

AFM Local 1000 Executive Board Meeting, May 1 & 2, 2016

IN ATTENDANCE: Tret Fure, President; Aaron Fowler, Vice President U.S.; Eve Goldberg, Vice President Canada ; Scott Berwick, Secretary-Treasurer; Amber Rogers, Representative Midwestern U.S.; Gary Paul Hermus, Representative Western U.S.; Steve Eulberg, Member.

Excused: Charlie Pilzer, Representative Eastern U.S.

OPENING SONG: Steve Eulberg opened the meeting with “I Am Open” by Holly Near.

CALL TO ORDER: A quorum being present, President Fure called the meeting to order at 2:11 PM EDT at the Ashokan Center in Olivebridge, NY. President Fure welcomed everyone and invited all present to share recent news.

AGENDA

1. **MINUTES OF PREVIOUS MEETING:** The minutes from our meeting on March 24, 2016 on Skype were approved as presented.
2. **TREASURER'S REPORT:** Secretary-Treasurer Scott Berwick gave a brief oral summary of the April 28, 2016 Balance Sheet and April 28, 2016 Profit and Loss Report which were posted in Drop Box. (See attached reports.) The reports were accepted on a motion by Eve Goldberg and second by Gary Hermus.
Secretary-Treasurer Berwick then brought up the subject of paying for the Vega Banjo for the raffle. Eve Goldberg made a motion that we borrow the money from the Emergency Relief Fund account and repay the Emergency Relief Fund as soon as enough raffle tickets were sold to cover the loan. Seconded by Gary Hermus. Unanimously approved.
3. **OFFICE REPORT:** Vice President U.S. Aaron Fowler reported that things are going well with Office Co-managers Colin Dean & Richard Coombs the office in NYC.
He urged board members to keep up with the monthly E Blasts to keep them fresh for our members.
He suggested we set up a special Drop Box file (accessible to board members only) for our annual employee reviews for our Office Co-managers.
4. **MEMBERSHIP COMMITTEE:** Vice President U.S. Aaron Fowler reported on the Cyber Union Hall meetings. He suggested that we send out a brief email summary of each meeting to the membership as a way to alert our members about the archive where they can find the complete meeting. He also suggested that we highlight the availability of the archives in our E Newsletter and the New Deal.
After some discussion about future subjects the following themes were chosen: Pension Fund U.S.; Pension Fund Canada; Filing Contracts U.S.; Filing Contracts Canada; Collective Bargaining Agreements U.S.
5. **CANADIAN REPORT:** Vice President Canada Eve Goldberg reviewed her attached report.

Meeting recessed at 3:48 PM.

Meeting resumed at 4:05 PM

6. **RATIFICATION OF CBA's:** There were no CBA's to be ratified.
7. **RATIFICATION OF NEW MEMBERS:** Andre Roy, Heather Roy, Leslie Hudson, Marie Savoie-Levac, Mike McKenna and Sarah Marchand were ratified as members on a motion by Aaron Fowler and second by Amber Rogers. Motion approved. Action on Lexi Jelilyan was deferred pending some questions on her application.
8. **BYLAWS:** The Bylaws will be revised to recognize all official communications from Local 1000 including mail and email notices.
9. **BANJO RAFFLE:** There was a brief discussion about the handling of raffle tickets for the Banjo Raffle. It was decided to postpone discussion until we could consult with Terri Irons who has been spearheading this project.

Meeting recessed for dinner at 5:14 PM.

Meeting resumed at 7:08 PM.

10. **LIFE MEMBERSHIP :** Local 1000 does not currently have a Life Membership provision in our Bylaws. If we want to offer Life Memberships we need to amend our Bylaws. The parameters for Life Membership as set forth by AFM include: age 65 or older; 35 years uninterrupted membership in AFM (membership in other locals counts); payment of different amounts of dues (reduced compared to regular dues) depending on whether one is an Inactive Life Member or an Active Life Member. Things to consider: 2/5 of our members are over 65; Local 1000 is only 23 years old, but many members were members of other locals before joining Local 1000; Local 1000 must pay per capita taxes to AFM on Life Members (\$11 per quarter for Inactive or \$12.50 per quarter for Active); Active Life Members pay annual dues of at least \$76.50 total. Inactive Members pay annual dues of at least \$44. The exec board will give this further consideration at the next meeting.
11. **FACEBOOK:** A Social Media Committee consisting Eve Goldberg, Aaron Fowler, Amber Rogers, and Mick Lane are working to improve our Facebook presence.
12. **WEBSITE:** The Local 1000 website has had some problems. It has been slow, there have been payment problems, and we need to update our "In Memorium" section. Planning to talk to Office Co-manager Colin Dean tomorrow at 9:30 AM by Skype.
13. **FAIR TRADE MUSIC:** John McCutcheon is chairman of this committee. Amber Rogers suggested we send thank you notes to Fair Trade Venues.
14. **WORK DUES:** We discussed the issue of work dues quite extensively but came to no consensus on what should be done yet.

