

# LIBRETTO

Hamilton Musicians' Guild

May 2017



Local 293 AFM

Serving musicians since 1903

*"We Can Help"*



**AFM** HAMILTON MUSICIANS' GUILD **CFM**  
Local 293, AFM/CFM  
Executive Board 2016/2017

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## Libretto

Official Newsletter of the Hamilton Musicians' Guild

Publisher, Editor & Graphic Designer:  
**Brent Malseed** (Secretary-Treasurer)  
Editor: **Larry Feudo** (President)

## GENERAL MEMBERSHIP MEETING

Monday, May 29, 2017 - 7:00 pm  
**Her Majesty Army & Navy  
Veterans Society**

**96 MacNab St North**  
Hamilton, ON L8R 2M1  
(at the corner of Vine & MacNab)

## AGENDA

**2016 Financial Review**  
**By-Laws & Tariff of Fees Review**

### **Presentations:**

- **Life Membership Awards**
  - **Membership Pins**
- (see page 23 for details)

## Discover the AFM Advantage

The American Federation of Musicians is your best source for a wide variety of benefits and services including:

- › Canadian Office
- › Low rate insurance plans
- › Preferred rate credit cards and loans
- › The AFM & Employers' Pension Fund
- › Residual payment and royalty funds
- › Emergency relief funds and special benefit funds for disabled members
- › On-the-road assistance and legal help
- › Assistance in recording and electronic media services
- › Legislative representation
- › The *International Musician* magazine
- › Special discounts via AFL-CIO's Union Privilege Program

It's a great time to be a member!  
Join today!

# WHY JOIN THE AFM?



Good question.  
Great reasons.

## It's a Great Time to Join

The American Federation of Musicians of the United States and Canada is the world's largest entertainment union of professional musicians.

Over 80,000 strong, we perform all styles of music—rock, Latin, classical, gospel, jazz, blues, country, folk, big band, reggae - avant-garde or traditional, sacred or secular. We perform and record the music the world wants to hear.

AFM is the union of Bruce Springsteen, Dave Grohl, Diana Krall, Willie Nelson, Melissa Etheridge, Bruno Mars, Yo-Yo Ma, Justin Bieber, Wynton Marsalis, Lyle Lovett, Buddy Guy, Carlos Santana, Shawn Mendes, and thousands more.

In Canada, we operate as the Canadian Federation of Musicians, offering services focused on Canadian members.

AFM has served musicians for over 120 years in every musical workplace—on the concert stage, in the theater pit, in the recording studio, from national or international tours to neighborhood bars, throughout the US and Canada.

We lobby the US Congress and Canadian Parliament for musicians' interests. We negotiate excellent industry-wide contracts covering sound recordings, television, motion pictures, jingles, touring musical productions, and more.

We collect and distribute intellectual property rights money from the use of sound recordings and audiovisual products at home and abroad.

We represent the finest musicians in the world. We've got you covered. For more information, go to [www.afm.org](http://www.afm.org) or [www.cfmusicians.org](http://www.cfmusicians.org). It's a great time to be an AFM member.



Bruce Springsteen

## We Know Your Workplace

### CANADIAN OFFICE

AFM in Canada is known as CFM—Canadian Federation of Musicians ([www.cfmusicians.org](http://www.cfmusicians.org)). Located in Toronto, CFM is the leading organization for professional musicians in Canada, providing specialized services and help with: immigration, media, symphonic and theatrical matters, touring, freelance and membership, contract negotiations and administration, royalty streams, and more.

### SYMPHONIC SERVICES DIVISION

We provide advice, assistance, and support for AFM local officers, orchestra committees, symphony musicians, and symphonic music students.

### ELECTRONIC MEDIA SERVICES DIVISION

We administer AFM-negotiated recording agreements with global and local companies covering the entire media spectrum.

### TRAVEL, TOURING, BOOKING AND IMMIGRATION DIVISION

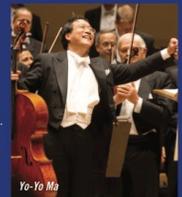
We negotiate, administer, and enforce agreements covering musicians touring with theatrical musical productions.

### FREELANCE MUSICIANS SERVICES

Whether you're a young rock band from Seattle playing a one-nighter in Boston or a seasoned string quartet performing a local wedding service in Canada, the AFM is your best business partner.

### ORGANIZING AND EDUCATION

We work with musicians on all levels to organize contract campaigns and to advocate musicians' rights in our communities.



Yo-Yo Ma

American Federation of Musicians of the United States & Canada  
Raymond M. Hair, Jr., International President  
1501 Broadway, Suite 600, New York, NY 10036  
212-869-1330  
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## We've Got You Covered

### MUSICIANS' LIABILITY INSURANCE

Get up to \$1,000,000 for each occurrence and up to \$2,000,000 of aggregate coverage for lawsuits arising out of bodily injury and/or damage to property of others when performing.

### EQUIPMENT INSURANCE

We offer an "all-risk" musical instrument and equipment insurance plan that protects your gear from vandalism, breakage, water, fire, lightning, and theft up to the full replacement value.

### PREFERRED RATE CREDIT CARD

Creditworthy AFM members can qualify for the AFM Master-Card with no annual fee and a low interest rate on purchases.

## Special Payments

### AFM & SAG-AFTRA FUND

We distribute US and foreign copyright royalties to sound recording session musicians and vocalists, and to instrumentalists involved in scoring television and motion pictures exhibited in some foreign countries. Visit [www.afmsagaftrafund.org](http://www.afmsagaftrafund.org) to see whether we have money for you.



Taylor Swift

### MUSICIANS RIGHTS ORGANIZATION CANADA (MROC)

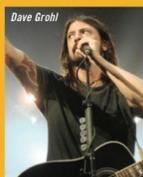
Founded by AFM in 1998, MROC distributes neighboring rights royalties to musicians under tariffs approved by the Copyright Board of Canada. For more information, visit [www.musiciansrights.ca](http://www.musiciansrights.ca).

### SOUNDEXCHANGE

AFM participates in the governance of SoundExchange, the world's largest collective rights management organization for featured recording artists and copyright holders. Visit [www.soundexchange.com](http://www.soundexchange.com) to find out whether undistributed royalties await you.

### FILM MUSICIANS SECONDARY MARKETS FUND (FMSMF)

Created by AFM in 1972, FMSMF tracks, collects and distributes millions of dollars in residuals each year to musicians who perform work under the AFM's Motion Picture and TV Film Agreements. Go to [www.fmsmf.org](http://www.fmsmf.org) for more info, or to check whether an unclaimed payment awaits you.



Dave Grohl

### SOUND RECORDING SPECIAL PAYMENTS FUND (SPF)

Since 1964, SPF collects from US record companies a percentage of sales from CDs, downloads, concert DVDs, and samples for distribution to musicians working under the AFM's Sound Recording Labor Agreement. Find out whether an unclaimed payment is waiting for you at [www.sound-recording.org](http://www.sound-recording.org).

