

Local 1000 Annual General Meeting

15 August 2020 – via Zoom

Meeting called to order 2:03

Attendance

Staff: Richard Coombs

Board: President Eve Goldberg, Vice-President Aaron Fowler, Vice-President Kev Corbett, Secretary-Treasurer Beth Cahill, Aileen Vance, Rosalyn Dennett, Erin Mae Lewis

Members at Large:

Ann Zimmerman, Charlie King, Charlie Pilzner, Daniel Senie, Faith Senie, Daniel Boling, David Borough, Deborah Van Kleef, Debra Cowan, Deidra McCalla, Jesse Palidofsky, Joe Jencks, John McCutcheon, John O'Connor, Leo Biciunas, Laurel Masse, Mara Levine, Peter Alsop, Reggie Harris, Rick Goldin, Rick Nestler, Donna Nestler, Si Kahn, Timothy Van Egmond, Tom Begich, Tret Fure, Vi Wickam

Opening

Reggie Harris sang the opening song – “We will not rest till the storm is over”

President Eve Goldberg began the meeting by acknowledging that she was joining the membership meeting from Toronto which is in the traditional territories of the Mississauga’s of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples. All members attending the meeting introduced themselves via chat and noted where they were from. The Electronic Meeting Protocol was noted.

Approval of Last Meeting’s Minutes

Canadian Vice-President Kevin Corbett moved to approve Deidra McCalla seconded; motion carried.

President’s Report

President Eve Goldberg noted that the last AGM meeting was in January and was pre-COVID. She reported that in the beginning of the crisis the Board was meeting every week and now is meeting every other week. Eve thanked the Board members for all their work. She noted the policy to wave late fees and reinstatement fees and the decision to suspend member suspensions.

She also thanked the Solidarity Team, the Tech Team, the Resource Team for all their hard work which included: making calls to members, supporting members to take their business online, organizing virtual coffee hours, putting out the newsletter, keeping the website up to date, she also thanked our amazing staff Colin and Richard for making the transition to working from home and carrying on the regular work of the local during this challenging time, including being available to members when they had questions and processing dues payments as well as pension contributions.

She thanked the Past Presidents’ Advisory Council (“The President’s Club”) for their insight, support and leadership. She also singled out Cathy Fink for her work on the Emergency Relief Fund and Debra Cowan for sending personal notes to donors to the fund. President Goldberg recognized all the members who donated time, concerts and money to the ERF. She noted how incredibly proud she is to be part of this community.

She briefed members on the advocacy work of Local 1000 which included: sending letters to the US and Canadian governments regarding the critical issues facing members and the policies and legislation that are needed to support them during this crisis. She also noted how Local 1000 is working with other unions

and arts organizations. President Goldberg also spoke about the uncertainty around the future. Online performances are a new context and Local 1000 has an important role to play in proposing rules and processes that can make the situation fairer.

Financial Report

Secretary Treasurer Beth Cahill presented the financial statements and discussed the present situation. While dues have been down significantly, the energy and success of ERF fundraising has been an inspiration. While these are difficult times Local 1000 has been able to meet its financial obligations and has proven it can care for its members. Mara Levine questioned why there were so few applications to the ERF. The members discussed ways to reach out to members to let them know that help is available. Donna Nestler moves to accept the report, Dan Senie seconded, motion accepted

Office report

US Vice-President Aaron Fowler thanked Richard and Colin the Local 1000 Office staff. He noted that they managed to move the office which is now situated at AFM national headquarters. He noted however, that operations were moved online when the pandemic hit with Colin and Richard working almost entirely from home. He informed members that Colin and Richard split a 35 hour a week position.

Solidarity Team

John McCutcheon reported on the activities of the Solidarity Team. He said that members were grateful to hear from the Local 1000 during this time. It is a great opportunity to learn about what members need and what matters to them. He did note that there is a large Canadian membership and US solidarity team members outnumber Canadian ones. They are mounting an additional phase of member contact mounting in September and the feeling is that an ongoing program of personal contact is important. He strongly advocates for a permanent Solidarity Team that should be integrated into Local 1000 functions.

Estimated Work Dues

Aileen Vance reported on efforts to get members to pay Estimated Work Dues, formerly called Work Dues Equivalency. Since most members are out of work, this initiative continues albeit with a long-term time horizon. It was noted that many members do not pay work dues and do not file contracts. Estimated work dues are a way to make automatic monthly payments when someone is not filing contracts. For questions related to what dues payments are tax deductible, members were encouraged to clarify with their tax professional. We have also created a category called "Solidarity Pledge" for those who are not doing music work but want to support the local by contributing regularly.