Recessed meeting at 8:50 PM

Resumed meeting at 9:36 AM, May 2, 2016 with Tret Fure, Aaron Fowler, Eve Goldberg, Scott Berwick, Amber Rogers & Gary Hermus in attendance.

15. **WEBSITE** (cont.): Office Co-manager Colin Dean joined the meeting by SKYPE at 9:45 AM to bring us up to date on the Local 1000 website.

Problems with the shopping cart seem to have been caused by updates to some of our existing website programs and plug-ins, but Colin feels these have been fixed.

We probably need to hire a consultant to review the functionality of our website. We should plan at least \$500 for an initial consultation.

We may need a new E-commerce Plug-in. Colin will investigate cost.

Colin will work with Aaron & Eve to perhaps set things up with Mailchimp so they can send out notices without involving Colin or Richard.

Colin signed off at 10:15 AM.

16. **U. UTAH PHILLIPS AWARD:** The board plans to present John McCutcheon with a "Trailblazer" U. Utah Phillips Award honoring his years of service as President of Local 1000.

17. REGIONAL CONFERENCES:

SERFA: Tret Fure and Bob Ardern are presenting a Union Workshop entitled "In It For The Long Haul"

Tret Fure and Peggy Seeger will host a Women's Circle.

North Carolina's HB2 will be a theme in Si Kahn's Showcase Room.

SWERFA: Gary Paul Hermus, Aaron Fowler and Dan Boling plan to attend and put on a Union Workshop at SWERFA in Austin, TX. Local 1000 will buy an ad in the Program Book.

FOLK MUSIC ONTARIO: Ottawa, ON, October 20 – 23, 2016
Eve Goldberg is researching attending Folk Music Ontario.

FARM: Iowa City, October 27 -30, 2016
Aaron Fowler is considering attending.

We also discussed possible participation in IBMA and SXSW but no decision was made.

Recessed meeting at 11:20 AM

Resumed meeting at 11:30 AM

18. **MEMBERSHIP MEETING:** Prepared agenda for 4 PM , May 3, 2016 Membership Meeting at Ashokan.
19. **NEXT MEETING:** Executive Board Meeting, 9:30 AM EDT, Monday June 6, 2016 on SKYPE.
20. **CLOSING SONG:** Gary Paul Hermus sang his new song “Tale of the Traveling Troubador”.
21. **ADJOURNMENT:** The meeting was adjourned at 11:47 AM EDT on a motion by Amber Rogers.

Respectfully submitted,

Scott Berwick, Secretary-Treasurer

Attachments: Treasurer's Reports: 2016.04.28BalanceSheetVSPrevYear.pdf
2016.04.28YTDProfit&LossVsPrevYear.pdf
Canadian VP Report 2016-05 Ashokan Eb...

