

# HAMILTON MUSICIANS' GUILD, LOCAL 293, CFM

April  
2014

# LIBRETTO



## General Membership Meeting

Monday, April 28, 2014

7:00 p.m.

The Admiral Inn

York and Dundurn Streets, Hamilton

### Local 293 Presentations

This General Meeting will see a handful of members awarded 25 year pins and Life Memberships.

#### Life Memberships

Michael Maguire  
Peter Rihbany  
Jon Peterson  
Diane Merinuk  
Mikhail Brat  
Russ McAllister  
Roger Flock  
Valerie Tryon  
Sonny Del Rio

#### 25 Year Pins

Christopher Hunt  
John Gora  
John Bianchini  
Catherine MacDonnell

We encourage friends and colleagues to attend the General Membership Meeting on April 28 as a way of acknowledging the contribution of our Honourees' to Hamilton music and congratulate them on their achievements.

Any notice appearing in this bulletin shall be considered an official notice to all members of Local 293 CFM.

### GUILD CONTACT INFO

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Hamilton, Ontario  
L8N 2A1

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Fax: 905-525-4047

email: [local293hmg@bellnet.ca](mailto:local293hmg@bellnet.ca)

[www.hamiltonmusicians.org](http://www.hamiltonmusicians.org)



<https://www.facebook.com/local293musicians?ref=hl>

### Executive Board — Local 293 CFM

President	Larry Feudo
1st Vice President	Reg Denis
2nd Vice President	Steve Sobolewski
Secretary-Treasurer	Brent Malseed
Marshall	Lorne Lozinski
Sergeant at Arms	Paul Panchezak
Director	Janna Malseed
Director	John Balogh
Director	Ron Palangio

#### Emeritus Officers:

Matt Kennedy  
Harry Waller





## President's Report

As many of you already know Opera Hamilton has ceased operation this past December. As a result of this some 32 musicians are owed a total of \$20,000 in performance fees. After meeting with contractor Jon Peterson to familiarize ourselves with the details of this debacle we decided to call in Mark Tetreault, head of CFM's symphonic services to help find a solution.

It became apparent very quickly that Opera Hamilton was not being forthright or communicating in good faith. After many broken promises and excuses why the funds were not being paid out it was decided to pursue legal action. Once the IEB approved this course of action, steps were taken to find a legal solution. Articles and letters from us appeared in the Spectator outlining our grievance with Opera Hamilton. We met with the mayor and his staff to get a dialogue going and this process is ongoing. We feel confident that this matter will not be swept under the rug and we will have taken every measure possible to rectify this problem.

On a more positive note in February Local 293 with the CFM's Anya Craig set up a booth at The Golden Horseshoe Music Fest. This yearly competition has high school students competing for awards in various categories including Best Jazz Ensemble and Best Concert Band which were awarded by Local 293. Ron Palangio spearheaded the committee from Local 293 which included Paul Panchezak, Reg Denis, Brent Malseed and me. We all spent time manning the booth with Anya Craig, talking to students and faculty alike about the CFM and it's role in a musicians' life. Our participation in this event generated some real positive feedback for us and was well worth the time and effort.

Speaking of Mohawk College, once again the annual Tribute to King Biscuit Boy takes place June 7<sup>th</sup> at Leander Boat Club (Bay City Music Hall) and the Blues Cruise June 8<sup>th</sup> at Pier 4. Proceeds go to funding music scholarships at Mohawk College. Local 293 will once again donate to this worthy cause.

Lastly, one of this Board's main objectives is to establish greater ties with the arts organizations and labour groups in Hamilton. We have had talks with Theatre Aquarius and the City's Music Initiative Committee. We have reached out for inclusion in the JUNO committee which will be steering JUNO events in Hamilton next year. We feel we have much to contribute in helping to give the union's perspective for the JUNO Awards. We will also be approaching IATSE and EQUITY to foster common goals and share information that will be mutually beneficial. All of these efforts go to representing our members in the best possible way.