Fair Trade Music Report

Debra Cowan presented the report. The Fair-Trade Music Committee (FTMC) has been meeting regularly to address the challenges of COVID 19. They are doing outreach to signatory venues and presenters. They are asking the guarantees be honoured and seeing how they are faring. The FTMC is laying the groundwork for presenting online concerts. There is talk about hiring an organizer who would do work around member outreach and the world of online concerts. John O'Connor is looking into this.

The FTMC have adopted a list of scales for online work and post concert revenue sharing. There is no need to change by-laws. Scales are recommended and can be adjusted to include additional language including post-concert revenue sharing. FTMC is trying to stay in active communications with registered venues.

Canadian Report

Rosalyn Dennett reported that there was a fee increase for P2 visas on October 2. People are still applying for visas and hopeful that the border will be reopening. The Canadian Federation of Musicians (CFM) participated in the pre-budget consultation to the federal government advocating for financial support for unemployed musicians, in particular urging that The Canadian Emergency Relief Benefit be extended until to 31 March 2021 for entertainment workers. The CFM is also advocating for a universal basic income and Employment Insurance expansion to include self-employed workers and musicians. The CFM is also advocating for musicians to borrow against their RRSP without penalty.

Pension Update

John O'Connor reported that the US pension is declining status. The administrator has applied to US Dept. of the Treasury to adjust benefits that are currently being paid out. The application was denied. There was some disagreement on the actuary's estimates. The administrator is asking that the estimates be adjusted and that the application be resubmitted quickly. The new application will have new numbers. COVID is impacting the pension contributions of members. The recent COVID stimulus package includes pension relief. Local 1000 is urging people to write email call representatives to fix union pensions. AFM Board members are also working hard on advocating for pension relief.

Fall Elections

It was noted that President Eve Goldberg will not be standing for re-election. Aaron Fowler expressed his intention to stand for this position. The positions of Canadian Vice-President and Midwest Representative are also up for election. All members are encouraged to consider standing for election and getting more involved with the Board.

Other Business

Briefly noted members were encouraged to contact Richard about accessing The Music Performance Trust Fund or MPTF. Matching funds for online performances that are sponsored by schools, nursing homes, libraries, etc., and are free and open to the public.

Members were also made aware of folkVote a non-partisan effort for democracy that serves as a platform for videos and songs that encourage people to vote.

And...Happy Birthday to Debra Cowan!

Closing

Deidre McCalla sang closing song "That's How We Pray."

Tret Fure moved to adjourn, Debra Cowan seconded.

Meeting adjourned at 3:53

Minutes respectfully submitted by Beth Cahill

Addendum: Chat from Zoom Meeting

Running chat from Membership Meeting

August 15, 2020

13:01:31 From Rosalyn Dennett : Hi folks!

13:02:00 From Joe Jencks : Greetings from the Cornfields of Illinois... 13:02:32 From

Tret Fure : Greetings from the floods of Virginia 13:03:18 From Debra Cowan :

Thought I'd throw some marketing in here 13:03:32 From Vi Wickam : Hi Deb!

13:03:49 From Vi Wickam : Hi Richard!

13:03:59 From Vi Wickam : Hey Kev!

13:04:12 From Reggie Harris : On Solid Ground

Chorus:

We will not rest till the storm is over

We will not lay this burden down

We will keep each other strong

We will love and carry-on

Till we stand all together on solid ground.

Verse

It's been a long hard journey on a winding road

So many have gone before us and they carried a heavy load

But they went singin' as they made their way

Now we follow their footsteps as we work today.

Verse

I know that you're weary ... we all feel the pain

Sometimes the actions of the world will try your soul again

But I believe that a better day is comin' our way

That's why we're raising our voices as we work today.

Verse

All around there is hatred... all around us there's fear

Violence touches our lives and the message is clear We mourn our martyrs... in our hearts they stay As we sing "We Shall Overcome" and go on our way! Words and Music by Reggie Harris ©2020 ASCAP All rights

Reserved www.reggieharrismusic.com

13:07:13 From Tret Fure : Beautiful song, Reggie!

13:07:56 From Aaron Fowler to Erin Mae Lewis (Privately) : Thanks for hitting record! 13:08:15

From Debra Cowan : love the big finish !

