

INTERNATIONAL

Official Journal of the
AMERICAN FEDERATION
OF MUSICIANS
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MAY, 1981

MUSICIAN

PERFORMANCE RIGHTS LEGISLATION IS TO BE RECONSIDERED BY CONGRESS

A performance rights bill has once again been introduced in the House of Representatives by Congressman George Danielson, a Democrat from California. Danielson's proposed bill calls for performance royalty payments from radio and other commercial outlets netting more than \$25,000 annually in advertising receipts.

Specifically, the royalty fee would be \$250 for outlets with receipts of \$25,000 to \$100,000 annually; \$750 for those with receipts of \$100,000 to \$200,000; and 1 percent of receipts for outlets netting over \$200,000 a year.

The collected fees would then be distributed by the Copyright Royalty Tribunal (CRT) to copyright owners (record companies) and performers, who would be required to file claims with the CRT each May. The bill categorizes performers as singers, musicians, conductors, actors, narrators, arrangers, orchestrators, and copyists.

The bill, H.R. 1805, is virtually identical to the one Danielson submitted last year, but which died in a House subcommittee. This year's bill has been referred to the House Judiciary Committee, and is likely to be sent to the Courts Subcommittee for further study. However, several sources close to the issue, both for and against performance rights legislation, feel that H.R. 1805's chances for passage into law are better than ever.

Stanley Gortikov, President of the Record Industry Association of America (RIAA), remarked that performance rights has been a goal

of the recording industry "since the early 1960s. The AFM, AFL-CIO and RIAA have shepherded this bill on what we see as an inequity on the part of the broadcasters toward performers, and we're trying to correct that."

On the possibility of H.R. 1805 being enacted, Gortikov said, "We really have no way of knowing if it will pass this year, but with approximately thirty (actually twenty-eight) cosponsors for the bill, it is a healthy sign. . . Still, we do expect strong broadcaster opposition."

The National Association of Broadcasters (NAB) and the National Radio Broadcasters Association (NRBA), along with jukebox operators, have for years vehemently fought passage of performance rights legislation. Claiming radio airplay is a "promotional service" for the recording companies and artists, Shaun Sheehan, Senior Vice President of Public Affairs for the NAB, stated, "We think performance royalties are patently unfair. We oppose it and will do everything we can to defeat it."

Lisa Friede, NRBA Vice President, echoed Sheehan's sentiments, saying, "One of the biggest things labels push for is airplay. If airplay is that important, by playing their records, we are providing a free advertising service."

Not so, according to AFM President Victor W. Fuentelba. "Record companies and artists do not get a 'free ride' from broadcasters. 63 percent of the records played are 'oldies' that enjoy few current sales, if any." Fuentelba also noted that the record industry is a large investor in advertising air time on radio and television, with purchases totaling about \$100 million a year — far from "free."

On the contrary, Fuentelba asserted that broadcasters have prospered from the free use of others' products. "Recorded music accounts for 75 percent of all radio programming in commercially available time," the union leader declared. "It draws radio audiences on the basis of which stations sell advertising time, earn substantial profits and build equity value. Broadcasters pay nothing for the creative efforts of the musical artists and record companies which produce this programming material."

While opposition to the performance rights principle is limited to broadcasters and jukebox operators, there are a number of organizations that agree with the contentions of the AFM and RIAA, including the AFL-CIO, the American Federation of Television and Radio Artists (AFTRA), Actors' Equity, the American Council

for the Arts, the Consumer Federation of America, the U.S. Copyright Office, the National Endowment for the Arts, the Copyright Section of the American Bar Association, and the National Citizens Communications Lobby.

Serving on the subcommittee that will probably be reviewing the bill, in addition to Danielson, are Robert Kastenmeier (D.-Wisconsin), its chairman; Jack Brooks (D.-Texas); Barney Frank (D.-Maryland); Tom Railsback (R.-Ohio); Caldwell Butler (R.-Virginia); and Harold Sawyer (R.-Michigan). Supportive letters written by AFM members to these Congressmen, and to their own Congressional Representatives, would greatly improve the chances of success for H.R. 1805. Address letters to: Honorable, U.S. House of Representatives, Washington, D.C. 20515.



Visiting the Twin Cities of Minneapolis-St. Paul for the purpose of negotiating a new contract with Union Advocate, which firm prints the "International Musician," Secretary-Treasurer Marty Emerson also found time to put together a photographic report entitled "Picturing Minneapolis-St. Paul." With the state capitol as an appropriate background, the lead picture shows Local 73 Secretary Russ Moore and Local 30 Secretary Pat Rian in a pose of "togetherness" symbolic of their talks to bring about a possible merger of the two Locals. (More on page 4.)

BELL SYSTEM EXPANDS ITS PROGRAM FOR AMERICAN ORCHESTRAS ON TOUR

The American Telephone and Telegraph Corporation recently announced that nine major symphony orchestras have been added to the Bell System American Orchestras on Tour program for 1981. The orchestras of Baltimore, Buffalo, Dallas, Kansas City, Milwaukee, San Francisco, Syracuse, Utah and Washington, D.C.'s National Symphony will now join the other orchestras already touring under the auspices of the program. The four-year, \$12 million commitment by the Bell System companies is designed to bring the music of thirty of America's leading orchestras to communities throughout the United States.

"We're delighted to welcome these fine orchestras to our program," said Edward M. Block, AT&T vice president — public relations. "Many of their concerts will take place in cities that would not otherwise have the opportunity to hear live symphony music performed by a leading orchestra. That's the principal benefit of this unique program and the main reason we've expanded it to include thirty major orchestras by 1982."

The news of the Bell System's growing commitment to this musical endeavor is especially good in light of the proposed cutbacks on government funding for the arts. Both proponents and opponents of the Reagan Administration's stringent budget proposals have suggested that as fewer tax dollars become available for arts programs, business concerns, most of which have long advocated a

minimized federal role, will have a heightened responsibility to help support the arts. The Bell System sets an excellent example to this end.

The American Orchestras on Tour effort started in 1979, when the Bell System began funding the domestic tours of seven major symphony orchestras — those of Boston, Chicago, Cleveland, Los Angeles, New York, Philadelphia and Pittsburgh. These seven orchestras receive touring grants for a four-year period spanning from 1979 to 1982. In 1980, the program was expanded to include twenty-three additional orchestras for one year each.

Orchestras participating in the program last year, in addition to the initial seven, were those of Atlanta, Cincinnati, Detroit, Indianapolis, Minnesota, New Jersey and Saint Louis. In 1982, the orchestras of Denver, Houston, New Orleans, North Carolina, Rochester, San Antonio and Seattle will join American Orchestras on Tour. In each case, the Bell System helps underwrite the difference between touring expenses and performance revenues for the orchestras involved.

By the end of 1981, nearly 500 concerts will have been presented

from coast to coast by American Orchestras on Tour, reaching an audience of some 1.5 million people. The Bell System notes that this represents the largest financial commitment by a corporation ever made to symphony touring.

Another benefit of the Bell System's orchestral program is its sponsorship of master classes. Since 1979, some 120 master classes were offered by American Orchestras on Tour. By the close of this year, that number will be in excess of 175 master classes, presented at over fifty campuses across the nation. In the course of the first three years of the program, well over 3,000 students of virtually all orchestral instruments will have participated. Similar in spirit to the AFM's own Congress of Strings program, this aspect of the Bell System's program offers a rare opportunity to aspiring professionals.

In recognition of its American Orchestras on Tour program, the Business Committee for the Arts presented the Business in the Arts Award to AT&T in June, 1980. The corporation also received the American Symphony Orchestra League's highest honor, the Gold Baton Award, as an acknowledgment of AT&T's outstanding contribution to the symphonic world.

