 PM