13:08:59 From John McCutcheon : I am standing on Cherokee land

13:09:15 From Debra Cowan : I am standing on Mashpee land

13:09:41 From Reggie Harris : Land of the Mohawk nation

13:09:45 From Tom Begich : I am standing on De'naina land

13:09:51 From Tret Fure : I

13:09:54 From timothyvanegmond : I am standing on Pocumtuck land

13:09:58 From Tret Fure : M standing on Powatan land

13:10:05 From David Borough : Standing on Ohlone land

13:10:05 From Donna and Rick Nestler : Leni Lenape

13:10:19 From Aileen Vance : I'm standing on Awaswas (Ohlone) ground 13:10:35

From Aaron Fowler : Aaron Fowler, Wichita, KS. US Vice President. 13:10:37 From

Daniel Boling - Limelinters : Daniel Boling Albuquerque, NM 13:10:42 From Donna and

Rick Nestler : Monticello NY

13:10:42 From Tret Fure : Newporty News, president emeritus

13:10:42 From John O'Connor : Franklin, NY.

13:10:43 From Vi Wickam : Vi Wickam from Loveland, Colorado on the Finance Committee. 13:10:45 From

David Borough : San Jose CA. Solidarity Committee, Fair Trade Music Committee...

13:10:49 From Dan and Faith : Dan and Faith Senie from Charlestown, NH (Dan on Tech Committee)

13:10:49 From Tom Begich : I'm from Anchorage Alaska. Been in Local 1000 for 4 years. 1st meeting.

13:10:52 From Aileen Vance : Aileen Vance, Western Regional Rep, Santa Cruz California

13:10:54 From Debra Cowan : Debra Cowan Shrewsbury, MA member of Fair Trade Music, Solidarity and Communications Committee

13:10:55 From Reggie Harris : I'm in Middleburgh NY.. Schoharie County 13:10:57

From Laurel Masse : Highland, NY

13:11:00 From Erin Mae Lewis : Erin Mae Lewis- Wichita, KS USA - Midwest Regional Representative

13:11:05 From John McCutcheon : John McCutcheon, Smoke Rise, GA. Fair Trade Music Committee and Solidarity Team

13:11:07 From Jesse Palidofsky : Jesse Palidofsky Washington DC

13:11:10 From Deborah Van Kleef : Deborah Van Kleef, Cleveland Heights, OH, Birthday Bunny 13:11:12
From Rick Goldin : Rick Goldin, Lowell, MA

13:11:16 From Joe Jencks : Joe Jencks (former Board Member at Large) Current member of the Fair Trade Music Committee, Chair of the Scales Committee.

13:11:20 From timothyvanegmond : I'm from Montague near Amherst in Western Mass. One of the birthday bunnies, Solidarity Team.

13:11:26 From Charlie King : Shelburne Falls MA, Nominating Committee 13:11:29
From Deidre McCalla : Deidre McCalla. Riverdale, Georgia

13:11:33 From Richard : Richard Coombs - New York City - Admin Dir Local 1000

13:11:39 From Rosalyn Dennett : Rosalyn here, in Smiths Falls, Ontario, on the land of the Algonquin Anishnaabeg People. Eastern Rep. on the Board, and Licensing and Outreach at Canadian Federation of Musicians

13:11:50 From Kev Corbett : Kev Corbett, Canadian VP, hello from Ki'jpuktuk, Mi'kmaq (Halifax NS, Canada)!

13:11:57 From Elizabeth Cahill : Beth Cahill - Sec Treasury from Wakefield QC but coming to now from beautiful Vancouver unseeded territory of the Squamish Nation.

13:12:00 From John O'Connor : Don't know what Indian tribes lived here but I am standing on land of dairy farmers whose way of living has been destroyed by neoliberal policies over the past 40 years that have forced them to give up their farms due to corporate farming.

13:12:12 From Mara Levine : Mara Levine. Edison Nj, and I was on a committee that was working on Work Dues.. Solidarity Team.

13:12:33 From Joe Jencks : DeKalb IL - Historic home of the Ottawa and Patawaomi people 13:12:51
From Charlie Pilzer : Takoma Park, MD

13:12:56 From Aaron Fowler :
https://drive.google.com/drive/folders/1tv_n0pAjXAo1Q4DSsWFiYws9MxByKuh?usp=sharing

13:13:42 From Laurel Masse : Lenape land.

13:14:44 From Mara Levine : Raritan People of the Lenape

13:14:58 From Aileen Vance : You're doing an awesome job, Eve!

13:15:32 From Erin Mae Lewis :
<https://drive.google.com/file/d/1lxfKGIVUObb2tUAMJm4LTDRtVdJ9qYQA/view?usp=sharing>

13:15:41 From Erin Mae Lewis : That link is directly to the Agenda

13:15:57 From Dan and Faith : Sort by modified date and the new documents will come up. 13:17:54

From Mara Levine : where is that? I don't see the folder

13:18:16 From John McCutcheon : I was not at the meeting, so I cannot make any determination on whether these are accurate

13:18:23 From John McCutcheon : I will abstain

13:18:40 From Mara Levine : Thank you

13:18:43 From Vi Wickam : I move to accept.