Yours in solidarity

Larry Feudo

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## Secretary-Treasurer's Report

**W**ell, it sure has been a most brutal and long winter and I am sure that we are all elated to finally see spring arrive. I would like to take this opportunity to congratulate all members who were elected or acclaimed to positions on the Executive Board to serve the membership of Local 293 for a two year term of office for 2014/2015. All positions on the Executive Board were up for election except that of the Secretary-Treasurer, as this position is elected for a three year term and will not be up for election until the fall of 2015. It was encouraging to see the membership confidence in Larry Feudo by acclaiming him as President for a second term. Larry is working diligently to move this local in the right direction to provide better service to the membership. I would also like to extend a special welcome to Ron Palangio who is a first time member to the Executive Board. Ron is a graduate of the Mohawk College's Applied Music Program and continued his studies at university where he earned a Bachelor of Music from McMaster and a Bachelor of Education from the University of Toronto. Ron currently teaches music and is Head of Arts at Cardinal Newman Secondary School. Ron has been a member of the Hamilton Musicians' Guild for many years and his knowledge of the music industry and music education will be a great asset to the Executive Board of the Hamilton Musicians' Guild.

We are very grateful to the number of members who are now receiving the Libretto digitally (approximately 80% of the membership). This initiative is saving the local significantly in printing and postage costs, especially now with the recent government increase in the cost of postage stamps. An electronic copy can be viewed from our website in full colour on a computer, iPad, iPhone or other electronic devices. If you received this issue of the Libretto in the mail, and you have an email account, please inform the office of your email address.

As our membership continues to increase, the workload in the office is getting busier and busier. Since the New Year, we have been diligently working to rectify the situation of 32 musicians who have not been completely paid for their performance in Opera Hamilton's production of Falstaff last October. We are very grateful to the Canadian Federation of Musicians (CFM) in their help and support to get this situation rectified and especially to Mark Tetreault, Director of Symphonic Services. We are also gearing up for negotiations for a new Collective Agreement between the Hamilton Musicians' Guild and the Hamilton Philharmonic Orchestra (HPO) which will begin in May, 2014. In August of 2014, President Feudo and I will be attending as delegates to the Canadian Conference of Musicians in Ottawa to meet with delegates from the other 25 AFM Locals representing musicians from every geographical region in Canada to discuss, share ideas and act upon issues that ultimately affects the lives of all professional Canadian musicians. AFM President Ray Hair and AFM Vice-President from Canada, Alan Willaert, will be at the conference along with some office staff from the CFM. As many of you already know, the JUNO's will be held in Hamilton next year and we are all looking forward to this event for our members and other musicians from across Canada.

The Golden Horseshoe Music Fest that was held at Mohawk College in February was a great success. I would like to thank the Canadian Federation of Musicians for their support and participation with this year's event. Anya Craig, CFM Membership Services Administrator, attended the three day event and was instrumental in helping our Executive Board promote the Local and the AFM to young musicians. Please see Ron Palangio's report on page 10.



**Harold Namaro**

Please note that Life Member Harold Namaro is now a resident of the Village of Wentworth Heights (a long term care facility) located at 1620 Upper Wentworth Street in Hamilton. He is in the Rymal Neighbourhood in room 230 and would love to have visitors. Not only did Harold have his own band in the Hamilton area for years, you might also remember that Harold was in the movie

"Three Men and A Baby".

Yours in Solidarity, Brent Malseed

### 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! Please notify the office of any changes to your contact information. Include your phone number, home address and email address. Call **905-525-4040** or email ( [local293hmg@bellnet.ca](mailto:local293hmg@bellnet.ca) ) the office 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 side of the home page, under **Links** click on

**Manage your AFM Profile**

Once you complete your online update, the Local 293 office is notified by the AFM that you have changed your profile information.