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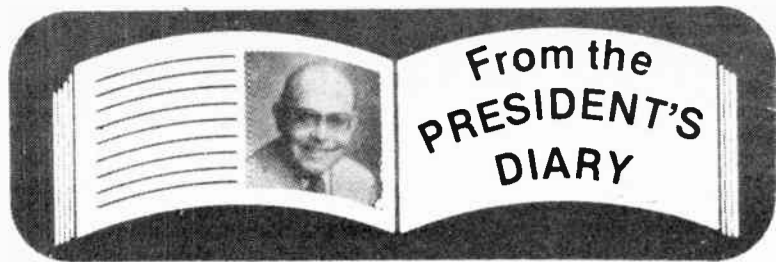
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In last month's column, I commented briefly on the resolution that is being submitted by the International Executive Board to the June Convention which would triple the present per capita dues, substantially increase the payments to be made on those who become life members after July 1, 1981, and institute a 1 percent Federation work dues on all work performed under contracts negotiated by the International Executive Board. As I told you last month, this resolution is being introduced only because there are many resolutions being submitted by the delegates from various Locals seeking repeal of the Federation work dues that was adopted at last year's Convention. Were it not for the fact that these other resolutions are being introduced, the International Executive Board would not have introduced the resolution that it did. Each and every member of the Board wholeheartedly agrees with the concept of a Federation work dues as being the only equitable method of funding the Federation. However, it is very evident from the large number of resolutions being introduced by certain Locals that many of our Local officials do not agree. This is their prerogative, but repealing the Federation work dues without providing a satisfactory method of funding the Federation is not the answer.

There is no doubt that our Union is unique in the labor movement. Due to the lack of full-time employment in most areas of the United States and Canada, the greater majority of our membership consists of part-time players who usually work no more than three nights a week. In addition, there are over 40,000 life and honorary members who either pay no dues at all to their respective Locals or a nominal amount less than the regular dues.

It is this situation that has resulted in our Union consistently having the lowest periodic dues and per capita dues of any Union in the labor movement and which is a primary cause of our fiscal problems. No organization can operate efficiently without the necessary funds and your Union is no exception. As the cost of living continues to rise, so do the costs of our operation. The recent postal increase amounts to 20 percent. Long distance calls are going up 16 percent, the cost of electricity continues to rise, together with the cost of paper, supplies, air fares, etc.

The International Executive Board was gratified when last year's Convention approved the new Federation work dues even though the amount approved was only half of what was proposed. However, even before the new work dues became effective on January 1, 1981, a movement for repeal had already begun. The primary reason given by those seeking repeal was the loss of members in various areas allegedly caused by the implementation of the new work dues. Even though the total work dues, both Local and Federation, amounted to only one cent on every dollar of scale wages earned, many members objected to the record keeping requirements regarding their earnings imposed upon the Locals and wish to keep their earnings confidential. We all know that music, as any other profession, is a "business," but apparently some of our part-time players do not agree. These members have been urging their Local officers to seek repeal of the work dues despite the fact that it has been in effect for only a few months. Even as of this date, the total amount of revenue that will be generated each year is still unknown.

Our Union is a democratic organization. Everyone is entitled to

his or her opinion and every Local is free to submit resolutions to be considered at the Convention. However, repealing the work dues will not prevent a loss of members since the only alternative method of funding is a substantial increase in per capita dues. Undoubtedly, this would cause the resignations of many members who are not active enough in the music business to warrant the resulting increase in periodic dues.

I am certain that many delegates will be opposed to the increase in per capita dues and will maintain the position that one alternative is to cut the expenses of our operation. I have stated repeatedly that, since becoming your president in January of 1978, I have made every effort possible to cut expenses and my policy has not changed. I noticed that one resolution submitted by one of our Locals recommends moving our offices to the Midwest. This well-intentioned delegate is apparently unaware of the fact that the rent being paid to maintain our New York offices is substantially lower than the going rate for similar facilities in any major city in the United States or Canada. In fact, a study is currently being made of the possibility of consolidating all of our offices into two floors, instead of two and a half, so that the space now being utilized on the thirtieth floor of our building may be sublet at a substantial profit.

The truth of the matter is that the "honeymoon" is over. We can no longer remain the Union with the lowest periodic and per capita dues. We must have the necessary funds to improve the services rendered to our members which will in turn result in more musicians joining our great organization. For too many years, we have been operating as if the American Federation of Musicians was a fraternal organization rather than a labor organization. Our members and Local officials demand affirmative action to resolve their problems and this can only be done with the necessary funding.

Here is a typical example — at the International Executive Board meetings in March, I proposed that the Federation establish a job

(Continued on page twenty-eight)

AFM TEMPO-PCC HONOR ROLL

During 1980 the following Locals successfully collected amounts equalling 25 percent of their total respective memberships and will receive recognition at the 1980 AFM Convention. Each year constitutes a new period of effort and each year's activity will be the only basis for the award.

- | | |
|-----------------------------------|--------------------------------------|
| 5 Detroit, Michigan | 314 Elmira, New York |
| 10-208 Chicago, Illinois | 320 Lima, Ohio |
| 12 Sacramento, California | 323 Coal City, Illinois |
| 22 Sedalia, Missouri | 325 San Diego, California |
| 26 Peoria, Illinois | 327 Baraboo, Wisconsin |
| 28 Leadville, Colorado | 329 Sterling, Illinois |
| 29 Belleville, Illinois | 339 Greensburg, Pennsylvania |
| 33 Port Huron, Michigan | 343 Norwood, Massachusetts |
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| Menominee, Michigan | 350 Collinsville, Illinois |
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| 44 Salisbury, Maryland | 352 Frankfort, Indiana |
| 45 Marion, Indiana | 360 Renton-Auburn, Washington |
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| 294 Lancaster, Pennsylvania | 771 Tucson, Arizona |
| 306 Waco, Texas | 777 Grand Island, Nebraska |
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Three States Reject "Right-to-Work" Legislation

During the month of March, three states, Idaho, Montana and New Mexico, turned down attempts to enact anti-union "right-to-work" legislation. Once again, the successful blocking of the union-busting measures can be attributed to the swift and strong actions taken by union members and State AFL-CIO officials.

In Idaho, State AFL-CIO President Robert Kinghorn reports that a series of meetings conducted

by that group in January prepared union members to respond to the "right-to-work" measure, and generated a "record-breaking" volume of mail, telephone calls and personal visits to legislators asking them to reject the bill. More than 5,000 turned out for the Idaho House State Affairs Committee's February 13 hearings to voice their opposition to the bill.

In Montana, a bill targeted against public employee unions,

which the State AFL-CIO branded a "first step to a state 'right-to-work' law," was killed by a vote of 17-0 in the legislature's House Labor and Industry Committee.

Montana AFL-CIO Executive Secretary James Murry reports that the state federation led some 200 opponents of the measure into the committee's hearings. While about forty witnesses testified against it, the bill was defended only by its sponsor, James Burnett, and two officers of Montana Citizens for Right-to-Work, Inc. No public employer representatives came forward to testify in favor of the measure.

The bill's opponents cited figures showing that Montana workers are better paid than workers in states where compulsory open shop laws exist. Public employee union representatives called a part of the bill which would have permitted different wage rates for union and non-union workers "ridiculous." A representative of Governor Ted Schwinden testified that the executive branch was opposed to the bill "on principle."

In New Mexico, Governor Bruce King killed a "right-to-work" bill in that state on March 20, when he vetoed the anti-union measure. His veto came just one day before the end of the legislature's official session. King had taken the same action against a similar bill in 1979.

AFM TEMPO-PCC

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West Virginia Musicians Conference	27.00
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Kansas-Missouri Conference	53.00

Seminar on New Postal Rates

Edwin M. Schmidt, postal expert for the AFL-CIO, has agreed to conduct seminars at the AFM Convention on the mornings of June 23 and 24. Time and place to be announced. With postal rates increasing at an alarming rate, delegates' attendance at these informative sessions may save their Locals many dollars in extra postal expense.

