

AFM Local 1000 Executive Board Meeting, March 28th, 2017, ZOOM

CALL TO ORDER: The meeting of the Local 1,000 executive board was called to order on Tuesday, March 28th at 3:35pm.

Members Present: President Tret Fure, U.S Vice President Aaron Fowler, Canadian Vice President Eve Goldberg, Treasurer Vi Wickam, Eastern Representative Charlie Pilzer, Midwest Representative Amber Rogers, and Western Representative Gary Paul Hermus and staff members Richard and Collin.

The minutes from the January minutes were provisionally approved, final approval will happen via email after edits are made by Coin.

Presidents Report: Tret informed us that Steve Eulberg is interested in becoming the chairman for the finance committee. He has asked to step down from the nominating committee. John O'Connor has agreed to join the nominating committee. Tret has checked with several Canadian members and will continue searching for prime candidates. Joe Jenks has agreed to chair the scales committee.

Treasurers Report: Vi let us know that the quickbooks and credit card approvals are ready and the office will start implementation in April. Physical backups have been completed and the office staff will continue to do so on a monthly basis.

There was a lot of discussion about switching accountants and using a professional based in Colorado instead of New York. The finance committee thinks that it would be fine to use this new accountant for consulting purposes and if we needed someone more familiar with New York Payroll to call them. Vi will be meeting with the new accountant next week to better discuss the details and to get an accurate quote. Charlie raised several concerns that were discussed. Colin expressed his concern to stay with our current accountant through 2017.

Vi informed us that the new accountant has an audit compliance program, if we were to get audited she grants her work and takes care of all of the necessary paperwork.

Gary moved to postpone discussion on the tax accountant for three months. In the interim Vi can meet with the proposed new accountant to look over the bookwork. Eve Seconded, Motion Passed

Reminder – Vi needs to sign the conflict of interest form and send the updated finance forms.

Membership Ratification:

Vi moved, Charlie Seconds, motion passed to approve these members:

Alanna Saunders, Andre Blais, Ansam Al-Sarraj, Anthony Chatmon, Chris Verhoeve, Eleasha Gamble, Elizabeth Curry, Javier Ignacio, Jim Page, Josh Archer, Kate Moore, Kevin O'Donnell, Laurie Veldheer, Lisa Helmi Johanson, Melanie Hankewich, Ralph Agresta, Ryan DeNardo, Sean Forte, Skye Petel, Stephanie Umoh, Tafari Anthony, Vanessa Reseland.

There are a lot of members looking to be expelled. They've all been called Gary and Eve will continue their work to get in touch with those members.

There was discussion about making sure we keep great content and strive to achieve better communication in the New Deal Publication. There was discussion about keeping up memorials and new member information. There was talk about forming a communications committee Aaron and Collin would be happy to serve on that committee.

Office Report:

The office had a great conversation with Executive Director of CFM, Liana White in New York regarding the politics in Canada. Colin and Charlie had a great conversation with George Fiddler about the new members being touring "acts" and why the AFM is sending them to the Local 1000 for membership.

Canadian Report:

P-2 situation remains the same.

CFMA's has restructured their company and the questions raised about CBA's are no longer needed.

Colin and Eve continue to be very careful about memberships. Since 2012 on there hasn't been a problem with "stealing members" or accepting members who should be members of other locals.

Regionals: The board talked about which Folk Alliance Regional Conferences to attend and what our level of involvement would be.

SERFA- Debra and John O'Connor will represent. We will reimburse Debra (\$100.00 for an ad in exchange for website link)

SWERFA- Gary and Aaron will represent. Do we need an ad? What would it cost?

NERFA- Tret will represent, Diane usually comps the ticket fee.

Far West- Would Steve Eulberg represent? Vi is a maybe- no showcase free zone.

FARM- no representation

Folk Music Ontario- Eve will represent. They don't really understand the local 1,000. Eve will try to put together the estimated cost of this event.

IBMA- 2018 Vi and Amber

Eastern Conference- Richard will attend.

Canadian Conference of the AFM- A letter needs to be written to ask if we can attend, then present the board with the financial investment before a final decision is made.

Newsletter Content: Newsletter content is due on Thursday, we would like to see these content items: A note from Deb about SERFA, Communications Committee search, Webinar information, and a note from the Treasurer, Vi.