11:48 AM

04/29/16

Accrual Basis

Local 1000
Balance Sheet Prev Year Comparison
As of April 28, 2016

	Apr 28, 16	Apr 28, 15	\$ Change	% Change
ASSETS				
Current Assets				
Checking/Savings				
1000 · Cash				
1010 · Amalgamated Bank - primary	4,075.45	1,295.97	2,779.48	214.5%
1015 · Amalgamated Savings ERF	3,398.35	1,541.83	1,856.52	120.4%
1020 · Greenfield Savings	1,477.02	2,148.07	-671.05	-31.2%
1025 · Petty Cash	100.00	300.00	-200.00	-66.7%
Total 1000 · Cash	<u>9,050.82</u>	<u>5,285.87</u>	<u>3,764.95</u>	<u>71.2%</u>
Total Checking/Savings	9,050.82	5,285.87	3,764.95	71.2%
Accounts Receivable				
3400 · Accounts Receivable	10,246.41	17,051.04	-6,804.63	-39.9%
3405 · Loans Receivable	0.00	7,694.00	-7,694.00	-100.0%
Total Accounts Receivable	<u>10,246.41</u>	<u>24,745.04</u>	<u>-14,498.63</u>	<u>-58.6%</u>
Other Current Assets				
1900 · Undeposited Funds	272.00	2,721.40	-2,449.40	-90.0%
Total Other Current Assets	<u>272.00</u>	<u>2,721.40</u>	<u>-2,449.40</u>	<u>-90.0%</u>
Total Current Assets	<u>19,569.23</u>	<u>32,752.31</u>	<u>-13,183.08</u>	<u>-40.3%</u>
Other Assets				
3000 · Other Assets				
3410 · Loans Receivable	6,254.50	750.00	5,504.50	733.9%
Total 3000 · Other Assets	<u>6,254.50</u>	<u>750.00</u>	<u>5,504.50</u>	<u>733.9%</u>
Total Other Assets	<u>6,254.50</u>	<u>750.00</u>	<u>5,504.50</u>	<u>733.9%</u>
TOTAL ASSETS	<u>25,823.73</u>	<u>33,502.31</u>	<u>-7,678.58</u>	<u>-22.9%</u>
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Credit Cards				
3555 · AmEx	4,168.83	0.00	4,168.83	100.0%
Total Credit Cards	<u>4,168.83</u>	<u>0.00</u>	<u>4,168.83</u>	<u>100.0%</u>
Other Current Liabilities				
3500 · Other Liabilities				
3515 · TEMPO-AFM Legislative Actn Fnd	0.00	43.00	-43.00	-100.0%
3530 · Payroll Liabilities	1,825.84	1,300.43	525.41	40.4%
Total 3500 · Other Liabilities	<u>1,825.84</u>	<u>1,343.43</u>	<u>482.41</u>	<u>35.9%</u>
Total Other Current Liabilities	<u>1,825.84</u>	<u>1,343.43</u>	<u>482.41</u>	<u>35.9%</u>
Total Current Liabilities	<u>5,994.67</u>	<u>1,343.43</u>	<u>4,651.24</u>	<u>346.2%</u>
Total Liabilities	5,994.67	1,343.43	4,651.24	346.2%
Equity				
4005 · Retained Earnings	19,280.93	20,593.00	-1,312.07	-6.4%
Net Income	548.13	11,565.88	-11,017.75	-95.3%
Total Equity	<u>19,829.06</u>	<u>32,158.88</u>	<u>-12,329.82</u>	<u>-38.3%</u>
TOTAL LIABILITIES & EQUITY	<u>25,823.73</u>	<u>33,502.31</u>	<u>-7,678.58</u>	<u>-22.9%</u>