### EMERGENCY TRAVEL ASSISTANCE PROGRAM (ROAD GIG)

Road Gig offers emergency assistance to get to the next gig or back home if a contracted engagement is cancelled or if the purchaser/employer defaults on the contract.

### RECORDING INDUSTRIES MUSIC PERFORMANCE TRUST FUNDS (MPTF)

Since 1944, MPTF has provided funding for admission-free live music performances that are open to the public. See [www.musicipf.org](http://www.musicipf.org).

### LESTER PETRILLO MEMORIAL FUND FOR DISABLED MUSICIANS

The Lester Petrillo Fund provides financial aid to disabled AFM members on an emergency basis.

### AMERICAN FEDERATION OF MUSICIANS' AND EMPLOYERS' PENSION FUND (AFM-EPF)

One of the largest pension funds in the entertainment industry with more than \$1.8 billion in assets, millions of dollars in pension benefits are paid to participating musicians by AFM-EPF each year. Visit [www.afm-epf.org](http://www.afm-epf.org) for more info.

### LEGISLATIVE REPRESENTATION

We sponsor and lobby initiatives that address cross-border visa issues, public funding for the arts, labor law, copyright and intellectual property laws, flying with musical instruments, and more.

### FREE SUBSCRIPTION TO INTERNATIONAL MUSICIAN

The *International Musician* is the official AFM journal, published monthly and available online at [www.afm.org](http://www.afm.org).

### ADDITION NOTICES AND FORUMS

Monthly audition and employment ads are posted in the *International Musician*, available the first day of each month in the private members-only area at [www.afm.org](http://www.afm.org).

### ONLINE RESOURCES AND FORUMS

You'll find plenty of new and exciting information online at [www.afm.org](http://www.afm.org)—forums where you can talk shop; AFM media contracts, member search feature connects you to other AFM members.

### UNION PLUS BENEFITS – VIA AFL-CIO

Get discounts on mortgage and real estate loans, health insurance, major medical, prescription drugs, dental and vision programs, consultation, and more.

## AFM Contract Protection

### SIGNATORY BOOKING AGENTS

Browse our list of franchised booking agents signatory to the AFM's Booking Agent Agreement.

### AFM CONTRACTS—GET COVERED. BE SECURE

An AFM contract is the best protection for single, steady, and traveling engagements. We have contract forms for use by members in the US and Canada for every type of job.

### CLAIMS ON DEFAULTS

If a purchaser defaults on payment to members for a traveling engagement, the AFM will attempt to resolve the dispute administratively or pursue the claim legally.

### IMMIGRATION ASSISTANCE

For cross-border engagements, the AFM works with the governments of both countries to obtain work visas in either location covering single engagements or tours.



Diana Krall



Justin Bieber



Willie Nelson



STRONGER TOGETHER

[afm.org](http://afm.org) | [cfmusicians.org](http://cfmusicians.org)



**Larry Feudo**

## President's Report

Lately, there's been numerous reports on social media regarding musicians not being paid by promoters and bands organizing their own tours and suffering substantial financial losses.

There is also a recent incident where a Quebec band came to southern Ontario to play a gig and were left holding the bag by the promoter-leaving them with nothing to show for their time and effort.

Locally, the demise of the annual Harvest Picnic left many local musicians unpaid and a flurry of lawsuits against the promoter as well bands and their booking agencies being sued by the promoter.

The common denominator in all these cases is that most of them were not AFM members and did not file contracts with the host local, leaving them unprotected and are examples of a new business model for musicians.

Contrast these stories with what happened here in Hamilton a few years ago with Opera Hamilton. When Opera Hamilton folded they did not file for bankruptcy and basically closed the doors and walked away. In this case contracts were filed by AFM members and they were legally represented by us.

In the end after much time, effort and expense we were able to lobby city council for a grant of \$20,000 covering the entire amount of wages lost including pension. The point here is that when we represent our members in a dispute we will exhaust every legal avenue possible and failing that we will get creative in resolving the issue.

There's been a lot of talk lately about musicians needing a "new business model" but judging from the scenarios I've cited here this doesn't seem to be working. To quote Vice President from Canada Alan Willaert "who is telling them they need a new business model? Employers, managers and agents. Who tells them contracts are unnecessary? Employers, managers and agents. The reasons are simple- the AFM keeps them honest and they don't like all our rules and they don't like being told they have to pay a minimum fee".

When AFM contracts are filed members are entitled to all the benefits of membership- contract protection, pension payments and road assistance to name a few. When AFM members stick together as a collective the AFM is better able to tackle the hard issues like copyright law, collective bargaining, visa issues and airline regulations regarding instrument handling.

When you consider the cost of membership is roughly 40 cents a day that's a small price to pay to have your interests advocated. Social justice is not a cause that can be argued individually: it can only succeed through collectivism and that's why your membership is vital.

Next year Local 293 will be celebrating the milestone of 115 years of service to musicians in the greater Hamilton area. I'm sticking with the union-how about you?

 Yours in solidarity  
Larry Feudo

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Brent Malseed

## Secretary-Treasurer's Report

It has been extremely busy at the Guild office this year as we continue our recruitment and retention program, provide service and advice to members and assistance to many members and groups with the P2 Visa application processing. Your Executive Board is also gearing up to host the Canadian Conference of Musicians at the Hamilton Sheraton Hotel in August 2017. We have also hosted 2nd and 3rd year classes of Mohawk College music students to our office to discuss the music industry and inform the students of the many benefits offered by the Canadian Federation of Musicians (AFM/CFM).

### Youth Outreach Program

Darcy Hepner brought his class of 2nd year students to the Hamilton Musicians' Guild board room on Monday, February 6th and Jamshed Turel followed with a group of 3rd year students on Wednesday, February 22nd.



Left - President Feudo presents Professor Jamshed Turel with a cheque for \$300 from Local 293 as a donation to the Mohawk College Music Scholarship Fund in memory of Richard Newell ("King Biscuit Boy").

Right - Jamshed Turel with his 3rd year Mohawk College Music Students at the Hamilton Musicians' Guild board room.