To Do List:

Folk Alliance – CBA
Utah Phillips Award
Scales Committee
Gift to Scott
Dropbox De-Clutter

Next Meeting: Our next meeting will be on May 9th

Adjournment: It was moved by Gary and seconded by Eve to adjourn the meeting at 5:10pm.

Submitted by Amber Rogers on March 29, 2017

Attachments: Treasure's Reports: local-1000-balance-sheet-moredetail-accrual-031517.pdf
local-1000-ProfitAndLoss-Cash-throughFeb-2017.pdf

Letter from Charlie Pilzer sent to board via email on March 22, 2017

Letter from Charlie Pilzer sent to board via email on March 22, 2017:

Colin and I had a nice conversation with George today.

The first question was “why was George recommending that actors in touring shows join Local 1000.” and what were the implications for us.

George told us a little of the history and the reasons for his recommendations.

The basic deal is that the touring shows have an agreement with the AFM via Pamphlet B or a specific letter of agreement. Part of the agreement is that all touring musicians will be members of AFM. In some shows, like Riverdance and Into the Woods, the actors play instruments. As such, they are considered musicians. The actors are members of one of the actor unions but they need to join an AFM local for the duration of the tour. The agreements are between the producers of the show and the AFM International Office.

Some of the actors may be residents of New York and members of Local 802 but (for example) Riverdance brings in actor/musicians from Ireland or Canada or other locations in the US. The actors need to find a local to join. George says it sort of doesn't matter what local they join as

long as they have a US address. For convenience, many of the actors use the producers office in New York. That would seem to suggest that they join Local 802. But they never perform in New York. They are in a tour company not the New York Company. Local 802 requires all union members under a show contact to contribute to the Local 802 Health Fund (via check-off on their contracts). It takes 17 weeks to qualify for the Local 802 Health Plan. And the Actors Equity plan is a better plan anyway. The tours may be “short tours” of 14 weeks or less. Even though the actor/musicians are contributing to the 802 Health Plan they never qualify to use it.

George’s solution is to recommend that the actor/musicians join another local and ask that the health benefits be paid directly to them. Which is allowable under the AFM touring contracts. And he interprets that since Local 1000 is the non-geographic traveling musicians local, what would be better than to have the actor/musicians join our local. We don’t have a health plan requirement. And nothing in our bylaws says that we cannot enroll these folks as members.

Colin and I asked if this would be in conflict with another local and George said no, in fact, it’s doing AFM a service by being the proper local for these traveling actor/musicians to join. He likes the fact that our website makes it easy for musicians to apply and specifically complimented Richard on his assisting members in joining.

George made two other comments - if we have difficulty getting dues payments from the actor/musicians we should either contact the producers, who have worked for a long time with AFM, and they will make sure that the musicians stay up to date or work through George to the producers. He also said that we start getting pushback from other locals, like 802, to contact George and he will help resolve the issues.

I asked about work dues. George said they go to AFM directly, not to a local. Perhaps, they are redistributed to the locals where the shows are performing. I think if we wind up with lots of members from touring local shows, we should ask for some portion of the work dues to cover our costs but for now we need to settle for our portion of quarterly/yearly dues. I figure having another 10-30 members with low maintenance is good for us.

It was clear from the conversation that George likes our Local and wants to keep working with us and recommending us as the Local of choice for these specific touring shows.

I suggest that we continue to accept these actor/musicians as members in Local 1000 and collect their dues. They may only join for a quarter or two or we may be able to keep them as longer-term members.

Local 1000, AFM
Profit & Loss
January through February 2017

	<u>Jan - Feb 17</u>
Ordinary Income/Expense	
Income	
5000 · Membership Dues & Assesmnt	
5010 · Annual Dues	8,772.00
5020 · Quarterly Dues	3,373.65
5025 · Work Dues	4,139.33
5030 · Initiation Fee	304.35
5035 · Re-Instatement Fees	150.00
5040 · Work Dues Equiv Donation	311.38
5045 · Individual Donations	
5047-2 · Banjo (Fundraiser) Pete Seeger	3,450.00
Total 5045 · Individual Donations	3,450.00
5050 · Joe Hill Educational Fund	4.50
5055 · ERF contributions	173.50
Total 5000 · Membership Dues & Assesmnt	20,678.71
Total Income	20,678.71
Gross Profit	20,678.71
Expense	
5999 · Refund of Dues Payment	9.00
6000 · Payroll and Allowances	
6005 · Payroll Expenses	
6006 · Salaries	6,536.46
6005 · Payroll Expenses - Other	1,110.82
Total 6005 · Payroll Expenses	7,647.28
Total 6000 · Payroll and Allowances	7,647.28
6100 · Payroll Taxes	
6105 · Employer Payroll Taxes	791.49
6100 · Payroll Taxes - Other	84.00
Total 6100 · Payroll Taxes	875.49
6200 · Employee Benefits	
6210 · Pension	766.10
Total 6200 · Employee Benefits	766.10
6300 · Occupancy	
6305 · Rent	1,000.00
Total 6300 · Occupancy	1,000.00

