

Local 1000 Ex. Board Meeting

April 11, 2018. 9:00 AM CST

Members present: Eve Goldberg, Aaron Fowler, Kev Corbett, Vi Wickham, Gary Hermus, Charlie Pilzer.

The meeting was called to order at 9:06 AM CST by Eve Goldberg.

Minutes from the March 27, 2018. Gary moved to approve. Vi seconded. The Minutes were Approved by the board.

Canadian Sexual Harassment statement

DRAFT #3 INDUSTRY STATEMENT

On March 1, 2018, senior representatives from numerous live and recorded music organizations participated in the inaugural Canadian Music Industry Anti-Harassment Summit. These organizations came together view to work collectively to develop an industry-wide national policy addressing all forms of harassment and discrimination throughout the music community.

Federal Heritage Minister Mélanie Joly joined this critical discussion via Skype along with representatives from her Department, in attendance for the entire meeting.

The following music industry organizations acknowledge that the nature of our work environments, often informal and transient workspaces, and coupled with the fact that the music community operates with a variety of contractual relationships, presents unique challenges for establishing national policy. However, we agree that there are a variety of important issues that need to be addressed to ensure a healthy culture, with zero tolerance to harassment, sexual harassment, bullying or violence in the workplace. The music community at large needs support as they evaluate their internal organizational policies and procedures.

All of the groups listed below support the following collective objectives:

- 1. We will develop a “Best Practices Policy” that can be adhered to, or used as an example, by large and small music performance venues/festivals, recording studios, music companies and the many varying workplaces in the music community*
- 2. We will seek, through the policy to set standards that protect*
 - a. artists, musicians, technical staff, administrative staff and audience;*
 - b. whether they are clients, volunteers, employees, dependent contractors or independent contractors; and*

c. regardless of their representation by an association, guild or union, or not represented at all.

3. We recognize that there must be zero tolerance for harassment in the music community;

4. The policy created must contain guidelines that will have an impact and processes to govern claims and complaints;

5. We will look for ways to provide resources for victims with steps on what to do when harassment occurs, and how to seek support.

Charlie moved to sign on to the statement. Gary 2nd. Board approved.

Member Ratifications

Harlod "Buck" Brandt III

Lisa Hodgson

Michael Click

Stephen Jenkinson

Aaron moved to accept all 4 new members. Charlie 2nd. Board approved all members.

CBA Ratifications

Eulenspiegel. Vi moved to accept . Kev 2nd. Board approved.

Roomdad. Vi moved, Charlie 2nd. Board Approved (Aaron abstained)

Sec Treas Report

We reviewed the Profit and Loss report (cash). Vi noted the adjustment for AR at the end of the report. This helps us get a better picture of our financial status.

Vi will follow up with Richard on "Grants to Members" line.

Charlie, Eve, Vi and Aaron are still looking for a time to create a 2018 budget.

Motion to a receive the report by Gary.

President's Report

Eve has talked with Michael Manley at AFM regarding a possible CBA that could be signed with FAI. They are looking at what types of gigs FAI would have that would be covered by a CBA.

East Coast Rep - Roselyn Dennett is interested in filling Charlies in 2019.

Midwest Rep. Possible names include Sue Massek. Terry Gonda, Sam Gleason. Eve will continue to work on this.

Eve received word that MPTF has awarded us between \$4,000-\$5,000 for 2018-19. Seems like this is a little more than last year. We need to make our members aware of this fund. Possibly a Cyber call.

Canadian Report

Canadian committee is being put together by Kev. John Wort Hannam, Bob Ardern, Melanie Hankewych. Need to look at membership list to get possible names. Eve will help with this.

Kev is working on calling new members from Canada.

Kev has been making connections with some of the Indigenous storytellers/Spoken word artists in Canada. Indigenous folks are willing to talk, but there are special challenges we need to work through. Kev will be spending time on this in the next few months.

Communications Committee

Aaron is working to set a meeting in late April. Vi talked about the website. Still on target to get it in a draft mode by May.

By-laws Revisions

New member dues will be voted on at our membership meeting at the GLAE conference. A 30 day notice ahead of the meeting must be sent to all our members letting them know if the proposed changes. Wondering if there are other by-laws that should be made at the same time. All changes will be presented at our next Ex. Board call. Charlie and Eve will review the current by-laws and bring the needed changes to our next board meeting.

Retreat

Details have been set for the members retreat this summer. Cost will be \$150 for GLAE conference and \$100 for the Sunday Local 1000 gathering. Eve has put the information on our FB page and on the website. This can be paid for now on the website. It has been suggested we have a resource person talk at the retreat on Sexual Harassment. John McCutcheon will be receiving the Joe Hill award at the conference and we want to use this as a time to talk about Local 1000.

Charlie asked about a Sunday night party for Local members. Ideas include a Showcase free zone or a concert. Not sure how many folks would be hanging around for the evening. Make the evening more social in nature. Will need to see how folks will be hanging around. Could be at Charlie's studio or a restaurant depending on how many folks stay. This is still fluid, based on how many will stay.

The budget needs to be addressed again since housing will be donated for Steve and a resource person. Also, the travel for the resource person hopefully can be reduce if they are a local person.

Charlie will be working to raise money to offset the expense of the event. He requested that the board put some amount into the "scholarship" fund so he can let other donors know the board has contributed to the fund.

\$25 for 25

Steve, Charlie and Aaron still need to talk about how to jump start this with a list of "what the money will be used for", things we can "sell" to donors.

Vi will poke John McCutcheon again to make sure the complication CD is moving forward.

SERFA

Tret will be our backstopped. We are putting an ad in the booklet and will be setting up a 1/2 table.

Vi moved to adjourn at 10:25.