## CFM Musical Equipment & Liability Insurance Program Enhanced



I am pleased to have the opportunity to provide the Canadian members of the AFM/ CFM with direct information on one of the best, on going benefits of belonging to the AFM/ CFM. The Canadian National office approached our company over 30 years ago to establish an insurance program for their members. This program is very unique in that it has stayed with the same insurance company and same insurance brokerage (although they have been purchased or had name changes ) during all these years. This is why it has been such a consistent product with only 1 change in rates in over 20 years. However, it was time to see if we could improve the product without risking the integrity of the rate stability, superior claims service and the ability of the carrier to deal with those “ exceptions” that the members require from time to time. Before I highlight the enhancements to the current product, I thought I should review the benefits of the current policy. We hope you are as excited about the changes to the policy as we are. The two new enhanced changes are a direct result of input from the Canadian National Office and the Canadian Conference of Musicians Executive Board. They are a great add on to the policy as they provide income that otherwise you could be out. I encourage all of the members to let Sandra Sween, your local, the CFM National Office or myself know your thoughts on the changes.

*Sincerely, Bob Burns, HUB International*

### **Current Benefits:**

- The member chooses the value of each item to be insured. Only items above \$10,000 require an appraisal. The policy pays the limit shown on the policy.
- The members are only required to insure the items they wish to insure.
- If an item that was stolen is ever recovered the member has the right to purchase that item back
- You can schedule any item you use in your performance. It does not necessarily have to be a musical instrument.
- Claims under \$5,000 are settled in our office allowing for quicker claims payments
- Equipment Rental reimbursement should you need to rent equipment because your scheduled equipment was damaged or stolen.
- Promotional Items ( CD's ; T-shirts, Posters ) for a limit of \$2,500 is included free with the policy
- Low Deductible Most commercial policies have a \$500 or \$1000 minimum deductible
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### **All of these features remain the same, except as outlined below:**

- **New Rate:** The equipment rate has been reduced from \$2.75/\$100 to \$2.00/\$100. *The \$2.00 rate is 37% lower then the old rate.*
- **New Deductible:** The deductible has been increased to \$100.00 from \$50.00. *You should still insure items under a \$100 in value because if a case of gear goes missing it could have a number of items worth under a \$100 but together total \$500 - \$1000;*
- **New Liability Rate:** The liability premiums have been increased to \$50.00 for 1 million and \$100 for 2million
- **Added coverage** for Advertising & Personal Injury  
*Note - **Personal Injury is liable slander not bodily injury which the policy has always covered***
- **Increased Equipment Rental Limit**  
*The rental reimbursement limit has been increased from \$1,000 to \$10,000 for no additional charge, should you need to rent an instrument, when yours has been lost, stolen or damaged.*
- **New Coverage at No CHARGE : Lost Income**  
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**The new program takes effect March 1<sup>st</sup>, 2014**

*Note: Application Forms are available on our website at:*  
<http://www.hamiltonmusicians.org/membership-benefits/>

# Membership Matters

## NEW MEMBERS

James Anthony  
Corey Brouwer  
Jay Burr  
Timothy Crawford  
David Davidson  
Cindy Dell  
Annelise Forbes  
Craig Freeborn  
Andrew Gilmore  
Dylan Godfrey  
Jessie Gold  
James Hall  
Brian Hogue  
Burton Lavery  
Tom Lewis  
Andrew MacPhail  
Liam McGlashon  
Travis Miles  
Jonathan O'Callaghan  
Rich Oddie  
Kevin Panko  
Diana Panton  
Terrance Pettit  
Richard Roxborough  
Samantha Rutherford  
Mark Schroor  
Ed Sculthorpe  
Christina Sealey  
Sonia Shkarov  
Michael Short  
Andreas Sparboom  
Alexander Standen  
Gary Whelan

## REINSTATED

Dennis (Sonny) Grasley  
Darryl Fleming  
Tammi Hensch  
Don Kerr  
Bruce Nicol  
David Pell  
Andrew Scott  
Mate Szigeti  
Tom Wilson



## RESIGNED

Jordan Abraham  
Steven Binder  
Matt Bourassa  
Lance Elbeck  
Julie Fader  
Darren Harris  
John Linstead  
Michael C. Monson  
John Morley  
Sydney Read  
Lester Smith  
Bradley Toews  
Graham Walsh  
Stanley Windels  
Greg Winiarz