### Canadian Country Music Awards (CCMA)

Hamilton has been chosen to host the Canadian Country Music Awards (CCMA) and Country Music Week for the sixth time in 2018. The announcement was made by CCMA President Don Green in downtown Hamilton at a meeting of the Music Strategy Industry Working Group on Thursday, March 9, 2017. The four-day annual event will run from Sept. 6 to Sept. 9, 2018 and will feature events throughout the city. In the past, the economic impact left in host cities was roughly \$8 to \$10 million. "The Hamilton music scene is enriched with an outstanding line-up of homegrown talent, along with welcoming the best in the industry," said Mayor Fred Eisenberger in a statement. "Our city has played host to the Canadian Country Music Association on five occasions and we welcome them back again in 2018, continuing a tradition of celebrating music across our country, while growing our capacity to host visitors and showcase Hamilton's arts, music and culture." President Larry Feudo attended this meeting. Local 293 board members Janna Malseed and Glen Brown sit on the City of Hamilton's "Music Strategy Industry Working Group"

### Canadian Conference of Musicians

The Hamilton Musicians' Guild is looking forward to hosting the AFM Canadian Conference of Musicians in 2017. The last time this conference was held in the City of Hamilton was 1985. The Canadian Conference's objective is to



In 1985, Harry Waller conducts his orchestra at the Canadian Conference of Musicians in Hamilton featuring vocalist Vivienne Williams.

unite Canadian Federation of Musicians (CFM) Locals within Canada to promote the interests of the musicians thereof, within the framework of the American Federation of Musicians (AFM). It provides an opportunity to discuss issues and problems that affect the working lives of all Canadian Musicians. Delegates from coast to coast to coast are charged with the responsibility of finding solutions to the issues presented and helping to affect positive change by making recommendations to the Canadian Federation of Musicians (CFM) and/or by submitting official Resolutions to the tri-annual American Federation of Musicians (AFM) International Convention. To celebrate the 30th Anniversary of the Canadian Conference of Musicians in the City of Hamilton, the Hamilton Musicians' Guild will be publishing a Special Anniversary Program Booklet. Executive Board member Janna Malseed is chairing the Host Committee with members Larry Feudo, Brent Malseed, Glen Brown and Ryan McKenna.

## A Hamilton Beatles Experience

Local 293 member Darcy Hepner is a seasoned performer, accomplished composer and respected educator who was born and raised in Hamilton. Darcy taught at the Berklee College of Music in Boston from 1985 to 1989 and later lived and worked in New York City from 1996 to 2005. He has worked with such legendary figures as B.B. King, Aretha Franklin, Sergio Mendes, Henry Mancini and toured with the world with renowned jazz-rock group “Blood, Sweat & Tears” for five years. Darcy is currently a Professor of Music at Mohawk College In Hamilton. Darcy had a dream to one day arrange the Beatles music for orchestra and this year he was able to fulfill his dream by creating, composing and arranging “A Hamilton Beatles Experience” using the Hamilton Philharmonic Orchestra (HPO) and many other talented musicians from Hamilton. It was an amazing performance enjoyed by a sold out audience at Hamilton Place. I thoroughly enjoyed attending the concert to witness and listen to Darcy living his dream through his music.



Darcy Hepner



Darcy Hepner, conducts the Hamilton Philharmonic Orchestra with special guests Bill Dillon, Ian Thomas, Paul Intson, Rick Gratton, Steve Strongman and many other talented musicians at Hamilton Place on Feb 11, 2017 for “A Hamilton Beatles Experience”

## In Conclusion

At the 100th Convention in June of 2016, a resolution was put forward by the Canadian Conference, requiring that the AFM implement an officer training program, with a “... focus on membership retention and recruitment, as well as general office procedures, as a means of combating declining Federation membership.” We are very encouraged that this AFM training will be offered prior to the Canadian Conference of Musician in Hamilton this year. Please see the article by AFM International Vice-President Bruce Fife on Page 8 for details.

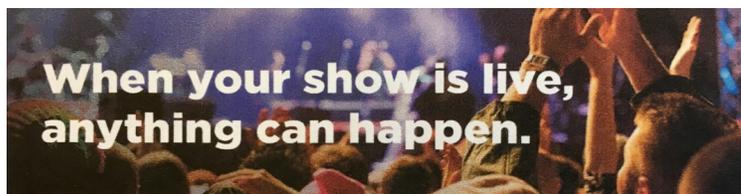
The upcoming General Membership meeting is going to be filled with many presentations of Life Membership and 50 Years of Membership Pins for long standing members. Hopefully we will see you at the meeting to help us congratulate all the recipients.



Yours in solidarity  
Brent Malseed



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anything can happen.

### Insurance for professional musicians

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for more information &  
an Application Form  
see pages 21 & 22

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For CFM Members

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**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
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- ▶ **My Music**—list instruments you play, who you play with, and who represents you

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AMERICAN FEDERATION OF MUSICIANS

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



Jeff Mahoney

## Harry Waller, pillar of Hamilton Big Band

reprinted with permission from Jeff Mahoney  
columnist with the Hamilton Spectator

Harry Waller was a musician's musician. Not just because he played and read superbly well, understood the inner workings of his art and was accomplished in ways his peers could admire and respect at an even deeper level than an audience.

All well and good. But, more to the point, he was a musician who could get other musicians jobs. Find work?! Now that's a real musician's musician.

As leader of the popular Harry Waller Orchestra, he provided opportunities for many players, both during the Brant Inn glory days and beyond, holding the torch for Big Band and swing music over decades, kindling interest among successive generations.

Harry, known to so many in the Hamilton area and far beyond, died March 7 at St. Peter's Residence. He was 92.

Apart from keeping up his own orchestra, Harry contracted musicians to play behind big-name acts at the legendary Brant Inn and, later, for shows at Hamilton Place.

"Acts like Tom Jones, Aretha Franklin and B.B. King," recalls Harry's daughter Jane Waller-Wilson. "One thing that was kind of funny he did. He was asked to provide the music at the Miss Nude World contest at the Four Seasons Nudist Resort in Hamilton."

Of course, musicians being musicians, to line them up for anything, even paying gigs, could be an exercise in literally herding "cats." But, Jane says, "he told me somehow he had no trouble at all finding musicians for that."

Harry grew up in the north end, Ferrie Street, in relative poverty during the Depression, says author and retired journalist and musician Stewart Brown, who wrote "Brant Inn Memories."

Harry delivered The Spectator, on bicycle, gave the money to the family and, says Jane, "his dad put him into music to keep him out of trouble."

Harry signed up in the RCAF during the Second World War, was stationed in Gander, and played in the RCAF band when he wasn't out on submarine search patrol.

The war over, it didn't take long for him to distinguish himself in music and by 1947

he was playing sax at the Brant Inn under band leader Paul Page, says Stewart. He never looked back, playing at the historic dance spot with Gav Morton's band and then his own Harry Waller band, all through the '50s and into the '60s until the inn closed, later that decade. "He was one of the best sources of information for my book," says Stew. "He was the definitive Brant Inn musician. A real gentleman."

Pianist Matt Kennedy, who played with Harry often, says, "He was very affable and easy and got along with anyone he played with." He was equally at home in a trio setting, a six-piece or a full big-band format. He could do it all, says Matt. "He gave me my first drumming job, in a trio," says Stewart. "I was just happy to be playing and tried not to screw up."

Jane says she still has memories of her father "getting all dressed up in his tuxedo, then out the door." He was always busy with music and managed it all around a full-time job at Canadian Pittsburgh Industries in Hamilton.

Most of her life, says Jane, people have come up and shared their fondest memories of dancing to her father's music at the Brant Inn ballroom and elsewhere. "Even in the nursing home, they'd see his name. 'Is he that Harry Waller?'" And their memories would come pouring out.

It's harder and harder to keep swing and Big Band music going, says Matt. "In some ways his passing really does represent the end of an era."