7:31 AM
03/15/17
Cash Basis

Local 1000, AFM
Profit & Loss
January through February 2017

	<u>Jan - Feb 17</u>
6400 · Telecommunications	
6405 · Telephone	60.96
Total 6400 · Telecommunications	60.96
6600 · Postage & Shipping	
6605 · Postage	87.00
6610 · Shipping	4.99
Total 6600 · Postage & Shipping	91.99
6700 · Office	
6710 · Office Supplies	75.30
6720 · Bank Charges	
6725 · Bank Service Charge	14.95
6727 · CAD to USD (exchange rate)	37.65
Total 6720 · Bank Charges	52.60
6740 · Paypal fees	391.83
6745 · Stripe fees	5.61
6750 · Square fees	34.29
6760 · Credit Card Interest/Fees	10.88
6780 · Taxes - Sales Tax	117.06
Total 6700 · Office	687.57
7100 · Computer	
7150 · Website	
7156 · Website Services	35.95
Total 7150 · Website	35.95
Total 7100 · Computer	35.95
7200 · Insurance	
7215 · Disability Insurance	28.10
7220 · Work Comp	773.08
Total 7200 · Insurance	801.18
7300 · Conference & Exec Meetings	
7305 · Airfare	575.52
7335 · Ground transportation	45.00
7340 · Per Diem	428.00
7345 · SFZ (Showcase Free Zone)	80.00
Total 7300 · Conference & Exec Meetings	1,128.52
7400 · AFM Per Capita Taxes	8,002.50

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Cash Basis

Local 1000, AFM
Profit & Loss
January through February 2017

	<u>Jan - Feb 17</u>
7500 · AFM FIF	<u>260.00</u>
Total Expense	<u>21,366.54</u>
Net Ordinary Income	<u>-687.83</u>
Net Income	<u>-687.83</u>

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03/16/17

Accrual Basis

Local 1000, AFM
Balance Sheet
As of March 16, 2017

	<u>Mar 16, 17</u>
ASSETS	
Current Assets	
Checking/Savings	
1000 · Cash	
1010 · Amalgamated Bank - primary	7,114.24
1015 · Amalgamated Savings ERF	1,581.25
1020 · Greenfield Savings	202.77
1025 · Petty Cash	100.00
Total 1000 · Cash	<u>8,998.26</u>
Total Checking/Savings	8,998.26
Accounts Receivable	
3400 · Accounts Receivable	<u>27,949.42</u>
Total Accounts Receivable	<u>27,949.42</u>
Total Current Assets	36,947.68
Other Assets	
3000 · Other Assets	
3410 · Loans Receivable	<u>7,213.50</u>
Total 3000 · Other Assets	<u>7,213.50</u>
Total Other Assets	<u>7,213.50</u>
TOTAL ASSETS	<u><u>44,161.18</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Credit Cards	
3555 · AmEx	67.60
Total Credit Cards	<u>67.60</u>
Other Current Liabilities	
3500 · Other Liabilities	
3525 · Member Overpayments	9.00
3530 · Payroll Liabilities	2,252.20
Total 3500 · Other Liabilities	<u>2,261.20</u>
Total Other Current Liabilities	<u>2,261.20</u>
Total Current Liabilities	<u>2,328.80</u>
Total Liabilities	2,328.80

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03/16/17

Accrual Basis

Local 1000, AFM
Balance Sheet
As of March 16, 2017

	<u>Mar 16, 17</u>
Equity	
4005 · Retained Earnings	14,720.00
Net Income	<u>27,112.38</u>
Total Equity	<u>41,832.38</u>
TOTAL LIABILITIES & EQUITY	<u><u>44,161.18</u></u>