13:18:45 From Rosalyn Dennett : I abstain

13:18:50 From Vi Wickam : The attached reports aren't attached.

13:19:19 From Vi Wickam : cool

13:19:26 From Vi Wickam : financial report

13:21:31 From si : Si Kahn here in Charlotte NC, historic and current home of the Catawba Nation.

13:21:48 From Vi Wickam : I'm following. ;)

13:22:48 From Aileen Vance : Hey, everybody, We'd love to see you at the next L1K Zoom Coffee Hour. It's next Wednesday, August 19th @ 4pm EDT; 3 pm CDT, 2 Mountain and 1pm PDT. The deets are posted on the L1K member Facebook page. Or e-mail me and I will send them to you: avandlt@cruzio.com

13:24:55 From Erin Mae Lewis : Cathy had a gig today and sends her regrets that she is not able to be in attendance.

13:25:07 From Debra Cowan : Speaking of Colin...he's going to be a Dad any day now and I am collecting money so that we (the Local) can get him a gift. Contact me on the email dcowan@DebraCowan.com if you want to contribute.

13:26:14 From Tom Begich : I appreciated the call - that is why I am on today. 13:28:11

From John McCutcheon : do you see yourself??

13:28:29 From John McCutcheon : oops, sorry, meant for Erin Mae

13:28:49 From Vi Wickam : 10 years? ;)

13:28:51 From Dan and Faith : It's groundhog day...

13:29:13 From Charlie Pilzer : It's Blursday in Covidstan.

13:30:19 From Rosalyn Dennett : yay Eve!

13:30:40 From Aileen Vance : what Rosalyn said!

13:30:51 From Joe Jencks : YEAH Eve!

13:31:08 From Joe Jencks : Yeah Beth!

13:31:28 From Kev Corbett : Thx, Eve. GREAT summary.

13:32:59 From Jesse Palidofsky : Thanks Eve, well done! And thanks everyone, I really appreciated being reached out to via phone by fellow Local 1000 member a few months back. I felt the love!

13:35:42 From Donna and Rick Nestler : For future reference, the host can make someone else a host, too... then they can share their computer screen. Might make it easier to see the documents for all.

13:36:33 From Dan and Faith : Or the host can explicitly give sharing access to individuals

13:37:24 From Erin Mae Lewis : In the past, when we've done screen sharing, it was not ideal for those attending the meeting via phones or tablets. We opted to share documents as files for everyone to view in the way that works best for them.

13:37:55 From Erin Mae Lewis : Your feedback on screen sharing versus document sharing is welcome, though. These are adjustments we'd be happy to make based on your feedback.

13:38:11 From Dan and Faith : And nothing says we can't do both

13:38:51 From Aileen Vance : Beth, this is a lot of work and thank you so much! well done! 13:39:15

From Tret Fure : Thank you Beth!

13:39:31 From Deborah Van Kleef : Yay Beth!

13:40:29 From Mara Levine : Have only 2 members requested ERF loans? 13:40:57

From Erin Mae Lewis : I believe that is correct, Mara

13:43:21 From Daniel Boling - Limelitters : I thought work dues were the PRINCIPAL source of income for the Local's operating expenses...

13:43:44 From Mara Levine : it is interesting that only 2 people applied for assistance 13:44:15

From Vi Wickam : Good job, Beth!!!

13:44:33 From Tret Fure : I move

13:44:53 From Mara Levine : I raised my hand

13:44:56 From Vi Wickam : @Daniel - Generally you are correct, but that hasn't been the case with Local1000 for as long as I've been aware.

13:45:19 From Daniel Boling - Limelitters : I see.

13:45:49 From Joe Jencks : That will change as this progresses. More people will need help in the coming months.

13:46:08 From Charlie Pilzer : I agree Joe

13:46:33 From Aileen Vance : Yes, that's what we thought too, Joe—that people have been holding off on applying for it til they need it

13:46:58 From Aileen Vance : has been

13:47:30 From Aaron Fowler : We currently have 398 members. Down about 100

13:50:07 From Eve Goldberg : Just to clarify, membership has been slowly going down over the last few years. But Covid is definitely accelerating it.

13:50:26 From Vi Wickam : I think we were at 491 at the beginning of the year.