11:50 AM

04/29/16

Accrual Basis

Local 1000
Profit & Loss Prev Year Comparison
 January 1 through April 28, 2016

	Jan 1 - Apr 28, 16	Jan 1 - Apr 28, 15	\$ Change	% Change
Ordinary Income/Expense				
Income				
5000 · Membership Dues & Assesmnt				
5010 · Annual Dues	39,254.08	40,260.13	-1,006.05	-2.5%
5020 · Quarterly Dues	5,392.00	5,706.50	-314.50	-5.5%
5025 · Work Dues	6,462.27	6,897.60	-435.33	-6.3%
5030 · Initiation Fee	970.00	135.00	835.00	618.5%
5035 · Re-Instatement Fees	75.00	100.00	-25.00	-25.0%
5040 · Work Dues Equiv Donation	850.06	880.85	-30.79	-3.5%
5045 · Individual Donations				
5047-2 · Banjo (Fundraiser) Pete Seeger	250.00	0.00	250.00	100.0%
5045 · Individual Donations - Other	130.00	0.00	130.00	100.0%
Total 5045 · Individual Donations	380.00	0.00	380.00	100.0%
5050 · Joe Hill Educational Fund	81.00	573.00	-492.00	-85.9%
5055 · ERF contributions	343.50	208.00	135.50	65.1%
5060 · Member Retreat Reg	3,400.00	4,190.00	-790.00	-18.9%
5070 · Returned check	-161.50	0.00	-161.50	-100.0%
Total 5000 · Membership Dues & Assesmnt	57,046.41	58,951.08	-1,904.67	-3.2%
Total Income	57,046.41	58,951.08	-1,904.67	-3.2%
Gross Profit	57,046.41	58,951.08	-1,904.67	-3.2%
Expense				
6000 · Payroll and Allowances				
6005 · Payroll Expenses				
6006 · Salaries	11,459.64	10,891.13	568.51	5.2%
6005 · Payroll Expenses - Other	1,173.63	368.00	805.63	218.9%
Total 6005 · Payroll Expenses	12,633.27	11,259.13	1,374.14	12.2%
Total 6000 · Payroll and Allowances	12,633.27	11,259.13	1,374.14	12.2%
6100 · Payroll Taxes				
6105 · Employer Payroll Taxes	1,652.47	1,262.39	390.08	30.9%
6100 · Payroll Taxes - Other	84.00	0.00	84.00	100.0%
Total 6100 · Payroll Taxes	1,736.47	1,262.39	474.08	37.6%
6200 · Employee Benefits				
6210 · Pension	1,392.30	1,406.24	-13.94	-1.0%
Total 6200 · Employee Benefits	1,392.30	1,406.24	-13.94	-1.0%
6300 · Occupancy				
6305 · Rent	2,000.00	2,000.00	0.00	0.0%
Total 6300 · Occupancy	2,000.00	2,000.00	0.00	0.0%
6400 · Telecommunications				
6405 · Telephone	354.00	453.93	-99.93	-22.0%
Total 6400 · Telecommunications	354.00	453.93	-99.93	-22.0%
6500 · Printing				
6520 · Utah Phillips Award Plaque	0.00	118.29	-118.29	-100.0%
6525 · Newsletter				
6340 · Mailing Services	314.75	314.75	0.00	0.0%
6530 · Design Newsletter	300.00	0.00	300.00	100.0%
6535 · Printing Newsletter	1,144.00	1,045.00	99.00	9.5%
Total 6525 · Newsletter	1,758.75	1,359.75	399.00	29.3%
Total 6500 · Printing	1,758.75	1,478.04	280.71	19.0%
6600 · Postage & Shipping				
6605 · Postage	1,030.05	926.40	103.65	11.2%
6610 · Shipping	47.70	73.55	-25.85	-35.2%
Total 6600 · Postage & Shipping	1,077.75	999.95	77.80	7.8%
6700 · Office				
6710 · Office Supplies	89.03	223.64	-134.61	-60.2%
6720 · Bank Charges				
6725 · Bank Service Charge	10.39	-45.45	55.84	122.9%
6726 · Bank Svc Charge Foreign	20.00	25.00	-5.00	-20.0%
6727 · CAD to USD (exchange rate)	28.08	107.92	-79.84	-74.0%
6720 · Bank Charges - Other	0.00	20.06	-20.06	-100.0%
Total 6720 · Bank Charges	58.47	107.53	-49.06	-45.6%
6740 · Paypal fees	1,131.77	889.47	242.30	27.2%
6745 · Stripe fees	10.47	0.00	10.47	100.0%
6750 · Square fees	0.00	12.34	-12.34	-100.0%
6760 · Credit Card Interest/Fees	0.00	-20.06	20.06	100.0%
6770 · Dues and Subscriptions	0.00	250.00	-250.00	-100.0%
6780 · Taxes - Sales Tax	133.70	127.21	6.49	5.1%
6785 · Taxes - Tax Fee	0.00	90.24	-90.24	-100.0%
6790 · Office Other Exp	200.00	0.00	200.00	100.0%
Total 6700 · Office	1,623.44	1,680.37	-56.93	-3.4%
6900 · Accounting				
6911 · Prof. Fees (1099-MISC tracking)	5,000.00	0.00	5,000.00	100.0%
Total 6900 · Accounting	5,000.00	0.00	5,000.00	100.0%