**Bruce Fife**

## Officer Training—A New Day

*by Bruce Fife, International Vice President and President of Local 99 (Portland, OR)*

At the 100th Convention in June of 2016, a resolution was put forward by the Canadian Conference, requiring that the AFM implement an officer training program, with a "... focus on membership retention and recruitment, as well as general office procedures, as a means of combating declining Federation membership."

This was an affirmation of what many officers and staff had been discussing for some time. AFM President Ray Hair appointed me to chair the committee tasked with creating this program. Joining me in this endeavor are Vice President from Canada Alan Willaert, AFM IEB Member Tina Morrison, with staff participation from Assistant to the President Ken Shirk, Symphonic Services Division Director Rochelle Skolnick, and International Representative Barbara Owens.

The last AFM-sponsored training was convened in the late 1990s, early 2000s. I attended one of the four-day retreats that took place at the George Meany Center in Silver Spring, Maryland. I recall leaving inspired, educated, and exhausted, with new friends, colleagues, and mentors, and most importantly, with a better understanding of the AFM and unions in general. I returned to Portland, ready to take what I had learned and put it into action at Local 99 (Portland, OR). In retrospect, I believe much of Local 99's growth, strength, and ingenuity came as a result of that focused training.

Our committee now wants to take the best practices and teachings from the previous instruction sessions, and build on them, with the goal of providing an even better educational experience and set of tools to ensure success in our work and the growth of our locals. In building this program, we have taken a three-prong approach that we believe will provide the highest level of training in the most cost-effective manner.

### Phase 1

Phase 1 will be online webinars. These will be a series of one-hour, interactive, open invitation programs that deal with the wide range of issues officers face when running a local. Topics will include:

- The nuts and bolts of building a better union
- AFM local compliance
- Filing AFM reports
- Government reporting
- Bylaws
- Structure of the AFM
- Member services
- Communicating with members
- New member orientation

These webinars will all be posted on the AFM.org website after the "live" presentation and will continue to be a resource, available 24/7 to all officers. International Representative (IR) Barbara Owens is working with the other IR's, staff, and officers to build and present these webinars.

### Phase 2

Phase 2 will be two-day, intensive training immediately prior to each of the five regional conferences. (The first was scheduled before the Eastern Conference in April 2017.) At these retreats, issues that need face-to-face interactive training will be presented by a number of AFM staff and officers. Topics will include:

- AFM electronic media agreements
- Intellectual property
- Building allies, networking, and using social media
- Grievance and arbitration
- Duty of fair representation
- Internal organizing, orientation committee roles, and bargaining prep
- Understanding and navigating "right to work" laws

Intensive is the right word, as officers will come out of these two-day sessions with a host of answers, along with a slew of new questions, informing and leading to the next level of engagement. They will also glean a new awareness about solving problems and dealing with the issues officers face on a daily basis.

### Phase 3

Phase 3 will be a "by invitation," semi-annual, three-day retreat in Madison, Wisconsin, at the University of Wisconsin School for Workers. This will be labor and leadership "big picture" training. While the specifics of the program are still in development with the university (first program slated for July 2017), topics may include:

- Labor/AFM history
- Leadership and diversity training
- Duty of fair representation
- Strategic planning/problem-solving

Our goal is to have participants emerge with a clear understanding that, as local representatives, they are leaders in the union business, as distinct from leaders in the music business. They will gain appreciation for member-driven collective action.

One of the most important takeaways of my training in 2002, and what we hope to instill in this new group of officers, is the building of relationships and a camaraderie that can be developed with and among each other that extends beyond the class itself, leading to a more cohesive Federation.

As I look around the Federation, many of the colleagues that I spent time with at the Meany Center in 2002 are current leaders within the AFM, and people that I can still reach out to for information and support when challenges emerge. That ability, trust, and mutuality came as a direct result of the training I received and is a key part of the outcome that we want to impart to this new generation of leadership.

If you are a local officer and have questions about these training options, feel free to reach out to your International Representatives. If you are a member, we hope you understand the value and importance of this work and will support and encourage your local officers to participate in upcoming training. Lastly, if you are a member wanting to explore a union post, contact me and let's talk.

# WHAT NEXT

*Festival of New Music*



## MAY 23 to 28, 2017

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Most importantly, as you're dealing with the AFM, you can be sure that **we're looking out for you**, unlike many fly-by-night web hosting companies out to make a quick buck.



**Paul Panchezak**

Here's some interesting trivia for you. World renowned singer, songwriter and recording artist Feist (Leslie Feist) was born in the Maritimes, raised in Western Canada (Saskatchewan and Alberta), began her recording career in Toronto and currently lives in Los Angeles. Nevertheless her membership in the AFM is through Local 293. Her connection to Hamilton comes by way of her late uncle Dan Achen, former guitarist in Junkhouse and owner of Catherine North Studios where Feist recorded some of her first demos. Recently Feist released her first album in almost half a decade, "Pleasure". She premiered the new project with a sold out concert at Trinity St. Paul in Toronto and is now about to embark on a lengthy world tour. Aside from the new recording Feist also made musical news at this year's Juno awards. She is of course a multiple Juno winner and at this year's telecast she brought the entire audience to tears with an emotional reading of Leonard Cohen's "Hey That's No Way to Say Goodbye", part of a moving tribute to the late singer/songwriter.

Speaking of the Junos we had some other Local 293 members front and centre at this year's ceremony. The Dirty Nil, comprised of Luke Bentham, Ross Miller and Kyle Fisher, took home the Juno for "Breakthrough Group of the Year". They are presently in Europe touring in support of their latest release, "Minimum R&B". This is a follow-up to a lengthy North American tour with Billy Talent and Monster Truck. Once again Hamilton music reaches out to the entire world.



**The Dirty Nil**

You know when it comes to heart you can always count on musicians to step up and lend a hand. We should make mention of two popular upcoming charity events. On May 25 my old friend Darcy Hepner is staging a benefit for An Instrument For Every Child. Darcy and his wife, Astrid have been, dare we say it, instrumental in working with this worthy cause which in the last year raised \$25,000, providing over 160 children in Hamilton's inner city schools with musical instruments. For this year's charity gala former Blood Sweat and Tears frontman David Clayton Thomas will headline. He will be accompanied by Darcy's R&B All Stars. The show takes place from six until nine on May 25 and tickets are \$175. They are available only online through <http://hamiltonmusiccollective.ca/>.

Another popular charity event is the annual Blues With A Feeling weekend (June 3 & 4) which pays tribute to my late friend Richard Newell a.k.a. King Biscuit Boy. This is the 15<sup>th</sup> annual event which raises money for a scholarship in Richard's name in the music department at Mohawk College. Once again Local 293 is a proud co-sponsor. Headlining this year's concert at the Bay City Music Hall are Canadian legends Crowbar who backed King Biscuit Boy on his first two albums. Also on the show popular blues musician and radio show host Danny Marks and guitarist Joshua Miller. On Sunday, the party continues with a Blues Cruise on Hamilton Harbour aboard the Harbour Queen with Trickbag and many special guests. Also included is a fully catered meal and a three-hour sunset cruise. I played with Richard Newell for almost twenty years and I am always proud to be a part of this special event. Tickets for the Leander Show are available in advance at Dr. Disc, Picks and Sticks, Looney Tunes in Burlington, Stardust Records and Chedoke Flowers. Tickets for the Blues Cruise are only available at Chedoke Flowers.