13:51:06 From Eve Goldberg : No it was lower than that at the beginning of the year. More like 450. I don't have numbers in front of me.

13:51:17 From Erin Mae Lewis : There are quite a few members in extended suspension right now — not officially “out” of the organization, but not members in good standing.

13:51:28 From Erin Mae Lewis : 398 is members in good standing

13:54:07 From Aileen Vance : Thank you, Richard!

13:54:20 From John McCutcheon : You work WITH us

13:54:43 From Daniel Boling - Limeliter : MUCH appreciated, Richard & Colin 13:54:59

From Debra Cowan : yay Richard and Colin who make our ship go!

13:55:16 From Kev Corbett : Further to Mara's question: In making solidarity calls across Canada, my sense was that 1) Many members had partners with other types of work that they could continue remotely from home (as was my situation), so for them, not a lot changed. 2) Many members had other work themselves. 3) Many, myself included, jumped into other work seeing an end to whatever government relief programs. I spoke with one member who summed their position as: 'Having an ERF is great, but I now need to solve a much larger structural problem in my life.' So, they're keeping the ERF in their back pocket.

13:55:17 From Debra Cowan : Paypal.me/DebraCowanMusic

13:55:54 From Debra Cowan : Venmo: @Debra-Cowan-Music

13:56:13 From Debra Cowan : CashApp: \$DebraCowanMusic

13:56:27 From Vi Wickam : You're right, Eve. First quarter per capita was 457, and Q4 2019 was 462 members in good standing.

13:56:38 From Richard : Christi Tai Gelo and Colin Dean - baby due at any moment now! 13:56:39

From Aaron Fowler : Please make sure you put “for Colin” in the memo 14:01:31 From Vi Wickam :

Good work John and Solidarity team!

14:02:01 From Aileen Vance : <https://www.local1000.org/shop/pay-dues-and-fees/> 14:02:09 From

Jesse Palidofsky : Great idea to keep the Solidarity Team as an ongoing team!

14:06:17 From Debra Cowan : Member dues are tax deductible but the solidarity pledge is not I assume

14:06:33 From Aaron Fowler : correct

14:06:43 From Debra Cowan : pledge FROM non-members

14:06:58 From Erin Mae Lewis : Can be from non-members or members

14:07:33 From Debra Cowan : But work dues are tax deductible so members can call their solidarity contribution work dues

14:08:40 From John McCutcheon : please check w/your tax person, as mine told me that, under new tax law, “union dues” *are* tax deductible, but work dues are not.

14:09:31 From Debra Cowan : Good point. Thanks JM

14:09:40 From Deidre McCalla : Is there a mechanism for filing a stream as a performance? 14:09:49
From John McCutcheon : coming up...

14:10:03 From Debra Cowan : Stay tuned

14:12:00 From Aileen Vance : HAPPY BIRTHDAY, DEB!!!!

14:15:13 From Elizabeth Cahill : Good point! I will try to intervene at some point

14:16:06 From Mara Levine : I would appreciate a copy of the chat history be emailed to me at MarabLevine@gmail.com, as the links are here and I can't save it in my cell phone.

14:17:03 From Erin Mae Lewis : Aaron Fowler will have the chat history — email him following the mtg and he can get it to you.

14:21:58 From Mara Levine : is that \$695 per person or per group?

14:22:58 From Kev Corbett : Per person.

14:23:00 From Charlie Pilzer : Per Visa Application - Ouch!

14:23:09 From Eve Goldberg : Per visa application, not per person.

14:23:34 From Eve Goldberg : But I believe it was \$460 before, so a huge increase. 14:24:37
From Debra Cowan : Rosalyn is our mole!!

14:24:44 From Aileen Vance : thank you, Rosalyn, for staying on top of all of this! 14:25:41
From Vi Wickam : Thanks, Rosalyn!@

14:26:27 From Aaron Fowler : US pension

14:31:24 From Aileen Vance : CARES act

14:31:33 From Eve Goldberg : HEROES Act, I think?
14:31:38 From Aileen Vance : ?

14:31:46 From Charlie Pilzer : correct Eve

14:31:58 From John McCutcheon : I thought that was in the HEROES act, not the CARES act 14:32:01
From Aileen Vance : noted :-)

14:32:18 From John McCutcheon : and Vote in November for a new Senate 14:32:47 From Aileen
Vance : yes, I posted the link on our member FACEBOOK page, too 14:32:50 From Daniel Boling -
Limeliter : What John M. said.

14:34:13 From peteralsop : And call or write any democratic representatives to get back now to hold DAILY HEARINGS on postal service stuff and anything else we can get done to get some consequences happening for the malfeasance that's going on.

