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NOVEMBER 2017



HAMILTON MUSICIANS' GUILD

LOCAL 293, AFM/CFM

SINCE 1903



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GUILD CONTACT INFO

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www.facebook.com/local293musicians

Libretto

Official Newsletter of the Hamilton Musicians' Guild

Vol. 2017, No. 2 October 2017

Publisher, Editor & Graphic Designer: **Brent Malseed**

Editor: **Larry Feudo**

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HAMILTON MUSICIANS' GUILD

Local 293, AFM/CFM

Executive Board 2016/2017

<i>Larry Feudo</i> President	<i>Brent Malseed</i> Secretary-Treasurer	<i>Reg Denis</i> 1st Vice-President
<i>Janna Malseed</i> 2nd Vice-President	<i>Paul Panchezak</i> Sergeant-at-Arms	<i>Ron Palangio</i> Marshall
	<p><i>"We Can Help"</i></p> <p>1896</p> <p>UNITY • HARMONY • ARTISTRY</p>	
<i>Glen Brown</i> Director		<i>Brenda Brown</i> Director

HMG293 President Emeritus: *Matt Kennedy*

GENERAL MEMBERSHIP MEETING

Monday, Nov 27, 2017 – 7:00 pm

Hamilton Musicians' Guild Office

20 Hughson Street South, Suite 401 (corner of Main St. E. & Hughson St. S.)

AGENDA

Life Membership Presentations

John Laing Ruth Hoffman

NOTICE OF MOTION # 20171127

Membership Dues Increase

25 Year Pin Presentations

Jim Witter Larry Feudo Janna Malseed

(Resolution to be presented at the General Membership Meeting November 27, 2017)

WHEREAS, the operating costs of running the Local 293 office has increased significantly due to increases in rent, utilities and administrative expenses associated with a 120% increase in membership over the past four years (from 283 members to 612 members); and

WHEREAS, as of November 1, 2017 the Local has resumed the per capita arrears payment owed to the AFM on the loan at a cost of at \$354.88 per month for 120 months with no interest; and

WHEREAS, there have been no Local initiated dues increases in the past four years; therefore,

BE IT RESOLVED that annual dues for Regular Members be increased from \$160 to \$170 effective January 1st, 2018, and,

BE IT FURTHER RESOLVED that annual dues for Life Members be increased from 84.50 to \$90 effective January 1st, 2018, and

BE IT FURTHER RESOLVED that the annual dues for Youth Members be increased from \$80 to \$90 effective January 1st, 2018.

Respectfully Submitted by the Local 293 Executive Board

Note: Quarterly Dues will remain at \$45 per quarter and the early bird special discount of \$10 will still apply when dues are paid on an annual basis (4 quarters) prior to membership expiration date.



Larry Feudo

President's Report

On Oct 16 2017, the entire Local 293 Executive Board was re-elected by acclamation. All positions except for Secretary-Treasurer were up for re-election. On behalf of the entire executive board I'd like to thank everyone for this vote of confidence.

I'd like to take this opportunity to welcome our newest board member Ryan McKenna who will fill the vacant director's chair. Ryan is a fine vocalist with the Celtic band Steel City Rovers and has been a Local 293 member for four years.

Ryan has also served with Local 293's Canadian Conference Committee this past summer and has shown his eagerness to learn and contribute with enthusiasm. We feel he'll make an excellent addition to the Board.

A great big thanks to all the bands that donated their time for the Bob Pedler Memorial for Local 293 on Saturday November 4th. A good time was had by all and we raised over \$2000 for the cause. Special thanks goes to Long and McQuade, First Ontario Credit Union and the Corktown Tavern whose support made it all possible. Again, congratulations to George Robinson Award winners Graham Rockingham, Linda Fraser and Luis Pereira and Kevin Barber-your efforts are much appreciated. We'll be posting videos and pictures in the next few days and look forward to doing it again next year.

As most of you know by now the funds raised will go to augment the Lester Petrillo Fund Grants awarded to members who are unable to play due to sickness or injury. In the past four years we've successfully applied for twelve Petrillo Grants for our members and the Bob Pedler Memorial Fund will help our members in their time of need.

We've put forward a motion to increase annual dues by \$10 for regular members and \$5.50 for Life members due to our increased costs and the razor thin margins we're working with. This is the first Local initiated dues increase in four years and we feel it's necessary to keep up the same level of service to our membership and to help with any unforeseen emergencies. We're counting on your support to help us stay on top of our finances.

Lastly, I'd like to wish everyone the best for the upcoming holiday season and hope everyone has a great new year.

Yours in solidarity,

Larry Feudo



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Brent Malseed

Report of the Secretary-Treasurer

As per the decision of the members at the General Membership & Nominations Meeting of October 16, 2017, I would like to take this opportunity to congratulate Larry Feudo, Reg Denis, Janna Malseed, Paul Panchezak, Ron Palangio, Glen Brown and Brenda Brown on being nominated and acclaimed to continue in their current officer positions on the Executive Board for another two year term from 01 January 2018 to 31 December 2019. I would also like to welcome Ryan McKenna who was

acclaimed as a Director on the Executive Board (this position was vacant). I am looking forward to continuing to work with such an enthusiastic and progressive group of individuals and I know that Ryan will definitely be an asset to the Executive Board in our collective goal in moving Local 293 in a positive direction for the betterment of all musicians.