**Richard Newell  
(aka King Biscuit Boy)**

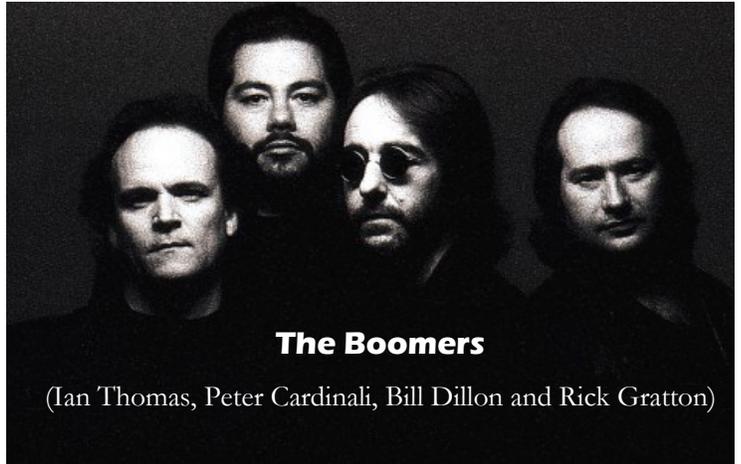
## Local 293 StreetBeat

Local 293 StreetBeat



**Feist**

.....Continued on page 11

**Bill Dillon****The Boomers**

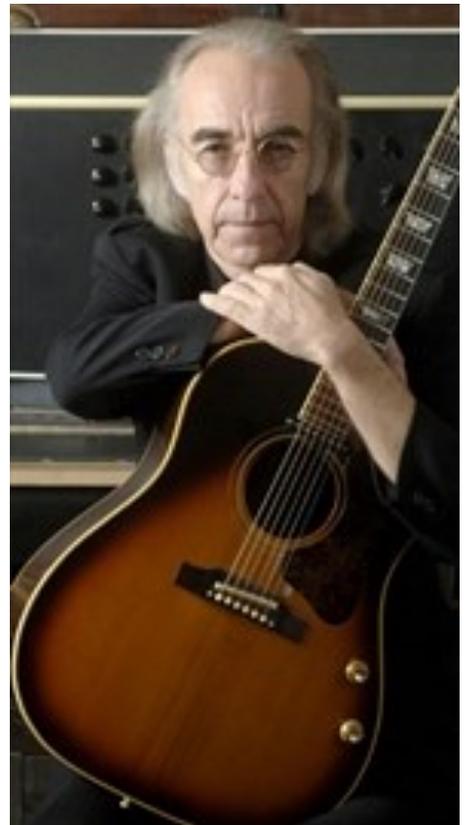
(Ian Thomas, Peter Cardinali, Bill Dillon and Rick Gratton)

Finally we are looking forward to the next General Membership Meeting for Local 293 on Monday May 29. At this get together another Hamilton based musician with major international credentials will receive his life membership. Bill Dillon was born in Toronto but moved to Grimsby at a young age. In Grimsby he began his professional career as a guitarist in a number of local groups including the Impalas who worked at many Hamilton bars including Duffy's, the Elmar and the Jamesway. He quickly rose to prominence in the 1960's and 70's, gaining a reputation as a world class player. For a time in the 1970's he worked out of the newly opened Grant Ave Studios playing on numerous sessions and forming a working relationship with studio owner Daniel Lanois. Through the notoriety gained through his work with Lanois, Bill went on the record with the likes of Joni Mitchell, Robbie Robertson, Peter Gabriel, Gordon Lightfoot and Sarah McLaughlin. I still



remember the day I saw Bill taking part in the world wide telecast of Nelson Mandela's 70<sup>th</sup> birthday tribute from Wembley Stadium in London. On that day Bill sat in with the Neville Brothers, Tracy Chapman and, of course Daniel Lanois. As always he made us proud of Hamilton and its rich musical legacy. We

look forward to welcoming Bill to life membership in Local 293 on May 29 and we invite all members to come out and take part.



Regards, Paul Panchezak, Sergeant-at-Arms

## Presentations - December 05, 2016 - General Membership Meeting



**Stephen Fuller**  
Life Membership



Kimberly McGuire, AIL Ins, David & Valerie Van Duzen,  
Bill Dillon and Russ McAllister



**Ginger A. Graham**  
Life Membership



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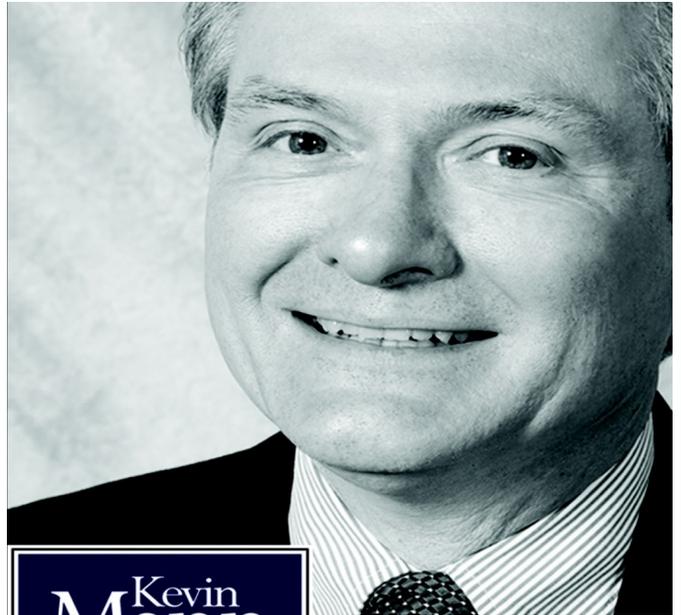
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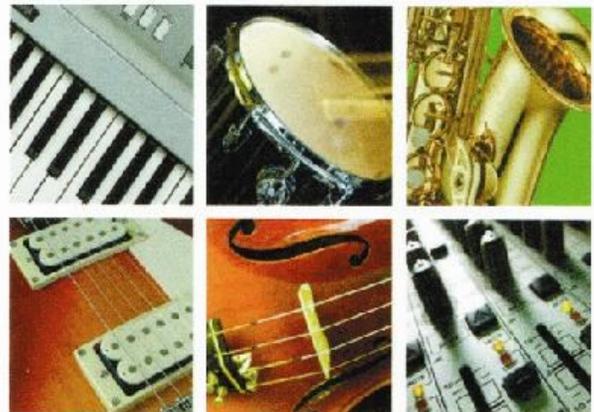
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## Membership Matters

(Membership activity since last Libretto (December 2016))