## EXPELLED

Kevin Bath  
Tyler Baynton  
Joel Blanken  
Johathan Gerber  
John Ingles  
Todd Neilson  
Jake Nicolle  
Adam Payne  
Andrew Roy  
Sheryl Stacey-Neilson  
Michael Stevenson  
Michael Taylor

## SUSPENDED

Suhashini Arulanandam  
George Behr  
Luke Benthon  
Tom Bigas  
Neil Boshart  
Caitlin Boyle  
John Crawford  
Aron D'Alesio  
John Dauphinee  
Fred Eaglesmith  
Justine Fischer  
Kyle Fisher  
Matthew Fleming  
Noah Fralick  
Laurie Goldblatt

Dan Goldman  
Eric Hall  
Ted Hallas  
Kelly Hamelin  
Ken Hammond  
Geoff Hlibka  
Ruth Hoffman  
Jonathan Ingham  
Susan Barber Kahro  
Brett Kocsis  
Frank Koren  
Kim Koren  
Daniel Kurtz  
Corey Lacey  
Carter Lancaster

Keith McKeown  
Sean McKeown  
Dan Medakovic  
Brian Melo  
Melissa Messina  
David Nardi  
Johnathan Scott Paige  
Keegan Powell  
Alex Re  
Trent Richer  
Charles Ricottone  
John Smith  
Brandon Strychowsky  
Michele Verheul  
Robert Wiseman

### 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.

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



## LIFE MEMBERS

Harry Aylward  
Terrence J. Ball  
Terry Basom  
Paul Benton  
Mikhail Brat  
Geoffrey Brooker  
Robert Devey  
Roger Flock  
Sonny Del Rio

Al Hirsch  
Al Ippolito  
Matt Kennedy  
Ralph Lefevre  
David Linfoot  
Robert Lowe  
Maggie MacDonald  
Michael Maguire  
Glenn Mallory

Peter Marino  
Russell McAllister  
Joseph McGarr  
Diane Merinuk  
Natalie Mysko  
Harold Namaro  
R. James Nelles  
Jon Peterson  
Peter Rihbany

Steve Sobolewski  
John Staley  
Donald Stevens  
Valerie Tryon  
Harry Waller  
Rudy Wasylenky



## Local 293 STREETBEATS

by Paul Panchezak

**T**he JUNO awards were held recently in Winnipeg and once again Hamilton artists were well represented. A highlight of this year's telecast was a live performance by acclaimed band Walk Off The Earth. Backed by the Red Robe Women's Drum Society, a First Nation's group from Winnipeg, the band performed a medley of their songs Red Hands and Gang of Rhythm. Walk Off The Earth was nominated for JUNOs in three categories. All five members – Sarah Blackwood, Ryan Marshall, Gianni Luminati, Mike Taylor and Joel Cassady – are Local 293 members. Another member of our local, Jeremy Widerman received a nomination in the Best Rock Album category as part of the popular act Monster Truck. Also glad to hear that JUNO nominee, Tom Wilson has returned to Local 293. Tom is one of the hardest working artists in Canada. Aside from his solo career, he has received international acclaim for his work with Blackie and the Rodeo Kings. At this year's JUNO awards Tom's other group LeE HARVeY OsMOND was nominated in the Best Roots Recording category.

We are proud to announce that another multiple award winner has returned to the Local 293 fold. Diana Panton is a leading figure on the Canadian jazz scene. She has received three JUNO nominations and seven Hamilton Music Awards among numerous other honours and awards. Recently Diana was announced as a Best Jazz Artist Nominee for the 2014 SiriusXM INDIE awards.

Another busy member of the local is multi talented musician and recording artist Dave King. He is so busy that he still hasn't found the time to drop by and pick up his 25 year pin. Dave spends part of his time drumming for JUNO and Maple Blues Award winner Steve Strongman. In the last year the group appeared on the same bill with a number of blues legends including B.B. King and Johnny Winter. Dave has also just wrapped up work on his latest solo CD under the name The Heavy Dream. He was excited to travel to England to have the disc mastered at the world famous Abbey Road Studios in London. We can't wait to hear the result.