As per the bylaws of the Hamilton Musicians' Guild, the position of Secretary-Treasurer is a three year term and will be up for nomination and election in the fall of 2018 for a 3 year term - 2019, 2020 & 2021.



Top Row (L - R): Glen Brown, Brenda Brown, Paul Panchezak, Ron Palangio, Ryan McKenna, Brent Malseed
Top Row (L - R): Reg Denis, Larry Feudo, Janna Malseed

HPO 3 Year Collective Bargaining Agreement Ratified

We were successful in negotiating a new 3 year CBA between the Hamilton Philharmonic Orchestra and the Hamilton Musicians' Guild after two face to face meetings with HPO Management. The ratification vote was held at a rehearsal of the orchestra on Friday, November 10th, 2017 and all eligible members of the orchestra at the rehearsal cast a ballot. The result of the vote was 100% in favour on the new 3 Year Collective Bargaining Agreement for the HPO 2017-2018, 2018-2019 & 2019-2020 Seasons. The negotiating team for AFM Local 293 consisted of Bethany Bergman, Chair, Elizabeth Loewen Andrews, David Pell from the orchestra plus Steve Mosher, CFM Symphonic Services, Larry Feudo, Local 293 President and Brent Malseed, Local 293 Secretary-Treasurer. The negotiating team for the HPO consisted of Diana Weir, HPO Executive Director and Lindsay Doyle, Member of HPO Board of Directors. Congratulations to all involved for another productive round of negotiations.

The Bob Pedler Memorial Fund

The Hamilton Musicians' Guild Fundraiser, held at the Corktown Pub on November 4th, was a huge success in raising money for our Local 293 Bob Pedler Memorial Fund. This local fund is earmarked to enhance the funding granted by the AFM Lester Petrillo Fund to help musicians who have fallen on hard times and are unable to make a living through their music because of health issues and other disabilities. Thanks to all who contributed their time and talent to the event and to all who came out to enjoy a fabulous afternoon of live music. Check out the photos from this event in this issue of the Libretto.

Crossing Borders with your Gear



Many musicians have been surprised at the border and unprepared when border officials asked them for information about their musical instruments and equipment. Musicians usually take it for granted that the instruments are the least of their problems in crossing borders.

However, border officials are now questioning musicians about their instruments, equipment and other gear and checking with greater vigilance looking for organized documentation. In order to avoid any complications while crossing borders with musical instruments, there are two options available to the touring musician:

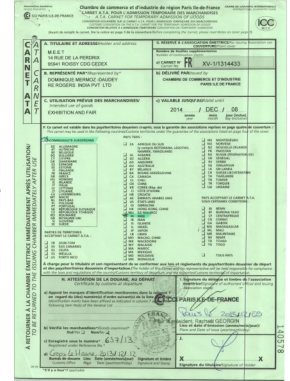
- **ATA Carnet** - available at a cost through the Canadian Chamber of Commerce
- **BSF407 form** - available free of charge from the Canadian Board Services Agency

ATA Carnet - Chamber of Commerce

The Temporary Admission (ATA) Carnet was established in 1961 by the World Customs Organization (WCO) as an internationally recognized customs document for the duty-free and tax-free temporary importation of goods into foreign countries. It is valid for one year, accepted in more than 71 countries and simplifies taking musical instruments across borders. To find out more information about the ATA Carnet visit Canadian Chamber of Commerce:

<http://www.chamber.ca/carnet/faq/>

NOTE: There is a cost of a purchasing an ATA Carnet which is based on the value of the goods covered and it is only good for a period of one year.



Example of a CBSA Form Y38
(recently replace by CBSA Form BSF407)

CBSA Form BSF407

Article	Make	Licence or serial No. N° de série ou de licence
AMP	ROLAND	ZT24983
PSR-275	YAMAHA	0399310
LAPTOP	DELL	28038801421

Total number of articles - Nombre total des articles: 3

As an alternative to the Carnet, you can provide a CBSA Form BSF407 (formerly form Y38 as shown to the left) or a stamped itemized inventory list of the instruments you will be bringing with you (see the example below left). The list should include an item description, make, model, serial number, country of manufacture, etc. Take this list and your instruments into the border office of your home country and have it stamped by a border official. The border official will examine the instruments to verify the list, so it would be best if the instruments were clearly marked with owner/group name (if applicable) and perhaps numbered to correspond with the list. To find out more information about registering your instruments & equipment with the Canadian Border Services Agency (CBSA) visit the CBSA website:

<http://www.cbsa-asfc.gc.ca/publications/dm-md/d2/d2-6-5-eng.html>

ITEMIZED INVENTORY LIST (Owner Name / Name of Band)