PICTURING MINNEAPOLIS- SAINT PAUL

Right: Every two or three years the Secretary-Treasurer-Editor journeys to the Twin Cities of Minneapolis-St. Paul to negotiate a new contract with the Union Advocate — actually located in St. Paul — for the printing of the "International Musician." This year Assistant Editor Annemarie Franco assisted in the negotiations and is shown with General Manager Vincent Baller outside the plant.

Far right: The first negotiating session took place right after the plane landed at the Minneapolis-St. Paul Airport — in the Radisson Hotel room of Secretary-Treasurer J. Martin Emerson (center). Union Advocate General Manager Vincent Baller and Assistant Editor Franco discussed the many component prices which make up the cost of publishing the A. F. of M.'s official monthly journal.



Left to right: Obtaining suitable newsprint at an affordable price has presented ongoing problems during the past two and a half years. Four price increases totaling \$4,003.50 have occurred during this time. At times, paper is difficult to obtain at any price. Fortunately, Union Advocate is capable of warehousing large quantities of newsprint which is bought when the price is favorable. The supply shown here is earmarked for future issues.

General Manager Baller, Assistant Editor Franco and Secretary-Treasurer Emerson look at two of the sixty-nine rolls of paper that are used each month in printing the "International Musician." The paper market is so volatile that printing contracts must be left open with regard to paper prices, it being the policy of transmitting all increases directly to the customer. The last price increase took place October 1 — \$1,035.00 more per issue.

This mammoth web press is getting a once-over from Assistant Editor Franco. The "International Musician" is printed on this press starting the first Friday of each month. It takes three days to run off the 280,000 copies.



From the mail room at the Union Advocate, each of the three days it takes to run, the "International Musician" is delivered to the Main Post Office in St. Paul where the journal is weighed to determine the postage. It is sent Second Class to all parts of the United States and Canada, as well as overseas. The monthly postage bill now averages \$19,965.58, but that figure will increase when the new postal rates go up this year.



Above left: These two gentlemen — John Mason and Clarence Kraemer — are responsible for setting in motion the myriad "wheels" which ultimately distribute the "International Musician" to members and subscribers all over the world. Mason is Manager, Mail Classifications, while Kraemer is Mail Classifications Clerk. We owe them a debt of gratitude for the outstanding service and attention they give our publication.



Above right: The New York Eagle occupies a prominent corner in St. Paul and caught our attention when we "shot" the Main Post Office Building. Created in 1891 by the New York studio of Augustus Saint-Gaudens, America's famed nineteenth century sculptor, this magnificent eagle once stood atop the New York Life Insurance Building at Minnesota and East Sixth Streets. Saint-Gaudens also used his graceful eagles when President Theodore Roosevelt commissioned him to design a \$20.00 and \$10.00 gold piece.



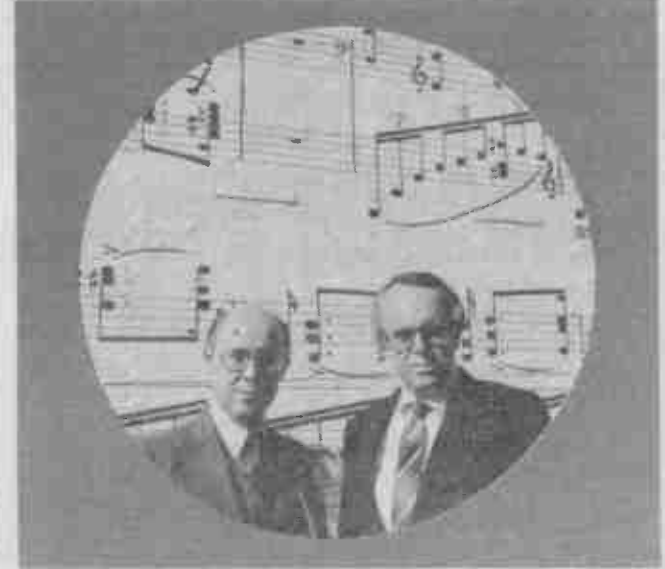
Last November Bob Jones surprised everyone by resigning as both a member of the International Executive Board and as Secretary of Local 99, Portland, Oregon, to accept the position of General Manager of the Minnesota Orchestra. Time was found to visit with Bob in his "lair" at Orchestra Hall and enjoy dinner with all the Joneses in their beautiful new home overlooking one of Minnesota's ten thousand lakes.



Orchestra Hall, home of the Minnesota Orchestra, has outstanding acoustics. Its modern architecture is in stark contrast to the noble Foshay Tower, in the background, a longtime feature of the Minneapolis skyline.



In addition to skylines, Minneapolis and St. Paul are famous for their skyways which permit workers and shoppers alike to go from building-to-building and store-to-store all over the downtown areas thus avoiding the cold weather which descends upon the Twin Cities each winter. It is interesting to note that the "buildings" to the right are painted on the side of the one to which the skyway is connected.



A fitting "finale" to the picture portfolio is one of Bob Jones and Pat Rian with a background of musical notes which occupies the entire side of the Schmitt Music Center. And we are told that the music is from "Gaspard de la Nuit" by Maurice Ravel. Incidentally, the mission was successful business-wise in that a new contract with Union Advocate has been entered into and approved by the International Executive Board.

Photographs and captions by Secretary-Treasurer J. Martin Emerson.

FEEDBACK

Feedback is designed to provide an open forum for music industry professionals. These letters do not necessarily reflect the beliefs or policies of the American Federation of Musicians or the International Musician, and may be followed by a brief response to clarify union stance. The International Musician reserves the right to edit all letters accepted for this column.

New Jersey Symphony's Future Uncertain

After members of the New Jersey Symphony Orchestra ended their strike by ratifying a new contract on December 22, 1980, they looked forward to returning to work. Unfortunately, they were disappointed as the season's opening continued to be postponed. The orchestra's management did not have the funds to meet its commitments and was finally forced to cancel the entire season. The following release, written in January by Casimer Kosakowski, NJSO trumpeter and Chairperson of the musicians' NJSO Committee, raises many pointed questions regarding management's handling of the situation and alerts fellow players to the orchestra's bleak future.

On December 22, we musicians, in good faith, ratified a contract with the New Jersey Symphony Orchestra Association, fully expecting to return to work within two weeks. Astonishing as it may seem, much of our public is under the impression we are at work. We are not! The reason being given is a lack of funds. It is obvious that when we ratified our contract, management had not the funds to begin and therefore bargained in bad faith. As a result, we are going to file a grievance with the NLRB, charging management with bargaining in bad faith.

The NJSO is dying. It is folding and the public is unaware. We have been asked by management to have patience, to be quiet, to "not rock the boat." The situation is sensitive, they say! No longer can we stand idly by as the symphony goes down the drain.

Throughout this entire situation we have complied with management's requests. The strike was entered into with the spirit of mutual cooperation. Our Board President called our demands reasonable and justified. Suddenly, after four weeks of strike, our goals were attacked as being unreasonable, despite the fact we have made tremendous concessions from our original position. Management successfully shifted the blame of the symphony's ills onto the musicians and polarized us from the community.

We are on the side of the public and our subscribers. They paid to hear us play. We want to play. We are the ones who are suffering, we are in limbo, and we musicians are the ones in the unemployment lines while our management continues to receive pay checks. Yes, indeed, it is a simple matter for management to request us to have patience!

In addition to having something very dramatic and drastic happen to save the symphony, very serious questions must be raised. There must be accountability for this financial fiasco. When we perform and we bloop or play wrong notes, everyone knows. We are responsible, accountable for our errors, and, if enough are made, we are

endowment fund, but that is not where the responsibility lies. These sectors cannot be blamed. Responsibility lies with the hierarchy of our Board of Trustees — it is the Trustees' duty to generate the funds to sustain a major symphony orchestra. They have failed us miserably.