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04/29/16

Accrual Basis

Local 1000
Profit & Loss Prev Year Comparison
 January 1 through April 28, 2016

	Jan 1 - Apr 28, 16	Jan 1 - Apr 28, 15	\$ Change	% Change
7100 · Computer				
7110 · Computer Related				
7130 · Backup service	0.00	56.99	-56.99	-100.0%
Total 7110 · Computer Related	0.00	56.99	-56.99	-100.0%
7150 · Website				
7155 · Web Design	32.65	0.00	32.65	100.0%
7156 · Website Services	166.73	149.08	17.65	11.8%
Total 7150 · Website	199.38	149.08	50.30	33.7%
Total 7100 · Computer	199.38	206.07	-6.69	-3.3%
7200 · Insurance				
7215 · Disability Insurance	47.51	38.28	9.23	24.1%
Total 7200 · Insurance	47.51	38.28	9.23	24.1%
7300 · Conference & Exec Meetings				
7305 · Airfare	1,680.69	1,576.89	103.80	6.6%
7310 · Conference Fees	781.97	127.62	654.35	512.7%
7315 · Lodging	2,213.73	2,867.50	-653.77	-22.8%
7320 · Meals	56.71	0.00	56.71	100.0%
7330 · Parking	85.00	76.00	9.00	11.8%
7335 · Ground transportation	399.14	589.59	-190.45	-32.3%
7340 · Per Diem	934.00	843.00	91.00	10.8%
7345 · SFZ (Showcase Free Zone)	1,348.88	68.11	1,280.77	1,880.4%
Total 7300 · Conference & Exec Meetings	7,500.12	6,148.71	1,351.41	22.0%
7350 · Member Gatherings				
7365 · Gathering Lodging	1,500.00	4,200.00	-2,700.00	-64.3%
Total 7350 · Member Gatherings	1,500.00	4,200.00	-2,700.00	-64.3%
7400 · AFM Per Capita Taxes	16,566.00	16,252.50	313.50	1.9%
7500 · AFM FIF	390.00	0.00	390.00	100.0%
7700 · Fundraising Costs				
7710 · Banjo cost (Pete Seeger)	2,694.87	0.00	2,694.87	100.0%
Total 7700 · Fundraising Costs	2,694.87	0.00	2,694.87	100.0%
8000 · Advertising/Promotion				
8005 · Advertising	25.00	0.00	25.00	100.0%
Total 8000 · Advertising/Promotion	25.00	0.00	25.00	100.0%
Total Expense	56,498.86	47,385.61	9,113.25	19.2%
Net Ordinary Income	547.55	11,565.47	-11,017.92	-95.3%
Other Income/Expense				
Other Income				
5100 · Investment Income				
5105 · Bank Interest	0.58	0.41	0.17	41.5%
Total 5100 · Investment Income	0.58	0.41	0.17	41.5%
Total Other Income	0.58	0.41	0.17	41.5%
Net Other Income	0.58	0.41	0.17	41.5%
Net Income	548.13	11,565.88	-11,017.75	-95.3%

Local 1000 Canadian VP Report – E-Board Meeting **May 1, 2016**

P2 Visas and Border Crossing for Canadians

- New BEATS act has just been introduced in Congress – “Bringing Entertainment Artists To the States.” It would streamline the P2 process for musicians crossing the border into the U.S – application would no longer go through the processing center, application would be approved at the border. The process would still involve fees and administration by the CFM office. This came about partly as a result of our letter to the IEB. Note that having an act introduced in Congress doesn’t really mean much – the bill would have to go through many steps and be approved by Congress before it becomes law.
- Canadian Independent Music Association has just released a white paper about the P2 issue. I haven’t had time to read it yet but if it is appropriate I will circulate a summary and any recommendations for action.

Memo of Understanding with Local 149

- I have had feedback from the Canadian Committee on the draft memo of understanding sent by Michael; we have also talked about it at the board, and I have gotten feedback from John O’Connor.
- I need to consolidate responses and circulate my proposed wording back to Local 149
- I have uploaded a version of the file with my notes on each point in the drop box
- I will be trying to finalize an official response shortly and will keep the board updated on this.

Membership Issues

- We had a recent issue with someone who became a member of Local 1000 and didn’t realize he should have resigned in good standing from 149. When he signed up he was a member in good standing of Local 149 so we assumed he wanted to be a dual member— but he thought that he had switched locals by joining Local 1000. When we looked further into it, it seemed that he does do session work in Toronto a few times a year, so he should belong to Local 149. We have credited him most of his annual membership fee. I also advocated with people at Local 149 that given the misunderstanding that was partially ours, we didn’t feel like he should have to pay penalties to them.

To me this highlights a few issues – we need to make sure we are communicating clearly about when Local 1000 is the right choice for people, and we need to make sure they understand how to switch locals without incurring penalties. I think if we have other unexplained dual memberships that pop up, we should make sure to follow up with the member and clarify

all of this with them so that we know their intentions. Perhaps when a member joins, if Colin and Richard see that they are a member of another local, we should call them right away and sort it all out?

Canadian Recording Contracts

- I have obtained copies of Canadian recording contracts from Liana and forwarded them to the office and to Ken. Colin told me he would be looking at them and making sure they understood how to use them. We need to look at getting them up on the website (potentially with the Local 1000 logo added).

Pension Fund

- I'm trying to set up a session with the Canadian pension fund people so that I can get a primer on how the pension fund works. I want to make sure when I talk to members about the fund that I'm giving them correct information.