No	Equipment	Make	Model	Serial Number	Country of Manufacture
1	Bass Guitar - White	Yamaha	BB5000	518456	Japan
2	U-Bass - Walnut	Kala	4KOA-FL	K722243022	USA
3	Bass Guitar - Cherry	Gibson	EB-3	GB52193833	USA
4	Bass Amplifier	Ampeg	BR9	DGADR100	USA
5	Bass Amplifier	Roland	MB800	ZT24983	USA
6	Digital Keyboard	Yamaha	PSR-275	0399310	Japan
7	Laptop Computer	Dell	N4010	28038801421	USA
8	Digital Keyboard	Noord	Stage 3 88	NKS39822B	USA
9	Keyboard Amplifier	Roland	KC-550	R78734KC	Japan
10	Wireless Transmitter	Shure	PXG1	J6 572	China
11	Wireless Receiver w/power supply	Shure	PGX4	J6 572	China
12	Wireless VHF FM Transmitter	Sampson	ST-2	501573	Japan
13	Wireless VHF FM Receiver w/power	Sampson	SR-AC308	502344	Japan
14	Wireless Transmitter	Sampson	CR-3X	23D00459	USA
15	Wireless Receiver w/power supply	Sampson	CR-3X	22D0067	USA
16	Bass Multiple Effects	BOSS	ME - 50B	ZS58483	Japan
17	Vocal Mic	Shure	SM58	C456	Mexico
18	Tuners	SNARK	SN345	SN345T4544	China
19	Triple Guitar Stand	Hercules	Triple	TS389323	Canada

There is an Hamilton CBSA office at the John C. Munro Hamilton International Airport (905-679-6202) at 9300 Airport Rd, Ste. 1230 Mount Hope ON L0R 1W0. They office will supply the green cards (Y38 or BSF407) for completion, however, you must take all your equipment to the CBSA office with you for verification by Border Officer. If you are going to use the Itemized Inventory List method, you must prepare the list prior to arrival at the CBSA office and have all the items on the list for the officer to verify before it is officially stamped by a Border Officer. The hours of operation are Monday through Friday from 8 am to 5 pm. You might want to call ahead of time especially if you have more than 20 items to register.

When you return to your home country you will have a verified list of instruments returning with you and this will greatly ease your border crossing.

NOTE: This procedure is optional and is provided free of charge at Canada Border Services Agency (CBSA) offices across Canada. Since there is no expiry date on the form, it may be retained and used by the individual for as long as it remains legible.

In closing, I would like to wish all a most wonderful holiday season and new year

and remember to be kind to one another.



Yours in solidarity

Brent Malseed

LIFE MEMBERS

Terrence J. Ball
 Terry Basom
 John Bebbington
 Paul Benton
 Terry Bramhall
 Joseph E. Callura
 Rita Chiarelli
 David Clewer
 Charles T Cozens
 Reg Denis
 Patti Denis
 Nick Deutsch
 Robert Devey
 William J. Dillon
 Albert E. Eady
 Lynda Eady
 Roger Flock

Stephen C. Fuller
 Andrea Garofalo
 Ginger A. Graham
 Dennis Grasley
 (aka Sonny Del Rio)
 Brian Graville
 James Heaslip
 Al Hirsch
 Ruth Hoffman
 Jean-Norman Iadeluca
 Al Ippolito
 Matt Kennedy
 Michael Keys
 Michael Keys
 John Laing
 Daniel Lanois
 Ralph Lefevre
 David Linfoot
 Robert Lowe

Maggie MacDonald
 Michael Maguire
 Brent H Malseed
 Kevin A Mann
 Peter Marino
 Russell McAllister
 Jack Mendelsohn
 Diane Merinuk
 Marsha Moffit
 Frank Musico
 Natalie Mysko
 R. James Nelles
 Carmen Nemeth
 Neil Nickafor
 Kyle Pacey

Jon W Peterson
 Peter Rihbany
 Avis Romm
 David Russell
 Greg Smith
 Steve Sobolewski
 John Staley
 Donald Stevens
 Henry Strong
 Jacqueline Sutherland
 Ian Thomas
 Valerie Tryon
 Rudy Wasylenky
 Russ Weil
 Ailsa Weir
 Arlene Wright



Do we have your current contact information?

The Local 293 Office sends out important advisories to members by email and we want to make sure that you're not left in the dark!

It is important to notify the office of any changes to your contact information. This includes your email address, phone numbers and home address.

Call **905-525-4040** or email
 (local293hmg@bellnet.ca)

to make sure that we have your correct contact information.

You can also update your contact information online by going to: <http://www.afm.org/> on the right hand site of the home page,

under **Links** click on

Manage your AFM Profile

Manage Your Member Profile

The Federation is proud to announce the latest enhancements to the AFM.org website.

AFM members can update their addresses, phone numbers, privacy settings, e-mail addresses, and website addresses all in one place.

There are additional tools for local officers, such as access to the control panel to handle members, groups, registration, content, update dues structure, and more.

Members can self-manage their AFM information with these custom pages:

- ▶ **My AFM**—choose personal shortcuts to documents and searches
- ▶ **My Info**—manage your personal profile
- ▶ **My Privacy**—control information you make public
- ▶ **My Music**—list instruments you play, who you play with, and who represents you

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For more information, please contact AFM Information Systems at support@afm.org.