14:35:05 From Debra Cowan : Call Republicans too. They not listen but many voices are very hard to ignore

14:35:19 From Debra Cowan : *may* not listen

14:35:39 From Dan and Faith : Even Republicans may listen if enough angry constituents call. 14:35:50
From Joe Jencks : YEAH Aaron!

14:40:03 From Charlie King : Charlie King vaguelyrem@aol.com for nominating committee.

14:40:18 From Debra Cowan : Serving on the Board was an amazing education for me. I concur with everything that JM is saying.

14:40:28 From Deborah Van Kleef : Ditto.

14:40:35 From Daniel Boling - Limeliter : Agreed

14:40:59 From Debra Cowan : And the pay is fantastic!

14:41:22 From Debra Cowan : It's your severance package

14:41:33 From Charlie Pilzer : It's incalculable. Big non-cash benefits

14:42:35 From Dan and Faith : MPTF?

14:42:41 From Mara Levine : Can you explain what that is?

14:42:47 From Joe Jencks : Thanks for your immense work and service, Eve!

14:42:53 From Kev Corbett : Likewise for me. I fully intend to stay involved, just need to cede space to someone more available for meetings than I can be, at least until this job resolves itself.

14:43:54 From Jesse Palidofsky : I had a great experience performing for subsidized senior housing site in Washington DC through MPTF!

14:44:00 From Debra Cowan : Richard is the MPTF King!

14:44:13 From John McCutcheon : I serve on the Atlanta AFM board and the MPTF guidelines, live concerts are subject to adherence to local gov guidelines. We've had a bunch turned down, on those grounds. So do your homework beforehand.

14:44:19 From Jesse Palidofsky : I agree-Richard helped tremendously!

14:44:48 From Joe Jencks : Apologies... I have to go. Thanks Reggie for that Fabulous opening song. Thanks to all of our board members past and present - and especially to the President's Club for your continued service and guidance. Thanks for L1K Tech Team for helping a lot of us continue to make living - schooling us all the way. :-)

14:45:18 From John McCutcheon : Vote, Dammit!

14:45:21 From Tom Begich : On it, Si!

14:45:25 From Daniel Boling - Limeliter : Hear, hear!

14:45:47 From Aileen Vance : is it folkvote.org? or .com?

14:45:55 From Debra Cowan : <https://folkvote.sikahn.com/>

14:46:10 From Rosalyn Dennett : HAPPY BIRTHDAY!!!

14:47:33 From John McCutcheon : turn on original sound

14:47:56 From si : Just google folkVOTE and it will get you there. And write us a song! 14:48:04

From Aileen Vance : ok

14:48:21 From Debra Cowan : <https://folkvote.sikahn.com/>

14:52:38 From Rosalyn Dennett : beautiful song!

14:52:55 From John McCutcheon : don't we vote?

14:52:58 From Aileen Vance : BEautiful and perfect, Deidre!

14:53:01 From Rosalyn Dennett : Thanks for moderating, Eve!

14:53:04 From Vi Wickam : Bye everybody!

14:53:07 From Vi Wickam : Thanks, Eve!

14:53:17 From Jesse Palidofsky : Thanks for your service Eve!

14:53:23 From Aileen Vance : It's great to see everyone!!!!

14:53:24 From David Borough : Thanks Everyone

14:53:36 From Richard : Thank you EVERYONE!

14:53:43 From Dan and Faith : Thanks all! Good to see everyone!

14:53:47 From Debra Cowan : Thanks for the birthday wishes.

14:54:05 From Erin Mae Lewis : 35

14:54:05 From Debra Cowan : Might be a record

14:57:23 From Elizabeth Cahill : Got to virtual hug to everyone!