They are the ones who institute and implement policy. They hire the symphony managers (five in the last ten years) and make the appropriate connections with every sector of the New Jersey community to insure the stability of this institution. It is our contention that we need new leadership if we are to survive. There are good overall people on the Board and, in fact, we have three recently-involved mem-

bers on the Board of Trustees who are working very hard to save this orchestra. We appreciate their efforts very much, but they need help. We call upon the Board of Trustees to examine, to carefully scrutinize their leadership and make the changes necessary, otherwise this orchestra is dead. The fact of the matter is, the artistic growth of the orchestra has outstripped the growth of our Board and management.

Last March our Board was aware of the financial crisis looming over the horizon. Why was nothing done? On October 8, the association lacked the funds to start. Today the position is the same. Why? Any orchestra in this country that has a financial crisis goes public with various types

of fund-raising campaigns. Why is there silence here? Why must it be a secret? Why wasn't money raised during the strike? There has not been a public fund-raising campaign here in years, if ever. Why? Why was it not announced all over that our concerts in January were canceled? People in Princeton turned out for a January 8 concert, only to find a darkened hall. Why the mystery, the secrecy? We suspect the NJSO Association of wanting to cancel the entire season. Should the NJSO fold, and we are on the verge, it will be the first major symphony orchestra in this country to do so, and we will join the ranks of New Jersey's unemployed.

Casimer Kosakowski,
NJSO Committee Chairperson

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ATTEND YOUR
UNION MEETINGS

MAY, 1981

BETWEEN You & MARTY E. MERSON



While attending a recent Conference, I came upon a group of delegates engaged in a friendly but spirited discussion concerning the recently-instituted Federation Work Dues as compared to a possible higher Per Capita Dues structure which would eliminate the 1/2 percent Work Dues payment to the Federation.

Drawn into the discussion, I pointed out that the group comprised identically the same number of debaters as the International Executive Board — nine to be exact — and, from what I could discern, the opinions were numerically divided in a similar manner to those on the IEB.

And that, folks, with certain qualifications, is right down the middle!

There are those who contend the Federation Work Dues, enacted by the 1980 Convention and which

became effective this past January 1st, will be the ruination of the organization if allowed to continue. And that the only thing to do is to go to Salt Lake City next month and wipe out this malodorous form of dues payment.

Of course, the further argument is made — as it was in the discussion group at the Conference — that the imposition of Work Dues should be autonomous with the Locals which could then reinstate maximums, caps and/or so-called "buy-outs." Otherwise, it is argued, members will be "dropping out in droves."

"Oh, there isn't too much doubt about the Federation needing money," it is said, even though a statement along these lines is invariably followed with "BUT"

Then the other side of the proverbial coin is revealed with the usual question: What's wrong with raising the Per Capita Dues a couple

of dollars?"

Well, the "wrong" in the question is what has been wrong for many, many years and for many, many Conventions. Simply put, our Locals and our Federation have been dreadfully underfinanced — with dues payments generally regarded by most Union observers as the lowest (or the most reasonable, whichever is your preference) in the entire Labor Movement.

I can well remember that up to about twenty-five years ago, about the time I first became Secretary of the Washington, D.C., Local, that when some members passed away their families actually received more from the Local's Death Benefit plan than was paid in regular dues during the members' lifetime. I can also remember a former Federation Vice President, the late Charles L. Bagley, presaging that Locals' Death Benefits or Insurance Programs and generous Honorary-Life Memberships (with little or no dues paid) would one day cause their fiscal collapse.

In a number of instances this prediction has already come to pass and is well on its way to a "happening" in a number of other cases.

Fortunately, the introduction of Work Dues came along and proved

to be the salvation of those Locals able to obtain membership approval. Conversely — and somewhat unfortunately, it might be sadly noted — the evolution of Work Dues and the latter-day application of same ultimately became the bane of traveling musicians, in recent years the rock bands and lounge acts, causing them to leave the Federation in large numbers. The estimate is somewhere between 35,000 and 40,000 over the last five years. What these traveling members were protesting by "going non-Union," it seems to me, were the limitations placed on Work Dues for Local members — such as the oft-used maximums and buy-outs — which resulted in less payment for the latter but practically no limit for the travelers who perform in possibly twenty, thirty or sometimes even forty different jurisdictions in the course of a year. Locals practicing this kind of Work Dues discrimination were often referred to by traveling musicians as "speed traps."

Yet we have the hue and cry by many to bring about a return to the old way and the preferential-treatment syndrome, while advocating the now famous "Band-Aid" solution involving the \$2.00 step-ladder approach to reaching fiscal solvency.

If the referenced discussion group at the Conference and the International Executive Board can be considered a microcosm of the makeup of the next Convention — and it could well be — then the foregoing commentary embodies some of the thoughts that will no doubt surface during the many hours of discussion which will take place in committee and on the floor concerning the relative merits of Work Dues and/or Per Capita Dues.

I really don't know what conclusion the Conference group came to. I do know the IEB is split — officially five to four: Five in favor of having an alternate or back-up Per Capita Dues resolution to put before the Eighty-fourth Convention in Salt Lake City should the Federation Work Dues go down in defeat and four committed to defending the present Federation Work Dues a la cold turkey.

I, in all honesty, must tell you I am among the five. But for a reason which, I believe, differs from my IEB colleagues — save possibly two.

Let me explain. We, the Officers and Delegates, will come to the Convention next month with an accumulated deficit of over 2 million dollars and an immediate outstanding indebtedness, forgetting miscellaneous and ongoing day-to-day bills, of \$1,000,000 — \$600,000 due the Chemical Bank of New York City and over \$400,000 due the AFL-CIO to which we have not paid dues for eleven months because of the lack of funds.

At the present time, we have practically no cash flow to speak of and there have been days in the recent past when checks have been written without sufficient funds to back them up, with the Finance Department of my office boldly counting on the next day's receipts to provide proper coverage. The financial operation is that close.

It is because of this kind of condition and other extenuating circumstances involving the fiscal well-being of our Union which compelled me to vote for what I consider to be a back-up resolution to be considered by the June Convention in the event the 1 percent Federation Work Dues By-Law is repealed, since the Landrum-Griffin Act requires sufficient and reasonable notice to the membership in order to increase dues. The emergency provision provided for in the By-Laws for the introduction of resolutions would be use-

less in such a situation.

I even insisted, as a condition for my support, that what will be Resolution No. 1 (the so-called back-up alternate resolution) not be called a "Recommendation by the International Executive Board" lest it be taken literally.

As everyone can see by reading it, the main thrust of Resolution No. 1 is a Per Capita Dues of \$36.00. To be quite candid, no one expects approval of \$36.00 — despite the fact it is not an unrealistic figure — but, again, we are faced with another legal requirement — Parliamentary Law, which only allows motions to amend to be accepted between the lowest and the highest amounts before the body.

It is my firm belief that in controversial matters of this kind the leadership must make its position known in the most unequivocal manner possible. To that end, I make the following observations.

1. It is unfortunate that the present Federation Work Dues program is not being given a fair opportunity to do the job most of the International Executive Board feels it can do.

2. The question of whether we should repeal the Work Dues and adopt a higher Per Capita Dues based only on the number of members currently being lost seems to pose a conundrum as to which way do we prefer to lose membership for it is my opinion that costlier Per Capita Dues will cause even a greater exodus of members from the fold than has already occurred.

3. To go the Per Capita Dues route, we have to think, pragmatically, in terms of \$24.00 a year upwards just to stay even!

4. Per Capita Dues are a rigidly fixed form of income which are not easily adjusted by Conventions to meet current economic needs, while Work Dues are flexible in that they tend to automatically meet rising costs through the enactment of higher wage scales at Local levels.

5. As this column went to press, my Office had collected \$270,248 in Federation Work Dues, a most encouraging sum, especially since some Locals, possibly anticipating a change in the By-Laws, have either lagged in payment or failed altogether to remit Work Dues. Collecting this amount of money gives credence to the original budget projection of \$1,250,000.

In sum, I favor and, at the Convention, will support retention of the present system of Federation Work Dues. Nuf sed!

• • • • •

We surely gave the 1981 Congress of Strings a magnificent send-off with that stunning two-page spread in last month's *International Musician*. Special thanks goes to Assistant Editor Annemarie (Woletz) Franco for the layout.