Membership Matters

(Membership activity since last Libretto (October 2017))



WELCOME NEW MEMBERS

Rachael Bawn
 Jeffrey Brown
 Gaetano Tony Cultrone
 David Dempsey
 Kendra Eisner-Cultrone
 Timothy Gibbons
 Jeffrey Giles
 Tyler Harris
 Rod Letourneau
 Joshua Marshall
 Daniel Omsby
 Adrian Underhill

REINSTATED MEMBERS

James Gadon
 William (Bill) Bell
 Michel M. LeBlanc
 Brandon C. Lim



SUSPENDED MEMBERS

Nehad Mustafa Ahmed
 Darryl Blacker
 Jessica Cano
 Matthew Fleming
 Richard Taylor Hill
 Erik C Jude
 Terra Lightfoot
 Derek Miller
 Jake Matthew Palahnuk
 Kevin Richardson
 Andrew Roy
 Katerina Maria Theodorelos
 John M Van Mil
 Susan Vanbeek-Rogers

EXPELLED

Christopher W Christou
 John F Clarke
 Michael P Da Vinci
 Owen T Fisher
 Thomas D Fitzpatrick
 Giuseppe Manchisi
 Adam Pain
 Jeffrey Van Helvoort
 Corey Walden
 Brent Wirth
 Andrew J Worling
 Mehmet Yesilideniz

MEMBERSHIP DUES

Regular Members
 Yearly Dues - \$160.00

Life Members
 Yearly Dues - \$84.50

Early Bird Special

Pay Yearly Dues Early
 and Save \$10.00

*Next deadline for the
 Early Bird Special*

December 31, 2017

Regular Members
 Quarterly Dues - \$45.00

Regular Members
 Semi-Annual Dues - \$90.00

PENALTIES

- \$45.00 to reinstate from Suspension
- \$90.00 to reinstate from Expulsion

How To Resign in Good Standing

Moving out of the region? Got a great job somewhere else? Taking a break from the music scene? We are sorry to lose you, but before you leave, please send us a letter or an email to let us know when you'll be ending your membership in Local 293. This will prevent any additional fees for both you and the Local. We can also help you transition into another Local if you are moving.

To alleviate any confusion regarding Resigning in Good Standing, please note:

You can only resign in good standing if you are indeed in Good Standing. Good Standing means that you have paid any back dues and/or penalties before resigning. To resign you simply write the Local (post or email) to inform the office of your intention to resign. To rejoin the Local there is a \$15.00 fee. If you have any questions, please call contact the Secretary-Treasurer.

If you have any questions about your membership status, please contact the office.

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Local 293 StreetBeat



Paul Panchezak

What a party it was at our first annual benefit to raise funds for Local 293's Bob Pedler Benevolent Fund. I love events like this that bring together so many old friends. It was a pleasure to hang out with such a great group of fellow musicians. I was glad my own group, Trickbag, got to take part in the musical proceedings and the surprise addition of Corey Lueck of the Smokewagon Blues Band to our lineup for our short set was an added bonus. All the acts that took part in the five-hour show made for a great showcase of the musical diversity that Local 293 encompasses. Past president John Staley kicked off the festivities with a set with his group Bucket List that established the tone that this was a party with a uniquely Hamilton slant. The band featured a number of original tunes that dealt with the rich and colorful history of the "Hammer". Five hours later, after enjoyable sets from Big John and the Night Trippers, the Brown Family, the Kyle Pacey Group, Cootes Paradise, Trickbag, the Mike Ricci jazz combo and Sonny Del Rio and his Five Star Revue, world renowned session player Bill Dillon closed the afternoon with a spirited set. It was a particular pleasure to see Jack Pedler behind the drum kit with Bill's band, the Rockets. Jack is Bob Pedler's son and he has been dealing with some serious health issues in the past while. In fact, his appearance at the benefit was his first public performance since last April. I'm happy to report he sounded great as always. It was also fitting that one of the closing numbers of the afternoon was Bill's dynamite rendition of "Handle Me with Care" by the Traveling Willburys. The title kind of sums up the whole purpose of the Bob Pedler Fund – a rare opportunity for musicians, who are often neglected and taken for granted, to be treated with respect and compassion. Thanks go out to all those who attended and/or participated. If you weren't there you missed a heck of a show.

At the recent Canadian Conference held in Hamilton our Local 293 past president Matt Kennedy was honoured with a Lifetime Achievement Award from the CFM/AFM. In this month's Streetbeats I thought I'd take the opportunity to ask Matt a few questions so that our younger members can get to know him better. His answers give us an insight into the Hamilton music scene and its players in years gone by. Some of the players mentioned are still active AFM members and some of the venues are still in operation while others are not. I've always enjoyed talking to musicians with long and varied experience. Their insights and advice are always interesting and beneficial. I posed ten questions to Matt. Here are his responses. He prefaced his answers by pointing out that his playing gigs were confined to "jazz, vocalists and standards in big band and small group venues".

1. **Are you a native Hamiltonian? If so, what part of town did you grow up in?**
- I was born in Hamilton and grew up in the west end.

