

President Tret Fure called the meeting to order at 3:16 pm CDT at the Sheraton in St. Louis, MO. Fure (TF), Cowan (DC), Fowler (AF), Pilzer (CP) Eulberg (SE), and Daniel Boling (DB) were all present. Whiteley was excused.

The Meeting was opened with a song led by CP.
Pres. Fure welcomed Daniel Boling to his first in-person Board meeting.

AGENDA

1. The Minutes of Aug 27, 2013 Executive Board Meeting on Skype were posted in Dropbox. The minutes were Accepted Without Objection. CP requested clarification that the minutes be collected in hard copy form in the Office and that they be collected on the website in the Members-Only Section.

2. OFFICE REPORT, posted in Dropbox (10.22.13) was discussed by Deb Cowan for the Personnel Committee. Co-Office Manager Richard Coombs made a request regarding clarification of the salary and benefits policy for staff members. The Report was Accepted Without Objection. A Task Force comprised of CP, DB and SE was composed to draft the Benefits Policy and bring the recommendation back to the Board later in this meeting.

3. MEMBERSHIP SERVICES REPORT was given verbally by Aaron Fowler, Chair. He reported that all new US members have been called/contacted, but finding the right Canadian members for the committee to contact new Canadian members remains a challenge. The Committee is suggesting regular Video Chats to keep in contact.

The Committee Requested that there be a procedure to keep the Mail Chimp List updated.

It was discovered that not all Board Members are currently in the Mail Chimp Board segment of the list. This also needs to be corrected.

4. AFM CONVENTION REPORT was given by delegate Charlie Pilzer. John McCutcheon & Debra Cowan comprised the balance of the delegation. The IEB's Financial Plan was passed resulting in a per capita increase that goes into effect Jan 1, 2014. CP was able to get deeper understand of the Pension and the Rehabilitation Process through conversations with the Board of the AFM EPF. The spirit of this convention was one of hope and vision. An impromptu fundraiser to support the locked-out Minneapolis Symphony lasted many hours and the Local 1000 Delegation led the convention in singing "Solidarity Forever" at its conclusion. CP recommends reading Federation President Ray Hair's Article in the Sept. *International Musician* to get a flavor of the convention.

5. SECRETARY_TREASURER'S REPORTs for August and September were placed in Dropbox and handed out, along with a year-to-date comparison of Income for this year (9 mos) going back to 2007.

Eulberg discussed the report, noting that Work Dues have increased dramatically so far this year, while membership has decreased.

The report was Accepted Without Objection.

Eulberg proposed wording the Work Dues Equivalency Payments. This was discussed and CP and SE were directed to finalize wording.

Eulberg also emphasized the need to actively service our CBAs.

Eulberg reminded the Board that the Office is waiting until we have enough funds to purchase a second Quickbooks license so that both computers can be in use when both staff members are in the office. Pilzer can work with the office on creating remote access to Quickbooks.

6. FUNDRAISING REPORT was given verbally by Pilzer.

The Bakers-Dozen tune-a-month idea has been indefinitely tabled.

The Work Dues Equivalency is important.

The best results from funding campaigns come from requests to fund specific needs, rather than blanket "support-the-budget" campaigns.

The Joe Hill Educational Fund and the AFM Legislative Fund (Formerly TEMPO), and the ERF (Emergency Relief Fund) all need to be added to the Dues Invoices. Debra will communicate this to the Office to re-work the Template for the Invoices.

7. PER DIEM for this meeting.

Eulberg moved that we use the \$46 standard amount as Per Diem for the Executive Board for this meeting.

Fowler seconded

MOTION CARRIED.

8. OFFICER NOMINATIONS

Eulberg nominated member Scott Berwick for the office of Secretary-Treasurer. Scott has accepted the nomination. At this time no other nominations have been received in the office.

9. There was discussion about Work Dues percentages and Pension Payments.

At 8:30 pm AF moved that we Recess until 10:00 am 10/24/13

DC seconded

MOTION CARRIED

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At 10:10 am on Thurs, 10/24/13, President Fure called the meeting back from Recess.

10. PERSONNEL BENEFITS POLICY. Eulberg reported on the Policy Drafted by CP, DB and himself (in Dropbox) and moved its adoption.

DC seconded.

MOTION CARRIED

11. RATIFICATION OF CBAs. The following Collective Bargaining Agreements were presented by Eulberg for Ratification. The members are current with their work dues, two are renewals, one is a new agreement.

Grey Larsen, LLC

October 1, 2013 to September 30, 2015

AF Moved, DC seconded. MOTION CARRIED

Juber Productions, Inc. (Lawrence Juber)

January 1, 2013 to December 31, 2013

DC Moved, AF seconded. MOTION CARRIED

RoomDad Productions, Inc.

January 1, 2013 to December 31, 2014

AF recused himself from voting. CP moved, DC seconded, MOTION CARRIED.

QUESTION: <NB: Articulate 2. Min. scale wage.> what is this?

[At 10:50 am member John O'Connor was welcomed to the meeting.]