Finally a quick mention that Dave King's brother Steve is back as an active player on the Hamilton scene. He recently joined the popular group Groove Corporation stepping into the guitar position vacated with the passing of Alex MacDougall.



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## Highlights from the General Membership Meeting — November 2013



Paul Benton is presented his Life Membership Card  
from President Larry Feudo



President Larry Feudo presents a Life  
Membership Card to Executive Board Member  
Steve Sobolewski

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**His Name Lives On**

Once again Local 293 is proud to contribute to the Richard Newell Scholarship in the Music Program at Mohawk College through sponsorship of the twelfth annual Blues With a Feeling Concert at The Bay City Music Hall (Leander Boat Club) on Saturday June 7. The concert is followed by a Blues Cruise on the Harbour Queen on Sunday June 8. Both events pay tribute to international blues legend, and Hamilton native, Richard Newell a.k.a. King Biscuit Boy. The concert will feature a number of Local 293 members including Lily Sazz whose funk horn band Groove Corporation will be part of the Saturday show. Also on Saturday Local 293 bassist Neil Nickafor will be part of a group fronted by former Moxy guitarist and King Biscuit Boy band member Earl Johnson. Headlining the show is another Canadian blues legend Rita Chiarelli. The Blues Cruise will be hosted by Local 293 members Trickbag and will feature a number of special guest artists. For ticket info contact Rob at 905-512-1717.



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## Harry Waller

Article by 1st Vice-President  
Reg Denis

I wish to personally thank Matt Kennedy for sending me this bio on Harry Waller.

"Harry Waller came out of the Royal Canadian Air Force (R.C.A.F.) at the end of World War 2 and settled in Hamilton. He joined the Ron Wicken Orchestra at the Alexandra Ballroom on James Street South until 1950 when he and his brother Tom Waller left to join the Gav Morton Orchestra at the Brant Inn where Harry remained until Gav retired. Harry then took over the band and returned to the Brant Inn until it closed down. In the following years he headed the big band and a smaller six piece group playing various club dates, weddings etc. until he retired from the business in 2011. Harry also served for many years on the Executive Board of the Guild and attended an AFM convention as a local 293 delegate."

Harry Waller is currently living at St. Peters Residence at Chedoke and I take time to drive out and visit Harry whenever possible on behalf of Local 293. He lets me wheel him down to attend some of the regular Thursday evening entertainment there. Once Harry is there, he thoroughly enjoys himself.

We all wish Harry the very best and sincerely thank him for his many years of sharing the wonderful music he has provided to so many generations of Hamilton area folks!

Please keep our Board members updated as to any other 293 senior members who may be in poor health or alone in their senior years. Music lifts their spirits a great deal as does the camaraderie of musical friends.

Our Board members will always try to step up and help whenever possible.

Regards, Reg Denis



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Additionally, you can read entire issues of the *IM* online in the member's section at [afm.org](http://afm.org). Each issue is available on the first of the month. **If you prefer to read the *IM* online** and want to eliminate the paper waste and excess postage, logon to [www.afm.org/settings](http://www.afm.org/settings) to update your profile, or call 212-869-1330 x270.



## The Golden Horseshoe Musicfest

Article by Ron Palangio  
Executive Board Member



From February 24 to 26th Mohawk College was home to 3000 student musicians as it hosted the 8th annual Golden Horseshoe Musicfest. Young musicians from middle and high schools as well as community groups had the opportunity to perform, receive workshops with professional adjudicators and listen to other groups. The GHMF is a regional music festival of Musicfest Canada which is the nation's largest school music festival. Bands who participated at the Golden Horseshoe Musicfest were vying for an invitation to the National Festival in May, this year being held in Richmond British Columbia. Out of 90 Concert Bands, Orchestras and Jazz Bands participating, 40 groups were invited to the Nationals. Since its inception in 2006, the aim of the GHMF has been to celebrate, showcase and raise the standard of school music in the Golden Horseshoe. It has grown to become one of the finest regional festivals of Musicfest Canada with many bands from outside the region participating.