Financial Report

Local 1000, AFM
Balance Sheet - Accrual
As of August 14, 2020

	Total		
	As of Aug 14, 2020	As of Aug 14, 2019 (PY)	Change
ASSETS			
Current Assets			
Bank Accounts			
1010 Amalgamated Bank - primary	4863.18	3909.62	953.56
1011 Actors Federal Credit Union	0	0	0
1015 Amalgamated Savings ERF	32431.95	1741.06	30690.89
1025 Petty Cash	100	100	0
Total 1000 Cash	37395.13	5750.68	31644.45
Total Bank Accounts	37395.13	5750.68	31644.45
<hr/>			
Accounts Receivable			
3400 Accounts Receivable	24238.99	15102.86	9136.13
3405 Loans Receivable	0	0	0
Total Accounts Receivable	24238.99	15102.86	9136.13
Other Current Assets			
1900 Undeposited Funds	0	411.25	-411.25
1950 To/From EB Members	0	0	0
Payroll Refunds	84	84	0
Total Other Current Assets	84	495.25	-411.25
Total Current Assets	61718.12	21348.79	40369.33
<hr/>			
Fixed Assets			
Total 2000 Fixed Assets	0	0	0
Total Fixed Assets	0	0	0
Other Assets			
3000 Other Assets			0
3015 Bad Debt	0	0	0
3030 Employee Advances	0	0	0
3410 Loans Receivable	1650	2686.5	-1036.5
Total 3000 Other Assets	1650	2686.5	-1036.5
Total Other Assets	1650	2686.5	-1036.5
TOTAL ASSETS	63368.12	24035.29	39332.83
LIABILITIES AND EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
3550 Accounts Payable	199.87	4755	-4555.13
Total Accounts Payable	199.87	4755	-4555.13
Credit Cards			
3554 Charges reimbursed to Local 1000	0	169.58	-169.58

3555 AmEx Gold CLOSED	0	0	0
3560 Union Plus CC	0	0	0
3567 Capital One CC	0	0	0
3568 Capital One SPARK CC	0	0	0
3569 Blue Business Plus Card-12001	301.07	228.38	72.69
Total Credit Cards	301.07	397.96	-96.89
Other Current Liabilities			
3500 Other Liabilities			0
3515 TEMPO-AFM Legislative Actn Fnd	0	0	0
3520 ERF - tracking	0	0	0
3525 Member Overpayments	281	281	0
3530 Payroll Liabilities	0	0	0
3535 Joe Hill Ed. Fund Tracking Acct	0	0	0
Total 3500 Other Liabilities	281	281	0
3540 Payroll Liabilities			0
3541 10% to NY State	0	480.67	-480.67
3542 Federal Taxes (941/944)	329.47	0	329.47
3543 Federal Unemployment (940)	84	84	0
3544 NY - City Resident	0	0	0
3545 NY - Disability Employee	93.6	33.6	60
3546 NYS Employment Taxes	72.38	88.91	-16.53
3547 NYS Income Tax	44.75	7.13	37.62
Total 3540 Payroll Liabilities	624.2	694.31	-70.11
Direct Deposit Payable	0		0
Total Other Current Liabilities	905.2	975.31	-70.11
Total Current Liabilities	1406.14	6128.27	-4722.13
Total Liabilities	1406.14	6128.27	-4722.13
Equity			
4005 Retained Earnings	5631.58	11758.76	-6127.18
4010 Opening Bal Equity	0	0	0
Net Income	56330.4	6148.26	50182.14
Total Equity	61961.98	17907.02	44054.96
TOTAL LIABILITIES AND EQUITY	63368.12	24035.29	39332.83

Local 1000, AFM
Profit and Loss
January - August 14, 2020

	Jan - Aug 14, 2020	Jan 3 - Aug 14, 2019 (PY)	Change
Income			
5000 Membership Dues & Assesmnt			0
5010 Annual Dues	32395	41413	-9018
5020 Quarterly Dues	7862.67	10359.75	-2497.08
5025 Work Dues	4288.85	9177.16	-4888.31
5030 Initiation Fee	840	1035	-195
5035 Re-Instatement Fees	125	150	-25
5037 Suspension Late Fee	34.83	10	24.83
5040 Work Dues Equiv Donation	1873.4	962.33	911.07
5041 Individual Donations			0
5045 \$25 fo 25 years	75	50	25
Total 5041 Individual Donations	75	50	25
5044 Solidarity	7961		7961
5050 Joe Hill Educational Fund	108	66.5	41.5
5055 ERF contributions	39839.66	481.9	39357.76
Total 5000 Membership Dues & Assesmnt	95403.41	63705.64	31697.77
Services	4135		4135
Unapplied Cash Payment Income	-175.55	108.94	-284.49
Total Income	99362.86	63814.58	35548.28
Gross Profit	99362.86	63814.58	35548.28
Expenses			
6300 Occupancy			0
6305 Rent		4000	-4000
Total 6300 Occupancy	0	4000	-4000
6400 Telecommunications			0
6405 Telephone	261.22	260.41	0.81
Total 6400 Telecommunications	261.22	260.41	0.81
6500 Printing			0
6505 Stationery	214.4		214.4
6525 Newsletter			0
6530 Design Newsletter	300	300	0
6535 Printing Newsletter	452	983.55	-531.55
6540 Mailing Services		728.38	-728.38
Total 6525 Newsletter	752	2011.93	-1259.93
6570 Membership Cards	133.63		133.63
Total 6500 Printing	1100.03	2011.93	-911.9
6600 Postage & Shipping			0
6605 Postage	433.75	56.92	376.83
6610 Shipping	43.31	345.8	-302.49
Total 6600 Postage & Shipping	477.06	402.72	74.34