With so much pedagogical talent, we just had to "crow" a little and let the world know the Twenty-third Annual Congress of Strings will be the most outstanding one to date, even if it is operating at only one location — The University of Cincinnati College-Conservatory of Music, one of the best music facilities in North America.

The 1981 Congress of Strings will open June 22nd with most of the students arriving from all parts of the United States and Canada on June 21st. Those arriving by plane will be met at the airport by representatives of the Conservatory, while those driving can go straight to the University and receive instructions and dormitory assignments.

This year there will be eighty-four scholarship winners, a surprisingly

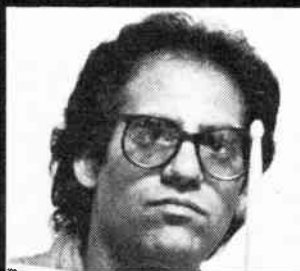
(Continued on page twenty-two)

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COUNTRY RAMBLINGS

Never before has spring blossomed with so much country music activity. A big business grown gigantic, country music is now being performed, marketed and analyzed with a zeal that almost makes one forget that the music has been around as long as the country has.

One of the most ambitious projects coming out of Nashville is a revival of the live radio broadcast — once the most common vehicle for

BY EDWARD MORRIS

building a musician's reputation. But technology has given this old outlet a new reach. Specifically, Nashville Radio Workshop is now doing a monthly live broadcast of country music to Radio Luxembourg's 1,300,000-watt transmitter for beaming into the British Isles, western Europe, and northern Africa.

The operation involves sending a signal by land line to New York — where it is picked up by satellite and transmitted to a receiving station in Paris. From there, it goes by land line again to Luxembourg. The Saturday broadcasts start at 4:00 P.M., Central Standard Time — or 11:00 P.M., Luxembourg time — and last for two hours. Performances are before a live audience.

Called "Country Music Spectacular," the show had its debut in December at the Exit/In, a now defunct listening room. The kickoff event starred Jimmy C. Newman, Charlie McCoy, Dobie Gray, Billie Jo Spears, and Bobby Bare. Recent ones, all held at the Tennessee Performing Arts Center, have spotlighted Crystal Gayle, Porter Wagoner, Johnny Paycheck, Ronnie Prophet, Terri Gibbs, Don King, Bill Anderson, and Charly McClain.

The current series is due to run through May.

Meanwhile, back on the home front, radio stations are racing to convert to country music formats. New figures from the Country Music Association say that 2,907 stations in the U.S. and Canada now program a substantial portion of their broadcast day with country music. This is an increase of 504 stations — or 21 percent — over last year's total.

Most country music stations are in the Southeast and Southwest, the survey shows, but gains of 15 percent each have been recorded in the past year in New England and the Mid-Atlantic region.

With country music radio programming becoming more popular — and profitable — it was understandable why this year's Twelfth Annual Country Radio Seminar, held recently in Nashville, drew the biggest turnout in the event's history. According to the seminar organizers, 442 broadcast executives, programmers, and disc jockeys participated in the three-day conference.

While most of the seminar was management-oriented — and thus only marginally concerned with the art of the music itself — one speaker did have some encouraging words for those who fear that country music might suffer the meteoric rise and fall that disco has. Dr. John Parikhal, of Joint Communications in Toronto, cited country music's "well-established star system," its

longevity as a popular form of music, and its "gold list of past hits" as reasons it will be strong for the next few years.

Connecting the upsurge in country music with the drop in American self-confidence, Parikhal maintained that the music talks about problems common to everyone in the country. The "outlaw image" in country music, Parikhal said, represents the way many Americans now choose to see themselves: "tough, hardworking, and fighting for every inch of ground."

Held in late February, the Nashville Songwriters Association symposium was a happy combination of creative and commercial concerns — and a demonstration that the two don't always have to conflict.

Nowhere was the mainstreaming of country music more apparent than in the varied "Super Songwriters Showcase" which opened the symposium. This event featured nineteen songwriters — country, pop, soul and gospel — performing their own compositions. Taking to the stage were Bobby Braddock, Jimmy Webb, Gary Morris, Kye Fleming, Dennis Morgan, Mary Ann Kennedy, Pam Rose, Steve Gibb, Roger Cook, Bob Morrison, Aaron Wilburn, Roy Craft, George David Weiss, Rory Bourke, Charlie Black, Jerry Gillespie, Dave Loggins, Patrick Henderson, and Moses Dillard.

Jimmy Webb, composer of "By the Time I Get to Phoenix," "MacArthur Park," and other standards, told the songwriters in his keynote address that theirs was a "vocation of difficulties" and advised them to "read a lot of Dylan Thomas, listen to a lot of classical music, and try to write like Hank Williams" to develop their art.

A panel of country and pop writers split on the question of whether lyrics or music directs a song's ultimate composition. Bob McDill, Wayland Holyfield, and Dave Loggins all stated a preference for lyrics as the foundation stone, while Michael McDonald (of the Doobie Brothers) and Patrick Henderson opted for a musical start. The practical implication for songwriters was that simple demos that highlight the words are likely to get a more charitable hearing in Nashville than in the established pop music centers of New York and Los Angeles.

Bob Morrison, who co-wrote such hits as "Looking for Love" and "You Decorated My Life," was given the NSA Songwriter of the Year award. Song of the Year was "He Stopped Loving Her Today," by Curly Putman and Bobby Braddock. (George Jones' performance of that song earned Jones a Grammy a few weeks later.)

The NSA conferred Certificates of Merit to Roger Murrah and Jim McBride for "A Bridge that Just Won't Burn"; Dallas Frazier, "Beneath Still Waters"; Wayland Holyfield and Bob House, "Could I Have This Dance"; Eddie Rabbit, Even Stevens and David Malloy, "Drivin' My Life Away"; Sonny Throckmorton and Rafe Vanhoy, "Friday Night Blues"; Ed Bruce, Patsy Bruce, and Ron Peterson, "Girls, Women and Ladies"; Bob McDill, "Good Ole Boys Like Me"; Roger Cook and Samuel Hogan, "I Believe in You"; Lionel Richie, Jr.,

"Lady"; Bob Morrison, Wanda Mallett, and Patti Ryan, "Looking for Love"; Hugh Moffatt and Pebe Sebert, "Old Flames Can't Hold a Candle to You"; Willie Nelson, "On the Road Again"; Marijohn Wilkin and Kris Kristofferson, "One Day at a Time"; Kye Fleming and Dennis Morgan, "Smoky Mountain Rain"; Ed Penney and Jerry Gillespie, "Somebody's Knockin'"; Hank Cochran, "That's All that Matters to Me"; and Amanda McBroom, "The Rose."

A little more than ten years ago, some people at the Country Music Association got a particularly bright idea: Why not (they asked themselves) set up a situation that would give the legendarily faithful country music fans a chance to meet and listen to their favorite stars in one place at one price? From this thought has developed the enormously successful Fan Fair. The tenth such fair will be held in Nashville, June 8-14. And already nearly 12,000 fans have registered to attend — at \$35.00 each.

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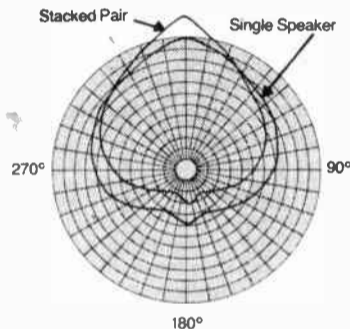
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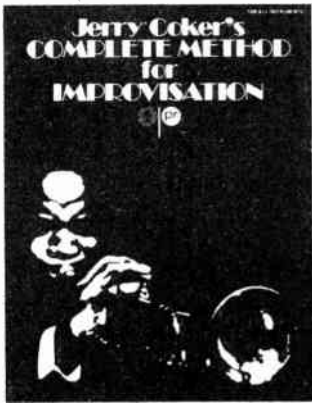


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Recommendations of the International Executive Board

In conformity with Article 25, Section 4, of the Federation By-Laws the following recommendations of the International Executive Board to the forthcoming AFM Convention are hereby printed.