2. **What or who first got you interested in becoming a musician?**
- My mother. She played and also sang.

3. **What instrument(s) do you play?**
- Piano and vibraphone



Matt Kennedy Trio
(circa early 80's)

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4. Who were a few of your early influences, mentors and/or teachers ?
- Art Tatum, Oscar Peterson, Nat Cole
5. How old were you when you first joined Local 293 ?
- Eighteen
6. Do you recall your first paying gig ?
- I subbed for the piano player in Bobby Emerson's band at the Pier Ballroom on Hamilton Beach.
7. Who were some of the musicians or acts that you played with over the years that struck you as being particularly talented and/or entertaining ?
- Among local players Bill Wasylenky, Darcy Hepner and Mike Malone stand out. A few of the outstanding touring players I was lucky enough to work with are Buddy DeFranco, Marion McPartland and Gerry Mulligan.
8. What are some of your favourite venues – clubs, concert halls or theatres – in Hamilton or out of town that are particularly memorable ?
- In town Hamilton Place and CHCH-TV while out of town Massey Hall, Basin Street and the Colonial Tavern were stand outs.
9. Who were some of the great touring acts or bands that you had a chance to see when they played in the area ?
- Count Basie, Woody Herman, Tony Bennett and Duke Ellington
10. With your great experience and the accolades that have come your way over the years, do you feel you might want to impart some advice or recommendations to young players just getting started in the music business ?
- With the massive changes that have taken place over the last few decades, the music business is not just "music" any more. Entertainment is now the magic word so that it seems you must be multi-talented to survive. It's hard to be original but that's what it takes to be successful today.

Thanks to Matt for answering our little questionnaire. Hopefully we all now know him a little better and when you run into him at a general meeting or Local 293 function you will take the time to introduce yourself and make his acquaintance.



Regards, Paul Panchezak, Sergeant-at-Arms



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The Hamilton Musicians' Guild
Presents the
**Bob Pedler Memorial
Fundraiser**
Saturday, November 4, 2017 - 1 to 6 pm
Corktown Pub



The Hamilton Musicians' Guild
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**Bob Pedler Memorial
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Saturday, November 4, 2017 - 1 to 6 pm
Corktown Pub



Photography :
Brent Malseed
Paul Panchezak
Gabe Etele



Musicians' Pension Fund of Canada
Caisse de retraite des musiciens du Canada

200 Yorkland Blvd, Suite 605, Toronto, ON M2J 5C1

The Musicians Pension Fund of Canada

A musician walks into the Guild's office asking about his pension. He's anywhere from 55 to 60 something years old and he wants to know what he's entitled to in the way of a pension. If he's like most musicians in this situation he's not sure about what he stands to get after years of playing.

Once we investigate what he's entitled to the following scenario is typical: he hasn't filed enough contracts to qualify for much of a pension or in the worst case he's not even vested in the pension. This happens so often we felt it would be useful to shed some light on this phenomenon. **DO NOT ASSUME** someone has done this on your behalf! Take an interest in your future if you're a full time musician gigging regularly and recording often. The minor annoyance of filling out paperwork when you're young and in your prime earning years will save you from a major disappointment in your later years.

You say you work the clubs mainly and it's not worth the aggravation of getting a bar owner to sign a contract with a pension clause? We have contracts available in the office that make it easier for the member to make pension contributions on behalf of the engager/purchaser. You will remit 15% of scale directly to the Musicians Pension Fund of Canada. It goes without saying here that this is a habit you should get into at an early age. If you're in your 50's or 60's it's too late to build a substantial pension. You can check our Local's scales in the private members section of Local 293's website.

At this point you might ask what is vesting or how do I become vested?

A musician becomes vested in the Fund when they have earned 24 months of vesting service without having a 6 consecutive month period with no contributions during that period.

For example, a musician does an engagement on October 28, 2014, for which a pension contribution is made on his behalf. He will become vested on October 28, 2016 as long as he does not have a 6 consecutive calendar month period for which he has no pension contributions. In other words after the first engagement he must have a contribution at least every six months in the 24 month period.

Most musicians vest in this way.

However, a musician can also become vested in one calendar year if they have covered earnings representing 35% or more of the YMPE (Years Maximum Pensionable Earnings). For 2014, the YMPE is \$52,500; making 35% of that \$18,375. If a musician had pension contributions representing at least \$18,375 in covered earnings in 2014, he would become vested on January 1, 2015. Covered earnings are scale wages on which pension contributions have been made to the Fund.

Once vested, a musician cannot become "un-vested" and, is entitled to a benefit from the Fund.

There is a lot more information about the Pension Plan and how it works on their website - www.mpfcanada.ca

If you invest in your future now the rewards will be more than worth the effort.

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- See past newsletters and announcements.
- Get contact information for the Fund.

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Go to www.mpfcanada.ca today! When you do, you'll be able to:

- Sign up for email notices and e-newsletters (In Concert) under the **Member** tab.
- View your own account information – login to member self-service (MSS).
- Access forms to change your beneficiary or address, or request a Pension Application; under the **Resources** tab, click on **Forms**.