School music programs are constantly struggling and are often under threat of budget cuts. For the past decade issues like teen depression, bullying, dropout rates, falling literacy and numeracy levels have been at the forefront of the educational agenda. Despite a large body of evidence that indicates musical training benefits brain development, increases math and literacy levels, can serve as a potent tool for preventing depression and anxiety, and actually keep kids in school, it is ironic that music classes are often the first subject on the chopping block.

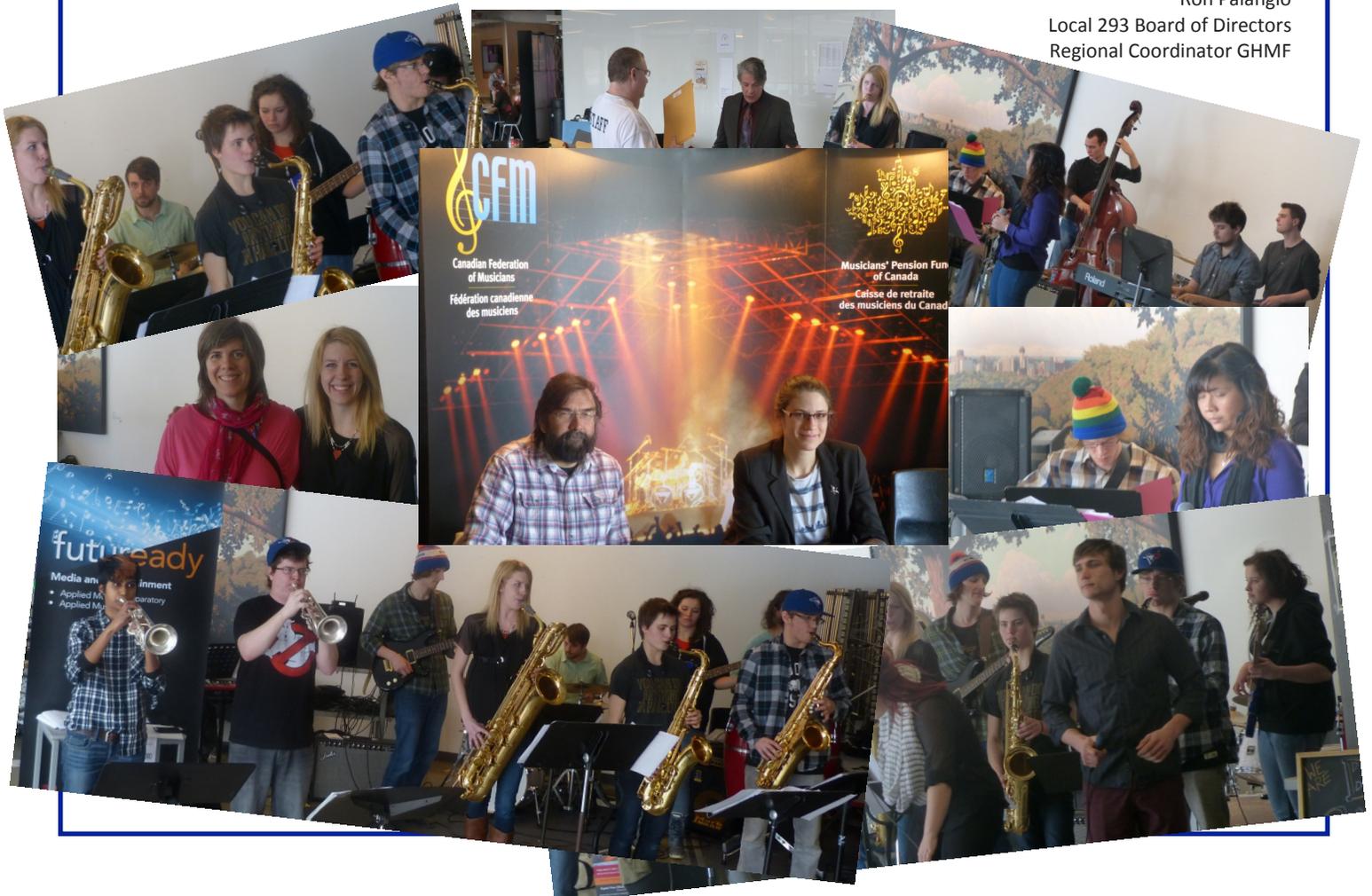
School music programs have traditionally been the training ground for future professional musicians. I and I'm sure many of our members got their start in the school band. Not only do school programs produce musicians, their main product is a musically educated population and most importantly for us, an audience. It is important therefore to support and nurture music in our schools and help to ensure that they thrive. All professional musicians should be advocates for music education in our schools. This is why the CFM and local 293 decided to get involved with the GHMF. The national office set up an information booth (photo below) at the festival and Anya Craig with members of your executive manned it over the 3 days. It was a great experience for everyone, many participants from the festival as well as Mohawk College music students stopped by and chatted with our members. Applications for membership were handed out and many young musicians are now aware that the CFM exists. The local donated an award to recognize the best and most professional Concert Band and Jazz Ensemble. This year's award went to the Woodlands Senior Concert Band from Mississauga and the Hillfield Strathallan Senior Jazz Band.