RECOMMENDATION

BE IT RESOLVED, That Article 21, Section 13, Sub-Section 3, of the By-Laws be amended as follows: Each player in a participating orchestra shall be obligated to contribute ~~(\$55.00)~~ \$75.00 annually to the Fund to cover a span between September 1st and ~~((August-1st:))~~ August 31st, and said amount must be paid not later than April 1st of such span. In addition, the Federation, upon the establishment of the Fund, shall make available to the Fund monies up to the amount of \$250,000 on a non-interest bearing loan basis. This loan shall be repaid at such times and at such amounts as the Trustees determine is consistent with the fiscal soundness of the Fund.

BE IT FURTHER RESOLVED, That Article 21, Section 13, Sub-Section 7, of the By-Laws be amended as follows: The Fund shall be maintained and administered by the following five Trustees: Victor W. Fuentealba, J. Martin Emerson ~~((:))~~ and Ted Dreher, or their successors and John Palanchian ~~((:))~~ and Melanie Burrell ~~((:))~~, or their alternates or successors.

The Trustees shall have full power to establish and promulgate rules and regulations for the administration of the Fund consistent with this Section, and shall collect, invest and hold all contributions to the Fund and shall pay and distribute all benefits and payments from that Fund. Trustees may be removed by the International Executive Board. Successor Trustees, other than the two Trustees who shall be active players in a participating orchestra, shall be named by the International Executive Board. The two Trustees who shall be active players as aforementioned shall be elected by the members of all participating orchestras in accordance with procedures to be established by the Trustees. There shall never be less than two Trustees who are active players in a participating orchestra. The Trustees are empowered to take all other steps appropriate or necessary to effectuate this Section and to assure that the Fund is administered fairly and in accordance with any applicable laws.

BE IT FURTHER RESOLVED, That for the 1981-1982 season only each player in a participating orchestra shall be required to pay a \$25.00 assessment to the Fund no later than October 15th, 1981.

BE IT FURTHER RESOLVED, That all provisions of this recommendation are subject to, and will be effective only upon, ratification by the participating orchestras.

Submitted by the International Executive Board

RECOMMENDATION

BE IT RESOLVED, That Article 15, Section 2, Sub-Section (a), of the By-Laws be amended as follows: In the case of traveling engagements of one week or more (steady traveling engagements), such minimum wage shall be no less than the wage scale of the Local in whose jurisdiction the services are rendered ~~((plus ten percent (10%) of such Local wage scale:))~~.

BE IT FURTHER RESOLVED, That Article 2, Section 8 (H), of the By-Laws be deleted and a new Article 2, Section 8 (H), be substituted to read as follows:

NEW SUB-SECTION

For the purpose of this Article, the scale wages of traveling musicians shall be the minimum Local wages on steady engagements and the minimum Local wages plus 10 percent on miscellaneous engagements. Neighboring or contiguous Locals within a radius of 75 miles from the jurisdictional lines may by mutual and reciprocal agreement waive the 10 percent wage differential where applicable.

Submitted by the International Executive Board

RECOMMENDATION

BE IT RESOLVED, That Article 7 of the Constitution be deleted and a new Article 7 be substituted to read as follows:

NEW ARTICLE

The International Executive Board shall at all times have the authority to change the jurisdictional boundaries of Locals in the best interests of the Federation. Any Local desiring a change in its jurisdictional boundaries may petition the International Executive Board for such change. After holding a hearing with the affected Locals, the International Executive Board may make such jurisdictional changes as it deems are in the best interests of the Federation.

Submitted by the International Executive Board

RECOMMENDATION

BE IT RESOLVED, That Article 13, Section 24, of the By-Laws be amended as follows: All members of the Federation, by virtue of their membership, authorize the Federation and its Locals to act as their exclusive bargaining representative with full and exclusive power to execute agreements with employers governing terms and conditions of employment. The Federation, in entering into collective bargaining agreements, does so for the benefit of all members of the Federation and each member is bound by the terms of such collective bargaining agreements. A Local of the Federation enters into collective bargaining agreements for its members and for Federation members who perform within the jurisdiction of the Local. Each member of such Local and each Federation member who performs within its jurisdiction is bound by the terms of the collective bargaining agreements executed by such Local. Similarly, the Federation licenses and enters into agreements with booking agents for the benefit of all members of the Federation and each member is bound by the terms of such agreements.

Submitted by the International Executive Board

RECOMMENDATION

BE IT RESOLVED, That Article 12, Section 28, of the By-Laws be deleted and a new Article 12, Section 28, be substituted to read as follows:

NEW SECTION

All claims and charges for alleged violations of Local or Federation By-Laws must be filed within one year of the date that the claim arose or alleged violation occurred.

BE IT FURTHER RESOLVED, That Article 7, Section 1, of the By-Laws be amended as follows: In any and all trials, before same can be held and before a penalty can be imposed, a member must be

notified in writing of the charges against him and be summoned to appear at a time and place for trial or to otherwise present his defense before the ~~((Local-Trial))~~ appropriate Board ~~((:))~~ of the Local ~~((the Traveling Committee:))~~ the International Executive Board, or a subcommittee thereof, or referee hearing the charges, as the case may be, and must be given an opportunity to defend himself.

Such notification and charges are to be prepared in duplicate, one to be sent to the defendant, the other filed with the records of the case. If the defendant fails to appear or otherwise present his defense when summoned, or in any way obstructs the holding of a trial, hearing or investigation, he shall be adjudged in default and the case shall proceed to a decision without further delay.

Charges against a member must be filed within one year of the date the alleged violation occurred.

Submitted by the International Executive Board
RECOMMENDATION

BE IT RESOLVED, That a new Section 27 be added to Article 7 of the By-Laws to read as follows:

NEW SECTION

Charges, preferred by a member of a Local against an Officer of such Local, shall be adjudicated by that Local in accordance with its By-Laws. In the event that the charges involve such a number of the members of the trial body that it cannot legally function, the Secretary of the Local shall refer the charges to the International President. The President, or his designee, shall then review the charges and either dismiss them or refer them to the International Secretary-Treasurer for adjudication by the International Executive Board. The decision of the President, or his designee, to dismiss such charges shall be final and not subject to appeal.

Submitted by the International Executive Board

RECOMMENDATION

BE IT RESOLVED, That Articles

RECOGNITION TO DELEGATES

In accordance with Resolution No. 6, adopted at the 1980 AFM Convention, a delegate who attends twenty-five or more Conventions will receive a Certificate of Recognition for this achievement.