### WELCOME NEW MEMBERS

Andrew Austin	Raul Gutierrez-Ruiz	Stephen Reid
Joel Banks	Jillian Harris	Daniel Sadowski
Jackson Beyer	Vivian Hicks	Sean Sandberg
Daniel Bujalski	A. Hiebert	Aleksandar Sekulovski
Meghann Contini	Tim Houghton	David Simpson
Alan Duffy	Frank Law	Riley Simpson
Joyoti Edington	Corey Lueck	Michael Stubbs
Chai Elliott-Armstrong	Anthony Marco	Brandon Swire
Paisley Elliott-Armstrong	Lucas Meilach-Boston	Andrew Thomson
Adam Falconi	Meghan Meisters	Richard Thornton
Lawrence Kevin Fournier	Nicola Moore	Peter Tong

### EXPELLED

David Battrick  
Sean J. Boyer  
Vita S. Chambers  
Justin M. De Graaf  
Jacob Gorzhaltan  
Michael Grelecki  
Spencer Todd Halley  
Earl Johnson  
Chelsea McWilliams  
Merina R. Page  
Alicia Santos  
Luke Stackhouse  
Daniel Stajov  
Kyle James Wilson

### SUSPENDED

Steve Augustine	Miles Evans-Branagh	Justin Lerous	Zachary Paterson-Pasquale
Paul Barna	Darryl Fleming	Jack Leyton	Steve Pelletier
Richard Robert Beddoe	Jessie Anne Gold	Jennifer M. Little	Clarence Poirier
Kelly Bilan	Robert John Gregory	Patrick Martini	Daniel Saitua
Sandra Bohn	Annette Haas	Mark McIntyre	Claude A. Silveira
Terry Branagh	Wayne Andrew Hamm	Kevin McKeown	Alex Stojavljevic
Angela Broadley	Robert Heiderman	Alex McLeod	Dean Stone
Derek Caven	Andrew Ioi	Kyle McPhail	Vladimir Tanaskovic
Adam Clarke	Donald Kerr	Brian Melo	Vili (Viljem) Verhovsek
Ryan Dismatsek	Jason Lambert-Meindersma	Devin Shawn Moody	Lisa Winn
Jesse Doreen	Joseph Lauzon	Jacob Moon	Evan J. Woods
Evan A. Dreager	Loeden R Learn	Brendan Murphy	Wail Yako
	Adrian A. Matthew Lee		

### 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.

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

## 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  
 Jean-Norman Iadaluca  
 Al Ippolito  
 Matt Kennedy  
 Michael Keys  
 Daniel Lanois  
 Ralph Lefevre  
 David Linfoot  
 Robert Lowe

Maggie MacDonald  
 Michael Maguire  
 Glenn Mallory  
 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  
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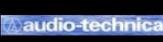












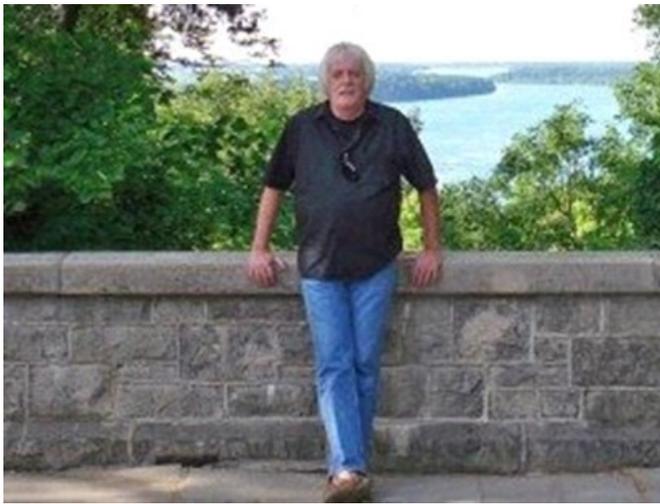


**Reg Denis**  
1<sup>st</sup> Vice-President

## Taps For a Brother Musician

Don Berryman played trombone for 51 years in everything from rock bands to the Navy Band to Dixieland to Philharmonic Orchestras and a member of the original POWERHOUSE band. He doubled on piano, synth, mandolin and guitar. Don was a Research & Development Technologist at Atomic Energy of Canada Ltd.

“Although I’m quite happy to spend my summers riding around the country on my motorcycle, as long as there are places where I can help the band or the music, I’m in”. Don began his musical life at age 5, sitting at a piano, moved to the trombone and other brass and woodwind instruments in high school, took up the guitar and mandolin during the 60’s hippie years and returned again to the piano about 20 years ago. “I love playing the piano,” he says. “The whole world of music is under my fingers. I just have to go find it.”



"Diamond" Don, as he was know by his bandmates, was a trombone player best known for his many years with The Brass Union and then Powerhouse. He was born on Oct.1, 1950 and passed on May 11, 2017. Don attended Southmount Secondary School, Studied Engineering major, English minor at Mohawk College, Studied Linguistics major, Engineering minor at McMaster University.

Don was very well educated and worked many hours on his very extensive webpage of The Brass Union and was helpful for having brought them back together after 40 years for a three day reunion several years back at the home of their former road manager, world

renowned Dr. William Hughes from Peterborough, which was a great success. Ronnie Hawkins was one of the guests invited to this special 3 day occasion and many others flew in from around the globe for this gala reunion. Check out "The Brass Union, Burlington" and see Don's great webpage, well worth the look (<http://brassunion.ca/>). Don was a long time member of 293 and will be sadly missed by many local musical friends. Don leaves behind his most beloved Joanne Watts Dalpe.

R.I.P. Brother Don Berryman,  
Reg Denis, First V.P. 293



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## You and Your Money

### *What they don't teach you in music school!*

It's tax time again – yippee! – or not! This is another article designed to help our fellow musicians and their associates manage the money that they earn.

**If you have changed your residence**, particularly if you have purchased or sold your home then you are required to notify the Canada Revenue Agency (CRA) of your changes to your residence address (and hence your contact address with the CRA). By the time you see this article the deadline for filing your 2016 personal income taxes will have passed. But perhaps you have already changed your residence, or plan to do so, in 2017. This will affect your tax return filing next year. It appears to be easier if you take the time to contact the CRA yourself:

**Method #1:** by phone: 1-800-714-7257. It may take you a while to get through. Sometimes the call gets answered quickly. It's a matter of luck, time of year, etc. After you listen to the menus press \* (star) to speak directly to an agent.

**Method #2:** Go to the CRA's **My Account** web portal using the following web address:

<http://www.cra-arc.gc.ca/esrvc-srvce/tx/ndvdl/mycmt/menu-eng.html>

It is quite easy to set up and you can provide your bank account number if you want to automatically receive tax refunds deposited directly into your bank account. This last feature may be handy if you expect to receive refunds every year due to the nature of your work arrangements. **The CRA will not accept your attempts to electronically file your return until your address is updated with the them.**

There are fewer changes to the tax regulations this year due to the complications in the political environment arising since the US presidential election. Below are just some of the highlights regarding changes to Canadian tax regulations that will take effect in 2017. This presentation is intended only to serve as a broad overview of changes to personal taxation regulations and is by no means exhaustive. Always check with your accountant – your CPA – to make sure that you are current.

