

## **Local 1000 Ex. Board Meeting**

July 3, 2018

10:00 a.m. EDT (10:04)

Called to order by Eve Goldberg at 10.04

**In Attendance:** Eve Goldberg, Gary Hemus, Vi Wickham, Kev Corbett, Charlie Pilzer (Minutes)

### **Minutes of the Last Executive Meeting**

Motion to approve by Vi, Seconded by Gary, Approved Unanimous

### **Review of New Member Applications**

- Chad Huval, Jamar Jones, Abigail Lapell, Jaden Spanier, Suzanne Whitney
- Kev moved to approve, Vi seconded, Approved Unanimous

### **Review of CBAs To Be Ratified**

- Wolf Moon - Vi moved, Gary seconded, Approved Unanimous
- Soup and Song - charlie moved, Kev seconded, Approved Unanimous

### **Discussion of Approval of Changes to Wage Scales, Dues Bylaw amendments**

- Effective 10/1/2018
- annual dues \$177, quarterly \$46.75
- Notify membership in next newsletter
- Richard asked about effective date, not retroactive
  
- update bylaws on the web
- update store on web
- Need to edit/sticker brochures
- Richard/Colin will handle in the office.
  
- Eve will reformat the scales page and put it on website

### **President's Report**

#### **GLAE 2018**

- great gathering, very inspiring
- 25 L1000 members present.
- Our participation in the program less than expected. Bus to Poor Peoples campaign punched a hole in the program. John McCutcheon received the Joe Hill award. Had a happy birthday moment on stage at the concert on Saturday evening. Worthwhile to be there. Racially more diverse than L1000.

### **Member Retreat**

- 12 members present.

- Presentation on Sexual Harrasment and assault. Then debrief on what L1000 can be doing.
- Review of L1000 future. How should L1000 change to have a future. Connect to younger and diverse musicians. Gary suggested that we form a committee to oversee a process of strategic planning and sustainability of the local. Nice party at Tonal Park afterwards.

### **Sexual Harrasment**

- At membership meeting resolution policy adopted.
  - Came up with some ideas at the meeting.
  - To include specifc language about sexual harrasment in the bylaws.
  - Modify grievance policy to include harrasment.
  - What can l1000 do with complaints about venues,
  - Create a support group within L1000.
  - Use Cyber Union Hall to send information to members.
  - Include a clause in Fair Trade Music agreement.
- Kev suggested better communication to members. Something beyond eNewsletter.

### **Secretary-Treasurer Report**

- Uploaded reports as of 6/30.
- Discussion of accrual vs cash basis reports
- P&L still reflects \$2000 grant to members so should show a \$500 surplus. \$9000 due at the end of the month for Per Cap. Annual dues are up, work dues are down. Expenses are down a little bit.
- Eve requested that Vi review transactions for categorization - clean up P&L.
- We are up \$500 for the year and \$2500 better than this time last year.
- Cash Flow is better and we have been able to pay our bills as they have become due with the exception of Per Capita dues.

### **Canadian Report**

- Kev has a draft of the maternity leave subbing policy - will send to Liana and Eve
- Kev went to Canadian Conference. Were more receptive than in previous years. Ray Hair and Liana believe that L1000 should be full members of Canadian Conference.
- Should the maternity leave subbing agreement be a more general subbing agreement?
- Reconstituting the canadian committee –
- Interested in cofunding with AFM IEB - mostly merch.
- Working on Candian version of the Fair Trade agreement

### **Pension Fund Notice**

- Members received a notice from EMP regarding changes to rehabilitation plan.
- CBAs will be required to increase their contribution to rehabilitate the pension but there will be no increase in benefits.

- We need to communicate to our members what this means for them.
- We should hold information session about pension future.
- Perhaps we should have a conversation with the EMP about the impact that this will have on our members with CBAs.

**Other Business**

- Time for information for the Newsletter.
- Gary notified Dalis that L1000 will not have official representation at the year's SWRFA

Vi moved to adjourn, Gary seconded.