It is our hope that all those who participated will continue their love of music and that we will see you someday on stage or in the audience.

Congratulations to all our young musicians.

Ron Palangio

Local 293 Board of Directors  
Regional Coordinator GHMF



MY MUSIC

MY PRIVACY

MY INFO

MY AFM



## 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



For more information, please contact AFM Information Systems at [support@afm.org](mailto:support@afm.org).

## Grassroots Efforts Demonstrate Power of Musician Organizing

Fair Trade Music (FTM) Seattle, with support from AFM Local 76-493, has won a significant victory: musician loading zones at several major clubs. This follows a similar win by AFM Local 257 (Nashville, TN), which gained similar zones in 2011.

FTM is a grassroots campaign dedicated to raising the standard of living for all Seattle-area working musicians. With strong backing from Local 76-493, it includes both union and nonunion musicians.

At its first public meeting in August 2012, musicians had an opportunity to discuss with each other what kind of problems they were facing. A top issue was the difficulty club musicians have with unloading and loading their gear at area venues. Many music clubs are in heavily congested areas, and musicians must either tote heavy instruments and equipment long distances or risk parking violations.

FTM and local leaders met with the Seattle Office of Film and Music, as well as the chair of the City Council's Transportation Committee. Musicians relayed horror stories of \$40 parking tickets for a gig that paid \$30, or having to move equipment five or 10 blocks to get to work.

The musicians asked the city to establish musician loading zones within 100 feet of the venue entrance, with a visible sign identifying the zone. They also sought a 30-minute parking limit between 3:30 p.m. and 2:00 a.m.

To establish standards for eligible clubs, they proposed that the zones be limited to venues that have qualified for admission tax exemption. This requires that the venues hold fewer than 1,000 people; host live music at least three days each week, with a minimum number of individual performances per week; stay out of legal trouble; have a current Seattle business license; and obtain a certificate of exemption from the city. By city definition, "live music" also includes that provided by a DJ. Nineteen venues met these standards and were targeted as potential sites.

In early March, the first four loading zones were established, covering five of the 19 venues. Local 76-493 member Nate Orndal, a bassist who plays jazz at area clubs and a

leader of Fair Trade Music, noted: "It's amazing what musicians can accomplish when we work together. We got great help from the musicians union, and wonderful cooperation from the city and the club owners. But, the real lesson for me was that, as musicians, we actually do have the power to make change—we just need to get together and act."

Local 257 President Dave Pomeroy points out that "this essentially gives musicians the same rights as beer trucks that service the clubs. It's a good start, and our next goal is coming up with an affordable parking scenario for musicians."