### Key Personal Income Tax Changes

**Canada Caregiver Credit:** Replaces the Caregiver Credit, Infirm Dependent Credit and Family Caregiver Tax Credit with a single credit: The Canada Caregiver Credit. This non-refundable credit will apply to caregivers whether or not they live with their family member.

**Cancelled personal tax supports:** Generally these have limited impact or are duplicated with other support: (1) the deduction for employee home relocation loans, (2) the public transit tax credit, eliminated for transit use occurring after June 30, 2017, (3) the 25% investment tax credit for child care spaces, and (4) the first-time donor's super credit (already to expire in 2017).

**Adjustments to existing credits:** (1) Expands the range of courses eligible for the tuition tax credit to include occupational skills courses that are undertaken at post-secondary institutions and to allow the full amounts of bursaries received for such courses to qualify for the scholarship exemption. (2) Extends the eligibility for the medical expense tax credit to include the expenses of individuals who require medical intervention in order to conceive a child (including individuals and same-sex couples).

**Registered Savings Plans:** Extends the Registered Education Savings Plans and the Registered Disability Savings Plans anti-avoidance rules to be similar to the ones for Tax-Free Savings Accounts and Registered Retirement Savings Plans.

**Canada Savings Bond Program:** Is being phased out as it is no longer a cost-effect source of funds for the federal government.

### Canadian Private Business Tax Measures

**Business income of professionals:** For tax years starting after March 22, 2017, accountants, lawyers, medical doctors and other designated professionals may no longer elect to exclude the value of work-in-progress when completing their taxable income. Transition measures are provided.

*Any comments or viewpoints expressed in this article are those of Kevin Mann Accounting.*

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**Kevin Mann**

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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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.mpfcanda.ca](http://www.mpfcanda.ca) If you invest in your future now the rewards will be more than worth the effort.

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

## 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.

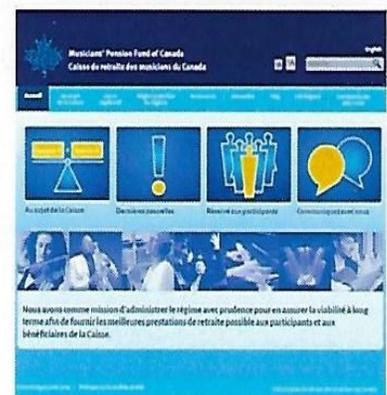
Once we investigate what he's entitled to the following scenario is typical: he hasn't filed enough contracts to qualify for much of a pension or in the worst case he's not even vested in the pension. This happens so often we felt it would be useful to shed some light on this phenomenon. DO NOT ASSUME 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.

## Now's the Time to Visit Us Online!

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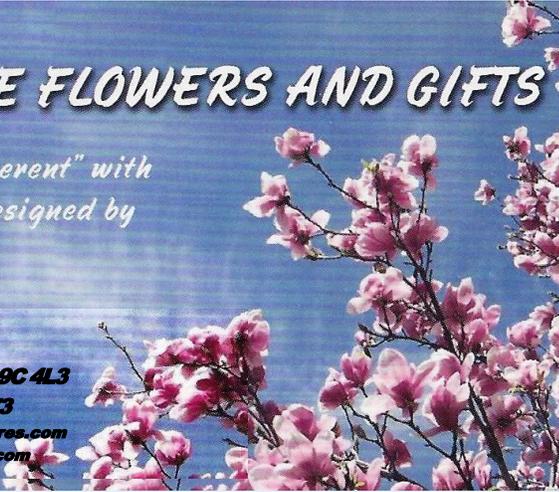
- Sign up for email notices and e-newsletters (In Concert) under the **Member** tab.
- View your own account information – login to member self-service (MSS).
- Access forms to change your beneficiary or address, or request a Pension Application; under the **Resources** tab, click on **Forms**.



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### Purchases from Chedoke Flowers & Gifts will help provide financial aid to disabled members of Local 293.

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This fund is a charitable trust fund that augments financial aid to disabled members of Local 293 who have been approved for assistance through the Lester Petrillo Trust Fund of the AFM.

## AFM UPDATES "ROAD GIG" ASSISTANCE POLICY

When musicians travel to perform they face a host of challenges—from transporting and setting up gear in a new space, to finding a great late-night eating spot, to getting their instruments across a border or in the cabin of an airplane. The last thing any traveling group wants to worry about is getting “stiffed” on a gig. If that ever does happen, though, the AFM offers help through “Road Gig,” an AFM policy to assist traveling musicians in the event of contract defaults. But what exactly is Road Gig?

First, let's talk about what it isn't. Road Gig isn't roadside assistance, help at the border with a missing visa or passport, nor help in the event of stolen instruments or equipment (instrument insurance is offered through Mercer in the US and HUB/Intact in Canada). It is assistance with contract enforcement, in cases where a venue or purchaser defaults on payment.

### Qualifications

The AFM will assist with collecting on defaulted contracts, when the following criteria are in place:

- The claim is for a traveling engagement.
- The engagement is covered by a written AFM contract (for US engagements only, other written contracts may also be accepted).
- The contract must have been filed with the appropriate union local, and must meet minimum scale.
- Each instrumentalist and member vocalist who performed/would have performed, must be a member in good standing at the time the engagement was scheduled/performed.

The policy does not apply in cases where the venue/establishment is covered by an existing AFM Collective Bargaining Agreement, or in cases where musicians are acting as a backup unit for a traveling “name” artist/act.