6700 Office			0
6710 Office Supplies	124.13	595.46	-471.33
6716 Taxes - Sales Tax	42.54		42.54
6719 Relocation Expense	18.5		18.5
Total 6700 Office	185.17	595.46	-410.29
6720 Bank Charges			0
6740 Paypal fees		72.85	-72.85
6745 Stripe fees	1642.31	575.19	1067.12
6750 Square fees	4.43		4.43
6752 Bill and Pay, SPS, Skyline			
Payments	1511.27	1580.79	-69.52
6760 Credit Card Interest/Fees	634.94	-4.57	639.51
Total 6720 Bank Charges	3792.95	2224.26	1568.69
6900 Accounting			0
6910 Bookkeeping & Accounting	2500	2500	0
Total 6900 Accounting	2500	2500	0
7100 Computer			0
7110 Computer Related	44.97		44.97
7121 Software	739.28	706.64	32.64
7130 Backup service	3.98		3.98
7131 Internet Service	37.94	65.26	-27.32
Total 7110 Computer Related	826.17	771.9	54.27
7150 Website			0
7156 Website Hosting	334.78	119.98	214.8
Total 7150 Website	334.78	119.98	214.8
Total 7100 Computer	1160.95	891.88	269.07
7300 Conference & Exec Meetings	29.98		29.98
7305 Airfare	566.16	1268.82	-702.66
7310 Conference Fees	230	175	55
7315 Lodging	3815.86	4327.39	-511.53
7320 Meals	737.45	131.04	606.41
7330 Parking		119.54	-119.54
7335 Ground transportation	307.67	404.29	-96.62
7340 Per Diem	213	1266.09	-1053.09
7344 (Exhibit Hall Fee)	300	60	240
7345 SFZ (Showcase Free Zone)		364.11	-364.11
Total 7300 Conference & Exec			
Meetings	6200.12	8116.28	-1916.16
7400 AFM Per Capita Taxes	21169.5	18757.5	2412
7401 AFM Per Capita Late Payment Penalties		955.47	-955.47
Total 7400 AFM Per Capita Taxes	21169.5	19712.97	1456.53
7500 AFM FIF	390	585	-195
7600 Donation & Contributions		50	-50
8000 Advertising/Promotion	1.99		1.99
8010 Promotional Materials	44.88		44.88
Total 8000 Advertising/Promotion	46.87	0	46.87
Payroll Expenses			0

Disability Insurance		191.57	-191.57
Pension	2594.08	2623.04	-28.96
Taxes	2084.6	2069.89	14.71
Wages	24129.61	22415.67	1713.94
Total Payroll Expenses	28808.29	27300.17	1508.12
Unapplied Cash Bill Payment Expense	0	0	0
Uncategorized Expense	348.28		348.28
Total Expenses	66440.44	68651.08	-2210.64
Net Operating Income	32922.42	-4836.5	37758.92

ERF Report

Date	NOTES	Transfers to ERF - fees	Debits	TOTAL
12/31/2019	end balance 2019			\$3,201.42
1/21/2020	PerCap		(\$2,000.00)	\$1,201.42
3/19/2020		\$5,981.62		
3/22/2020				
3/23/2020		\$1,592.00		
3/24/2020		\$315.00		
3/25/2020		\$1,088.00		
4/1/2020		\$1,643.00		
4/9/2020		\$1,091.00		
4/15/2020		\$1,004.00		
4/21/2020		\$765.00		
4/22/2020		\$1,360.00		
4/28/2020		\$1,210.82		
4/29/2020		\$6,962.22		
5/4/2020		\$1,650.00		
5/4/2020		\$7,800.00		
5/6/2020		\$6,437.00		
Sub total donations		\$38,899.66		\$40,101.08
4/24/2020	ERF Loan		(\$500.00)	
5/21/2020	ERF Loan		(\$500.00)	
				\$39,101.08
	partial repayment of \$5,500			
3/31/2020	borrowed	\$350.00		
	partial repayment of \$5,500			
4/29/2020	borrowed	\$350.00		
	partial repayment of \$5,500			
5/26/2020	borrowed	\$350.00		
				\$40,151.08
8/15/2020	Solidarity Dues		(\$7,718.85)	\$32,432.23