- Carm Adams, Local 566, Windsor, Ontario, Canada
- Max Ahrens, Local 351, Burlington, Vermont
- John E. K. Akaka, Local 677, Honolulu, Hawaii
- Harry W. (Hap) Anderson, Local 41, Johnstown, Pennsylvania
- Richard L. Anderson, Local 578, Michigan City, Indiana
- Donald L. Angel, Local 404, New Philadelphia-Dover, Ohio
- Michael Brendzej, Local 95, Sheboygan, Wisconsin
- Clair H. Brenner, Local 472, York, Pennsylvania
- Don Brocato, Local 228, Kalamazoo, Michigan
- Mildred W. Brown, Local 603, Kittanning, Pennsylvania
- Robert E. Burklew, Local 427, St. Petersburg, Florida
- Roy Carlos, Local 37, Joliet, Illinois
- Frank J. Casciola, Local 655, Miami, Florida
- William J. Castro, Local 510, San Leandro, California
- Ralph J. (Ray) Coraale, Local 399, Asbury Park, New Jersey
- Joseph S. DeSimone, Local 630, New Kensington, Pennsylvania
- Joseph M. DeZutti, Local 307, La Salle, Illinois
- Nicholas A. DiBuono, Local 393, Framingham-Marlboro, Massachusetts
- W. Clayton Dow, Local 42, Racine, Wisconsin
- Harlan S. Erickson, Local 567, Albert Lea, Minnesota
- Sigurd Erickson, Local 18, Duluth, Minnesota
- Ferdinand M. Girardi, Local 88, Benld, Illinois
- Edgar Hagnauer, Local 175, Trenton, Illinois
- Morry Hill, Local 240, Rockford, Illinois
- David Holzman, Local 35, Evansville, Indiana
- Mike Isabella, Local 27, New Castle, Pennsylvania
- Douglas Janke, Local 226, Kitchener, Ontario, Canada
- Eddie Jarrett, Local 278, South Bend, Indiana
- Sam Jack Kaufman, Local 161-710, Washington, D.C.
- Lawrence (Stan) Kennedy, Local 62, Trenton, New Jersey
- Roger K. Kraft, Local 657, Mentor, Ohio
- Elmer R. Luebcke, Local 489, Rhinelander, Wisconsin
- James W. K. Lytle, Local 180, Ottawa, Ontario, Canada
- Edmond Manganelli, Local 630, New Kensington, Pennsylvania
- William S. March, Local 341, Norristown, Pennsylvania
- William K. Matthiesen, Local 275, Boulder, Colorado
- Jack McCartney, Local 58, Fort Wayne, Indiana
- L. F. (Larry) Meyers, Local 142, Wheeling, West Virginia
- Thomas J. Minichino, Local 38, Larchmont, New York
- Vernon K. Nydegger, Local 297, Wichita, Kansas
- Emil Paolucci, Local 38, Larchmont, New York
- Sal Paonessa, Local 106, Niagara Falls, New York
- I. B. (Buddy) Peterson, Local 677, Honolulu, Hawaii
- Mike Phillips, Local 27, New Castle, Pennsylvania
- Dan Poznanovic, Jr., Local 459, Virginia, Minnesota
- Charles Quaranta, Local 69, Pueblo, Colorado
- Ralph F. Schmoeger, Local 307, La Salle, Illinois
- Edmund J. Schott, Local 220, Northampton, Massachusetts
- A. Pat Soldano, Local 51, Utica, New York
- Ervin F. Street, Local 571, Halifax, Nova Scotia, Canada
- Wayne Stroup, Local 45, Marion, Indiana
- George W. Swanger, Jr., Local 750, Lebanon, Pennsylvania
- Edward H. Sweeney, Local 407-613, Mobile, Alabama
- Ray N. Tanaka, Local 677, Honolulu, Hawaii
- Don T. Tepper, Sr., Local 220, Northampton, Massachusetts
- Porter Thomas, Local 655, Miami, Florida
- Frank Vadala, Local 13, Troy, New York
- Stewart J. Wagner, Local 51, Utica, New York
- Harry Walker, Local 4, Cleveland, Ohio
- J. R. (Bob) Watkins, Local 80, Chattanooga, Tennessee

INTERNATIONAL MUSICIAN

22 and 23 of the By-Laws be deleted and a new Article 22 entitled **RECORDINGS** (all forms of recorded music, audio and/or visual) be substituted to read as follows:

NEW ARTICLE.

Section 1. No member of the Federation shall take engagements or employment or become engaged or employed in the making of sound tracks for any type of recorded product (audio and/or visual) unless the person, firm or corporation providing such engagement or employment shall have previously entered into a written agreement with the Federation relating thereto.

Section 2. Members performing alone, leaders and contractors are required to report engagement or employment which will result in the production of recordings (audio and/or visual) to the Local in whose jurisdiction the engagement or employment is scheduled to take place.

Section 3. A. No Federation member may perform services (whether as composer, arranger, copyist, proofreader, instrumentalist, leader, contractor cutter, editor, or in any other capacity) (1) where the product of such services is intended to result in, or be embodied in, recorded music made outside of the United States and Canada and the possessions of either; or (2) for the purpose of producing, editing or dubbing recorded music except where expressly authorized and covered by a contract with the Federation or when expressly authorized by the Federation.

B. Any member violating this Section shall be subject to a fine not exceeding \$5,000.00 and/or expulsion.

Section 4. No member of the Federation may perform any musical services where the product of such services is intended to result in recorded music to be used by, for or with any performer (variety or musical) as background for, accompaniment of, or in connection with such performer's live performance.

Section 5. Employment for audio and/or visual recordings under agreements negotiated by the International Executive Board shall not be restricted to members of the Local in whose jurisdiction the work is performed, unless otherwise provided.

Section 6. Traveling orchestras are not permitted to fulfill any radio and/or television engagement which are local in character and are not played over a network without the permission of the Local in whose jurisdiction the local radio and/or television program emanates.

Submitted by the
International Executive Board

RECOMMENDATION

BE IT RESOLVED, That Article 12, Section 22, of the By-Laws be amended as follows: All nominations and elections of Local Officers, delegates and alternate delegates to the Convention of the American Federation of Musicians must be held in conformity with Local and Federation laws. All delegates and alternate delegates to the Convention of the American Federation of Musicians must be nominated and elected in conformity with the Labor-Management Reporting and Disclosure Act of 1959. All Local Officers, except those of Canadian Locals, must be nominated and elected in conformity with the Labor-Management Reporting and Disclosure Act of 1959. ~~((A member of any Local who is entitled to vote at a Local election may challenge the conduct or results of such election by filing, within ten days following the counting of ballots, a charge with the incumbent Secretary of such Local.))~~ Any member of a Local

who is entitled to vote at a Local election may challenge any matter relating to the nomination and election of Local Officers and/or delegates and alternate delegates to the Convention of the American Federation of Musicians, after the election, by filing a challenge with the Local Secretary, or other person or body designated by the Local By-Laws, within ten (10) days after the election. The challenge shall be in writing, setting forth the exact nature and specifications of the challenge and how the election was affected by same. The Local Executive Board, or other person or body designated by the Local By-Laws shall, within fifteen (15) days of receipt of such challenge, meet and decide the challenge and determine the appropriate remedial action should the challenge be ruled valid. The Local decision shall be appealable to the International President, in writing, within ten (10) days of the appellant being advised of the decision. The President, or his designee, shall have the authority to decide such an appeal and to order and direct appropriate remedial action should the appeal be sustained. The actions of the President's Office in these matters shall constitute the exhaustion of Union remedies. The procedure specified above shall be the exclusive procedure to be utilized for challenges involving the nomination and election of Local Officers and/or delegates and alternate delegates to the Convention of the American Federation of Musicians. Any of the above specified time limits may be extended for good cause by the President, or his designee.

Submitted by the
International Executive Board

RECOMMENDATION

BE IT RESOLVED, That Article 17, Section 15, of the By-Laws be deleted.

Submitted by the
International Executive Board

RECOMMENDATION

BE IT RESOLVED, That a new Section 34 be added to Article 13 of the By-Laws, to read as follows:

NEW SECTION.

Each Local leader or Local individual member performing alone, prior to the time a local engagement is performed, must submit the contract for such engagement to the Local if the Local has a law requiring filing of a contract prior to each engagement; otherwise (when the Local does not have such a law), such Local leader or Local individual member performing alone shall either file his contract with the Local prior to the engagement or file a written statement with the Local prior to the engagement which will reflect his home address, the date, place and hours of the engagement, and the number of musicians who will perform same, and their names, if known at the time the statement is prepared.

If the names of the musicians are unknown at the time the statement is prepared, the Local leader must file a supplementary statement with the Local within five (5) days after the engagement is performed naming the musicians who performed same.

Submitted by the
International Executive Board

RECOMMENDATION

BE IT RESOLVED, That Article 8, Section 7, of the By-Laws be amended as follows: The International Secretary-Treasurer shall forward a copy of the appeal to the Local Secretary, or defendant, whatever the case might be, who shall within ~~((ten days))~~ thirty days thereafter make answer to such appeal. For good cause, the Secretary-Treasurer may extend the aforesaid time limit.