### Making a Claim

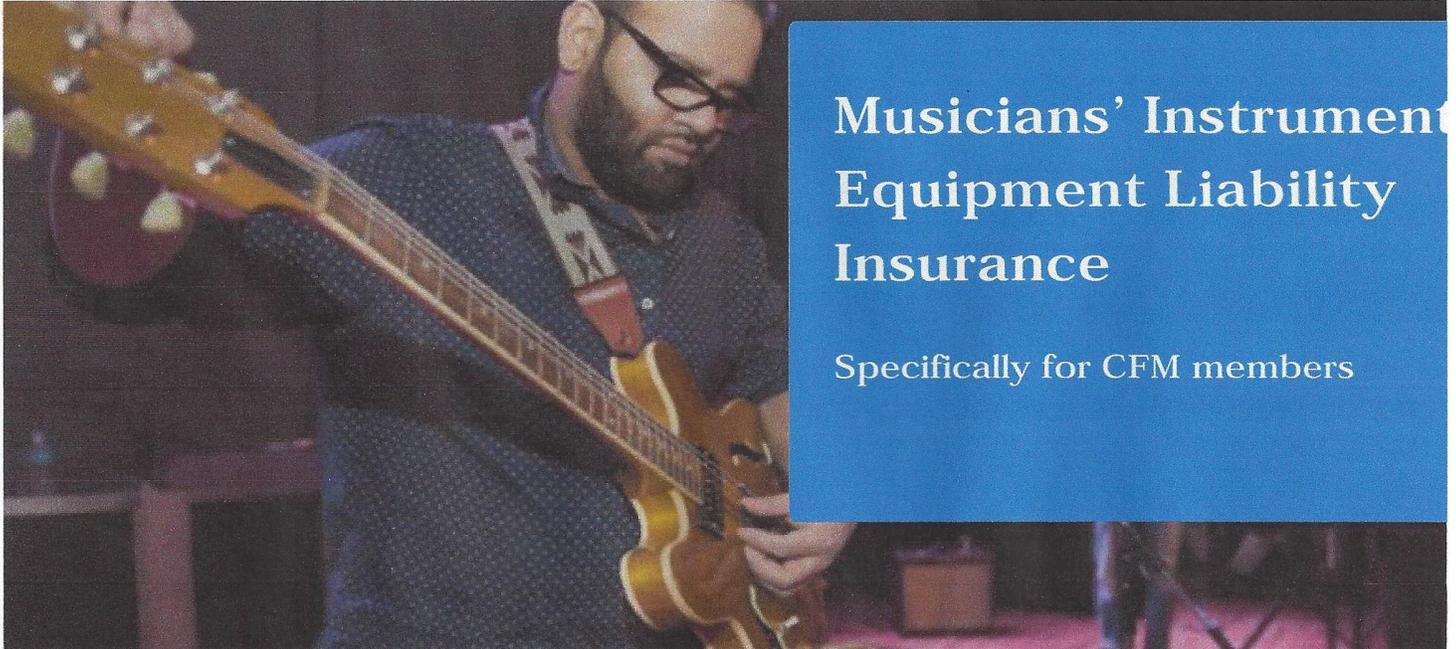
Claims can be made by calling 1-800-ROADGIG (762-3444) in the US, or 1-800-INFOFED (463-6333) in Canada. Claims can also be made via e-mail, to [roadgig@afm.org](mailto:roadgig@afm.org). Any calls or e-mails received after normal business hours will be responded to on the next business day. Claimants should include a copy of the defaulted engagement contract, and all other pertinent information, such as venue and purchaser details, in their claims. Upon reviewing all this, the AFM will determine the appropriate course of action, and do everything it can to effect an equitable resolution to the claim.

### Enforcement and Collections

When claims are made, the AFM's Touring, Theatre, Booking and Immigration Division will determine how best to pursue the claim. This usually begins with an official letter to the purchaser/venue to demand payment. If there is no immediate resolution, the AFM will seek authorization from claimants to pursue a legal collection process. At a minimum, the AFM may elect to pay musicians the Traveling Scale, at \$150 for leader and \$100 for sideman, for the defaulted gig.

When it comes to road gigs, the AFM isn't going to rush in and change a flat tire or keep a restaurant open past midnight. But we can help our AFM traveling members from being left out in the cold, when it comes to their gig contracts.





## Musicians' Instrument Equipment Liability Insurance

Specifically for CFM members

Your business is music to our ears.

You spend hours perfecting your talent and invest in equipment which allows you to express it. HUB International is in-tune with your needs and has you covered.

### PROGRAM FEATURES

- All-risks' coverage on your instruments and equipment
- Worldwide coverage
- Rental Reimbursement – up to \$10,000 in coverage, if you need to rent instruments or equipment in the event of a loss
- \$100 deductible per occurrence on instruments and equipment
- Commercial General Liability including bodily injury, property damage, medical payments, tenants legal liability and non-owned automobile
- Up to \$2,500 coverage on promotion material, T-shirts, CD's, posters, etc.
- Loss of earnings up to \$5,000 due to loss or damage to venue
- Loss of earning up to \$5,000 due to loss or damage to equipment

### RATES AND PREMIUMS

- \$2 rate per \$100 sum insured for Instruments and Equipment
- Liability rates (\$500 deductible):
  - \$1,000,000 limit - \$50 per member
  - \$2,000,000 - \$100 per member
  - Higher limits available upon request

### APPLY FOR COVERAGE

Amy Armstrong | [amy.armstrong@hubinternational.com](mailto:amy.armstrong@hubinternational.com) | 519-967-7922 | TF: 800-563-9441

[hubinternational.com](http://hubinternational.com)





## GENERAL MEMBERSHIP MEETING

Monday, May 29, 2017 - 7:00 pm  
**Her Majesty Army & Navy Club**  
 96 MacNab St North  
 Hamilton, ON L8R 2M1  
 (see you on the corner of MacNab Street & Vine)

## AGENDA

### Financial Review

Review of 2016 Financials

### Local By-Laws Review

- Increase Quarterly Dues from \$40 to \$45
- Increase Semi-Annual Dues from \$80 to \$90
- Increase Temporary Dues from \$40 to \$45
- Increase Reinstatement Fees from \$15 to \$20

### Local Tariff of Fees Review

Addition of a local minimum scale for Performances in Retirement Homes

## PRESENTATIONS



### Life Memberships

- Greg Smith
- Al Eady
- Nick Deutsch
- Bill Dillon
- Charles T Cozens
- Kyle Pacey
- Michael Keys
- Marsha Moffit
- Henry Strong
- Reg Denis
- Patti Denis

### 50 Year Pins

- Robert Devey
- David Russell
- Terry Bramhall
- Roger Flock
- John Staley
- David Clewer



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## AFM Entertainment

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Hamilton Musicians Guild member Loretta Hale has registered with AFM Entertainment

AFM Entertainment | Hamilton | Ontario

Request a Quote | Loretta Hale Big Band

Want to ask a question or get an estimate? Click here

Audio

Straighten Up & Fly Right

String of Pearls

Styles

- Big Bands
- Swing Band

Listed under

- Hamilton
- Granddad
- Niagara Region

Watch Loretta Hale Big Band

For those who love Swing, Blues, Jazz, and of course a little Tjuna Brass for your event! Featuring the music of Glenn Miller, Benny Goodman, Count Basie, Ella Fitzgerald, Nat King Cole, Sammy Nestico, George Gershwin, Brian Setzer and Big Bad Voodoo Daddy and more.

The Loretta Hale Big Band began in September 2005 in downtown Hamilton, Ontario. The 18 members of the band consist of students/graduates of the Mohawk & McMaster music programs as well as very talented members of the Hamilton community. The band performs for private functions and live shows throughout the Hamilton, GTA and Niagara Region. It's Brass with Class!

**Get that Gig**

**AFM Entertainment**  
 The First Federation-operated International Booking Agency is now accepting AFM members from all genres.

- 1 Register your press-kit.
- 2 Reach your audience.
- 3 Make it a union gig.

[afmentertainment.org](http://afmentertainment.org)

Net wages will be at or above the local union wage scales, and locals will receive their usual share of union dues. AFM Entertainment will handle all communication with potential purchasers. AFM Entertainment reserves the right to accept, reject or sell any submitted proposals.



Hamilton



# 2017 AFM Canadian Conference of Musicians

August 11, 12 & 13, 2017



**Sheraton  
Hamilton**  
HOTEL



Hosted by the  
Hamilton Musicians Guild