2017 OCSM Conference Report by Elspeth Thomson (Delegate for the Hamilton Philharmonic Orchestra)

Highlights from the 2017 OCSM Conference in Gatineau, Quebec

Advocacy

Political and arts journalist Paul Wells offered a reporter's perspective on trends in media, advocacy, and public relations affecting orchestras. He described priorities and buzzwords capturing the attention of the current federal government (Digital, Reconciliation, Diversity); pointed to eternal advantages orchestras hold (deep roots in communities, a strong network of students and allies); and spoke to the importance of clear, informative website content.

Canadian Heritage: Lise Laneville, who directs the Arts Policy Branch, gave an overview of her agency's work and relationship to other federal funders, such as the Canada Council. She outlined and led discussion of funding programs most relevant to orchestras, including the Arts Presentation, Cultural Spaces, and Canada Cultural Investment Funds.

Inclusion, Diversity, Equity, and Accessibility (IDEA): Orchestras Canada Exec. Dir. Katherine Carleton and consultant Parmela Attariwala introduced **IDEA**, a manifesto developed by a task force of Canadian orchestra managers. The document is intended as a framework to shape, monitor, and report on organizational efforts in these areas.

OCSM Delegates unanimously endorsed the IDEA Manifesto through a resolution.

Airline policy: CFM advocacy for improved policies and regulation continues, as **Bill C-49 (Transportation Modernization Act)** has now gone through a 2nd reading and moved to committee. The Bill includes a passenger bill of rights, requiring carriers to implement standards for transporting musical instruments; AFM International Representative Alistair Elliott filed a report detailing meetings with key decision-makers.

Advocacy Committee launched a campaign highlighting **Featured OCSM Orchestras** on social media - each of our 21 orchestras will be featured for a week during the 2017-18 season. OCSM members are encouraged to follow OCSM on [Facebook](#) and [Twitter](#) and participate in the initiative.

Communications

Workplace harassment and bullying: Legal counsel Michael Wright outlined the roles of the Orchestra Committee and Local union in cases of alleged bullying and harassment. Recent case law has established an employee's right to a safe and non-threatening workplace; it is the manager's duty to maintain that standard. While musician committees may be tempted to take a position on one side of a dispute, their obligation is to advise where appropriate and ensure a fair process.

Symphonic board education: Kitchener-Waterloo Symphony Delegate Michael Macaulay recently presented a report on musicians' realities to the KWS board. He shared findings and statistics that drew the most response, as well as some lessons learned for others approaching and preparing for such a project.

OCSM 101: As OCSM has adapted to modern communications technology, many basic Delegate tasks are also changing. The OCSM Executive led a discussion of revised and suggested protocols, including roster maintenance, coordination with Orchestra Committees, fair and transparent Delegate elections, and representation at Conferences. A guidance document from the discussion will be incorporated into a revised Delegate Handbook.

Health, safety, and optimal performance

Lisa Chisholm, a musician and performance psychologist, gave an engaging presentation on performance anxiety. She offered many useful "hacks" of our bodies' natural response systems, corrected common misconceptions, and suggested ways to personalize a strategy for optimal performance, based on one's own tendencies and preferences.

Delegates enjoyed a screening of **Composed: a documentary feature about performance anxiety, with filmmaker John Beder** in attendance and leading a Q&A. The film includes candid interviews with a vast array of classical musicians, discussing their struggles, insights, and victories over performance anxiety.

Mental health issues can affect anyone; newsletter editor Barbara Hankins shared recent presentations and research on how managers might better address these issues. She referred to guidance from the [National Standard of Canada for Psychological Health and Safety in the Workplace](#). **Delegates unanimously supported a Resolution on Mental Health**, encouraging orchestra managers to familiarize themselves with the Standard and work towards its implementation.

Media

CBC negotiations recently concluded, with ratification materials to be sent out this fall. Agreement was reached on experimental new remote rates for projects in Quebec; there continues to be very little interest in recording orchestras outside of Quebec.

Negotiations for a new **Canadian Symphonic Media Agreement** are ongoing, as the Media Committee received and prepared to counter a proposal from the committee representing managers.

The OCSM Media Committee also revised its **Streaming Guidelines**, which have been used by several Canadian orchestras; they promulgate rates and conditions for streaming video and/or audio of concerts and performances performed live.

Resolutions

Two resolutions were passed, both endorsing policy documents: the [IDEA Manifesto](#) developed by Orchestras Canada; and the [National Standard of Canada for Psychological Health and Safety in the Workplace](#), offered through the Mental Health Commission.

Yours in solidarity

Elsbeth Thomson

P2 VISA PROCESSING UPDATE!

Regular Processing: Submit your P2 package to CFM at least 75 calendar days prior to first performance. US Immigration reports a processing backlog for Regular Processing

Premium Processing: Submit your P2 package to CFM at least 30 days prior to first performance.

NOTE: When you submit a P2 application; you do so at your own risk. AFM does not have control over the decisions U.S. Immigration makes on their processing times. Therefore, USCIS processing times may increase/decrease at any time, without notice. The AFM's suggested processing timelines are based on an internal weekly observance of the average turnaround time from submission of application to receipt of approval.