12. RATIFICATION OF NEW MEMBERS. The following 19 new member applications were presented for Ratification by Eulberg:

Andrew Bryan
Brian LeBlanc
Daniel Jordan
Daniel Peloquin-Hopfner
Dick Jay Moons
Doug Reansbury
Joel Guenther
Lee Austin Nevins
Mary Gauthier
Ross Griffiths
Sheena Rattai
Sunita Staneslow
Zachariah Hickman
Joseph Oliva
Janet Turner
Luke Stapleton
Stacey Bulmer
Michale Cella
Jeanette Lundgren

SE moved Ratification of these new Memberships, DB seconded. MOTION CARRIED.

13. HEALTH CARE for Members and for the Office Staff. Fure reported that Colin is still researching this and the impact of the Affordable Care Act.

14. TO BE EXPELLED LIST. There was discussion and a request that this list be given by the Office to the Executive Board quarterly.

15. NERFA, Nov 7-10. Fure and Boling will be attending. Fure is Buckstopper and reports that her registration and the Showcase Free Zone Room have been donated. She will host an informal meeting of members.

16. HIGHLANDER RETREAT. Eulberg reported that the dates May 12-14 (noon to

noon) have been reserved for another Members Retreat. The Board discussed themes and the focus of the retreat. It was not decided that this would be an E Board meeting at this time. The themes: Why is Union Important: Sticking With the Union, Solidarity Now! were embraced by the Board. John McCutcheon has agreed to be a speaker. O'Connor will make contact with Tao Rodriguez-Seeger as another possible speaker. Other names discussed include: Janis Ian, Pete Seeger, Kathy Mattea. Eulberg has offered to serve as Registrar one more time. Eulberg and Pilzer will comprise the Highlander Committee.

The Board recessed at 12:35 pm for Lunch.

Fure called the meeting back from recess at 1:30 pm

17. NEXT EBOARD MEETING: Will be prior to the Folk Alliance International Meeting in Kansas City, Feb 18-19. Richard Coombs will attend in order to be introduced to the membership. The Membership Meeting will be at 4 pm on Wed the 19th.

18. WORK DUES EQUIVALENCY PAYMENTS The policy (In Dropbox) was presented and moved by Eulberg. AF seconded. There was discussion about communication, including the possibility of adding this to the on-line store as a recurring, monthly donation. MOTION CARRIED.

19. An EDUCATION CAMPAIGN to encourage the filing of contracts was discussed, along with a request to the office to gather statistics on the number of members filing contracts.

20. RECORDING CONTRACTS Report was given by Fure. This is a new avenue of income for collecting the workdues on this work, but there are several steps that need to be taken. Colin has learned this process quite quickly.

21. Report on the Local 1000 CERTIFICATE for CULTURALLY SIGNIFICANT Artists to assist with border crossing was given by Pilzer. Because of the income that the current agencies garner from these applications, we will NOT be able to provide this.

22. The Quickbooks Reorganization of Accounts has been postponed until January, Pilzer and Eulberg reported.

23. ELECTRONIC FILING OF CONTRACTS, as per the request of members at the February meeting is still being investigated by Pilzer.

24. WORK DUES ENFORCEMENT POLICY. This was proposed earlier in the year. After discussion it was decided that this was not needed.

25. SOLIDARITY with other Locals was urged by Cowan, who gave examples.

26. PROPOSAL to make the Secretary-Treasurer Position a salaried position (above the token amount in our bylaws) was postponed.

27. SOCIAL MEDIA: Cowan urged us to make use of these tools, especially our Closed

FB Group, and that we urge our membership to make use of them as well.

28. There was discussion about the role of the Office Staff in CBA Negotiations. AT this time, they initiate renewal conversations and forward responses to the Secretary-Treasurer and the Board; they forward new CBA requests in the same way.

29. FAIR TRADE MUSIC. Cowan reported that we now have 21 venues and we are looking for ways to feature these venues, and looking for a Fair Trade Music Coordinator. She will approach Charlie Bernhardt. It was agreed that we will create a 3 panel display (as per Pilzer's description of his AirShow Display) in time for Folk Alliance in KC. Pilzer will pay for the display.

30. Other Resources for our members were recommended by Cowan: GoPro.com (by the AFM) and Venuology (by Local 99)

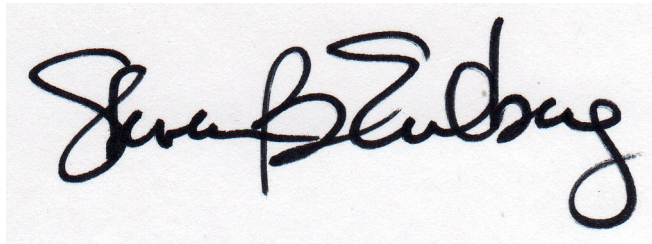
31. The Agenda for the Membership Meeting at 5 pm was set.

AF moved Adjournment

DB seconded

Meeting was Adjourned at 4:05 pm CDT

Respectfully submitted,

A handwritten signature in black ink, reading "Steven B. Eulberg". The signature is written in a cursive style with a large, prominent "S" and "E".

Steven B. Eulberg
Secretary-Treasurer