Pomeroy worked closely with the mayor and city council in Nashville to achieve gains. He described the Nashville victory as, "one small step towards respect for club musicians that has given Local 257 street credibility."

The Seattle move has attracted huge attention, not only within the music community, but also within the labor movement. Labor sees it as an example of rank-and-file organizing to both empower musicians as workers and make gains for working musicians. Musicians are excited at their ability to make change, but also see it as a logical development.

The win also reflects the strong working relationship between labor and the city. Local 76-493 President Motter Forman noted, "This is a step forward in improving working conditions for club musicians. We would like to thank the Seattle Music Commission, the Mayor's Office of Film and Music, and the Seattle Department of Transportation for helping to make our idea a reality."

Fair Trade Music hopes to use the victory to spur further organizing. They are exploring campaigns for similar policies, not only for other Seattle venues, but also in other cities in the Puget Sound region. And they're planning training for musicians from the local's organizing department, as well as strategic planning to formulate a program to expand their gains. As part of the effort, Local 76-493 will participate in the training and strategic planning together with the FTM activists, so that the local and the Fair Trade musicians can work together to organize for change.



Thanks to grassroots organizing, musician loading zones and signs have been set up in Seattle (above) and Nashville (below).



## Musicians' Pension Fund of Canada

The Pension Fund provides:

- Retirement Benefits
- Disability Benefits
- Survivor Benefits

### Who are we?

Musicians' Pension Fund of Canada was established primarily as a result of collective bargaining between employers and the Federation.

The Plan is registered under the Ontario Pension Benefits Act, and under the Income Tax Act.

Employee contributions are not required nor are they permitted. Contributions are made by employers and are held in trust for the purpose of providing benefits to eligible members and their beneficiaries.

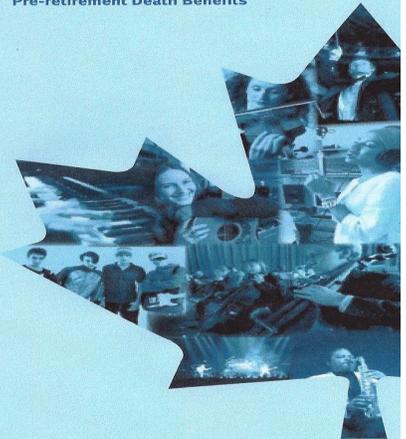
The Fund presently has assets in excess of \$575 million.

The Plan is administered by a Board of Trustees, consisting of an equal number of employee and employer representatives. They are responsible for the overall operation of the Plan and serve without compensation.

### What's in it for me?

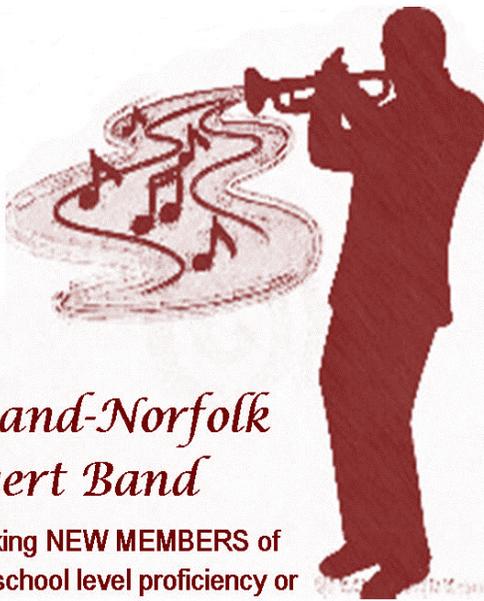
The Pension Fund provides:

- Normal Pension
- Early Pension
- Disability Pension
- Pre-retirement Death Benefits



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When Jay Leno retired from his hosting job at the Tonight Show he delivered a heartfelt and sentimental farewell. One acknowledgement in particular caught our ears. In thanking the many people on his staff he stated, "I'm proud to say this is a union show. I have never worked with more professional people in my life." A tip of the Local 293 hat goes to Jay for standing up for unions and their contribution to quality of life and standard of living.

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