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MUSICIANS' PENSION FUND OF CANADA UPDATE

May 23, 2017

Dear Plan Member/Local Officer You may have read the recent article by AFM President Ray Hair in the May 2017 International Musician regarding the conditions of the US Pension Fund (AFM-EPF).

Please be advised that this article is not relevant to the Musicians' Pension Fund of Canada.

The Musicians' Pension Fund of Canada is a completely separate fund from the American Federation of Musicians and Employers' Pension Fund. It is administered by a separate Board of Trustees and governed by Canadian legislation.

If you have any questions about the Musicians' Pension Fund of Canada, please visit our website www.mpfcanada.ca or contact the Fund office by email info@mpfcanada.ca.

Sincerely,

Ellen M. Versteeg-Lytwyn
Executive Director



Kevin Mann
Accounting

Kevin Mann, MBA
Chartered Professional Accountant

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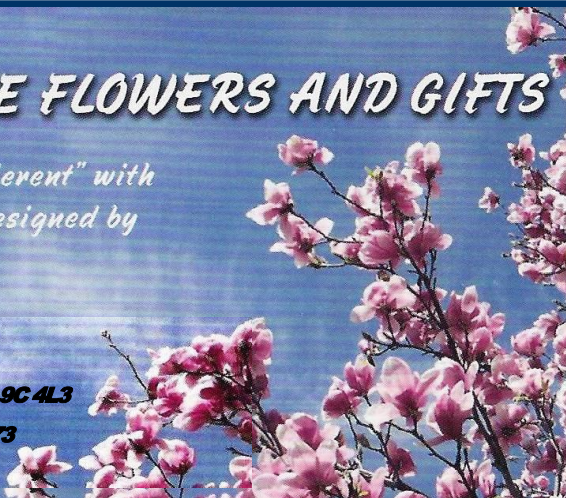
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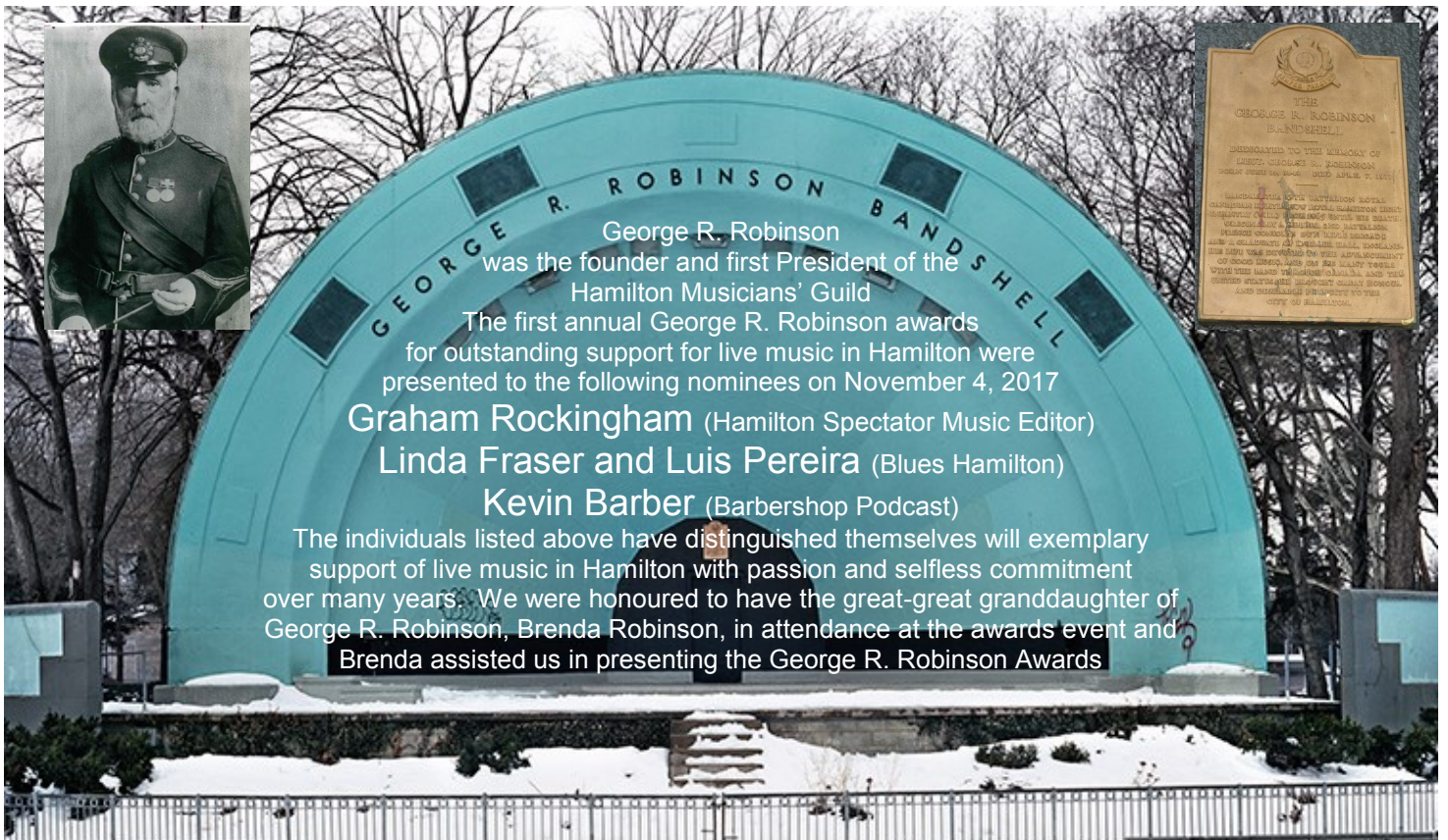
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George R. Robinson was the founder and first President of the Hamilton Musicians' Guild. The first annual George R. Robinson awards for outstanding support for live music in Hamilton were presented to the following nominees on November 4, 2017:

Graham Rockingham (Hamilton Spectator Music Editor)
Linda Fraser and Luis Pereira (Blues Hamilton)
Kevin Barber (Barbershop Podcast)

The individuals listed above have distinguished themselves with exemplary support of live music in Hamilton with passion and selfless commitment over many years. We were honoured to have the great-granddaughter of George R. Robinson, Brenda Robinson, in attendance at the awards event and Brenda assisted us in presenting the George R. Robinson Awards.

George R. Robinson Award

HAMILTON MUSICIANS' GUILD
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 SINCE 1967

The George R. Robinson Award for **OUTSTANDING SUPPORT OF LIVE MUSIC**

Presented to
Graham Rockingham
 (Music Editor, Hamilton Spectator)
 by decision of the HMG293 Executive Board

Larry Feeds, HMG293 President *Brent Malwood, HMG293 Secretary/Treasurer*

November 4, 2017



George R. Robinson Award

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November 4, 2017



You and Your Money

What they don't teach you in music school!



Kevin Mann

Dear colleagues and fellow musicians;

Well, we have received our first snowfall today and by time this article goes to press there will be about six weeks left in the tax year. Now before you skip this article I would like to take the opportunity to share with you some experiences and observations over the past few months from helping musicians with their tax returns and personal cash management.

I am both surprised and alarmed at how anxious and fearful some of our members get when the conversation of personal finances and income taxes comes up. I do want to say at the outset that

the CRA is not your friend but the folks at the CRA are also not your enemy!

We need to remember this very well. We live in a wonderful country with so many benefits and freedoms that are taken for granted and not available in many areas of the world. We have neighbours in our area who can't believe that they don't have to lock their doors right away as soon as they get home because they come from areas where they had bars on the windows and people live inside their houses and are afraid to venture outside. We have so many benefits here because we have a stable government and we fund that government through the payment of taxes. Our roads, schools, universities, medical plans, and pension plans and with tomorrow being Remembrance Day – our armed services and security services - are all funded by the taxes we contribute as working people. Your payment of taxes is simply a financial component of your civic pride and duty.

Just keep some basic records - simple straightforward records of your earnings and your expenses and if you make more than \$30,000 a year as business income, then track your HST. If you find this to be onerous, just remember that the HST never belongs to you and make sure that your bank account does not fall below the level of HST that you expect to have to pay to the government. You are just a temporary custodian of this money.

I have also had a significant amount of experience just in the last year where individuals have taken their files to have their tax returns prepared by people who are not accountants. I suggest that, if required, you find a local accountant who charges fees according to the amount of work required. A simple tax return shouldn't cost very much but at least you know that it will be done properly and that your information will be secured. A good accountant will also warranty his/her work. Avoid anyone who raises their fee according to the amount of refund that your completed return indicates that you are to receive. From my perspective this is simply unethical behaviour, but I find it to be a frequent practice. In my opinion the fee for providing you with a tax return should be the same if the same effort provided you with a refund of \$500 or a refund of \$5,000. Your tax preparer should also provide you with a full copy of your tax return should you need to reference it at a future date. Some well-known tax preparers do not provide you with this feedback thereby ensuring that you are forced to always rely on them for information.

Over my career I have learned that a little money paid to accountants and lawyers up front can save you many hours of frustration and wasted time and effort that could have been avoided in the first place. **Pay for professional advice and take it.** On this note the Board of Hamilton Musicians' Guild is considering offering a session in the new year to help members broaden their knowledge of personal financial management and financial planning to help them alleviate their fears and concerns in these areas and to help them be financially more successful over the years ahead. I hope that you will take advantage of this and benefit from the experience.

Although it is a bit early yet, I would like to extend my best wishes to you and your families for the upcoming holiday season and in the New Year.

*Any comments or viewpoints expressed in this article are those of Kevin Mann Accounting
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Kevin Mann, MBA is a Chartered Professional Accountant, a member of the Hamilton Musicians' Guild, a performing bassist and the President of Kevin Mann Accounting. He has provided extensive financial and managerial expertise to a wide range of not-for-profit and for-profit businesses including being a board director and member of local symphonies.

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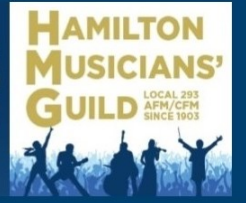
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