BE IT FURTHER RESOLVED, That Article 8, Section 8, of the By-Laws be amended as follows: The Local Secretary is required to notify the parties who appeared before the local authorities of the taking and pendency of such appeal and they shall have not exceeding ~~((ten days))~~ thirty days to make answer thereto, unless an extension of time is granted in which to make answer. For good cause, the Secretary-Treasurer may extend the aforesaid time limit.

BE IT FURTHER RESOLVED, That Article 8, Section 9, of the By-Laws be amended as follows: After the answer is received, the International Secretary-Treasurer shall forward same to the appellant, who shall make rebuttal thereto within ~~((ten days))~~ thirty days. Thereafter the International Secretary-Treasurer shall submit the appellant's rebuttal to the defendant for sur-rebuttal to be made by him within ~~((ten days))~~ thirty days. The International Secretary-Treasurer shall forward a copy of the sur-rebuttal to the appellant for his record and shall submit the case to the International Executive Board for its decision. For good cause, the Secretary-Treasurer may extend the aforesaid time limit.

Submitted by the
International Executive Board

RECOMMENDATION

BE IT RESOLVED, That Article 7, Section 4, of the By-Laws be amended as follows: If the member fails to answer within ~~((two weeks))~~ thirty days from the date notice was forwarded, he shall be judged to be in default and the Local may proceed without further delay.

BE IT FURTHER RESOLVED, That Article 7, Section 9, of the By-Laws be amended as follows: If the trial is held before the International Executive Board, then the charges specifying the violation must be made in writing and submitted to the International President or Secretary-Treasurer, who, after giving the defendant ~~((two weeks))~~ thirty days to answer same, shall submit the case to the International Executive Board for its decision.

Submitted by the
International Executive Board

RECOMMENDATION

BE IT RESOLVED, That Article 3, Section 8, of the By-Laws be deleted.

Submitted by the
International Executive Board

RECOMMENDATION

BE IT RESOLVED, That Article 1, Section 1-K, of the By-Laws be amended as follows: The President shall receive a salary of ~~((fifty-five thousand dollars - (\$55,000.00) per annum.))~~ sixty-four thousand dollars (\$64,000.00) per annum, payable monthly, and, in addition thereto, a contingent expense account of \$6,000.00 per annum for the spending of which he shall not be required to make an accounting, and, when the interests of the Federation or any of its Locals demand his leaving the jurisdiction wherein he resides, he shall receive \$20.00 per diem and all hotel and traveling expenses. Should such visits be occasioned by a theatrical controversy or one of national importance, the hotel and traveling expenses shall be defrayed by the Federation; if occasioned by a controversy of Local complexion other than theatrical, the Local requesting his presence shall bear the hotel and traveling expenses, but the per diem allowance shall be borne by the Federation.

BE IT FURTHER RESOLVED, That Article 1, Section 2, of the By-Laws be amended as follows: It shall be the duty of the Vice President to act in the absence or

Arrangements for Handicapped Delegates

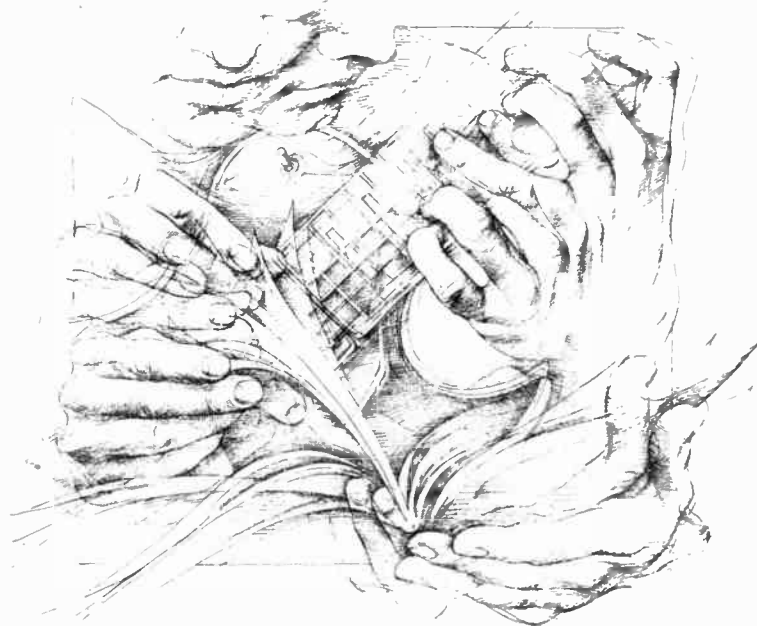
At the 1980 AFM Convention Secretary-Treasurer J. Martin Emerson assured delegates with mobility limitations that special consideration would be given to them at future Conventions.

If any handicapped delegate has particular needs, he or she should contact Mr. Emerson and everything will be done to make the stay in Salt Lake City a most pleasant one.

Mr. Emerson reports that The Salt Palace, as well as most hotels in the city, have excellent services and conveniences for the handicapped. Additionally, the Salt Lake Valley Convention and Visitors Bureau has made available a fact-filled booklet, entitled "Access Salt Lake," which describes everything in detail. For a copy simply write or call the Secretary-Treasurer's office.

As usual, on the last day of the Convention, an International Representative will pick up Per Diem and Hotel Cards and deliver monies to tables occupied by handicapped people.

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disability of the President, or, when requested by the President, the Executive Board shall direct him to so act. He shall receive ((~~\$12,000.00~~)) \$14,000.00 per annum, and, if called upon to act as Assistant to the President, he shall be paid in addition thereto, at a rate to be determined by the International Executive Board. If called upon to act in the absence or disability of the President, he shall receive a per diem of \$20.00 per day in addition to hotel and traveling expenses.

BE IT FURTHER RESOLVED, That Article 1, Section 2-A, of the By-Laws be amended as follows: VICE PRESIDENT FROM CANADA. The Vice President from Canada shall maintain a full-time Federation Office in Toronto, Ontario, Canada, and shall employ such clerical help as necessary, subject to the approval of the President. He shall be responsible for the administration of Federation affairs throughout Canada, including an international contracts department, all of which shall be under the direct supervision of the President. He shall also perform such other duties from time to time as directed by the President and/or International Executive Board. When traveling on Federation business he shall be paid transportation, hotel and other travel expenses, plus \$20.00 per diem. For the faithful performance of his duties he shall receive a salary of ((~~\$45,000.00~~)) \$52,000.00 per year, payable monthly.

BE IT FURTHER RESOLVED, That Article 1, Section 3-K, of the By-Laws be amended as follows: For the faithful performance of his duties he shall receive a salary of ((~~forty-five thousand dollars (\$45,000.00) per annum~~)) fifty-two thousand dollars (\$52,000.00) per annum, payable semi-monthly.

BE IT FURTHER RESOLVED, That Article 1, Section 5-V, of the By-Laws be amended as follows: The members of the Executive Committee shall receive a salary of ((~~\$12,000.00~~)) \$14,000.00 each per annum and the actual expenses incident to the fulfillment of their duties between Conventions, except as otherwise provided.

Submitted by the International Executive Board

RECOMMENDATION
BE IT RESOLVED, That Article 14, Section 1, of the By-Laws be amended as follows: A member ((~~who has belonged to~~)) holding membership in the Federation for at least six months and who has moved to and made his permanent residence in the jurisdiction of another Local, may become a member of said Local by applying to that Local's Secretary for transfer membership. He must present his paid-up card and he will then be issued a transfer membership certificate. ((~~Members in the Canadian Armed Forces are entitled to transfer privileges in Canada.~~))

Submitted by the International Executive Board

RECOMMENDATION
BE IT RESOLVED, That a new Section 41 be added to Article 12 of the By-Laws, to read as follows:
NEW SECTION.
Each Local shall have at least one representative whose duties shall include the visiting of locations in that Local's jurisdiction where musicians perform.

Submitted by the International Executive Board

RECOMMENDATION
BE IT RESOLVED, That the title of Article 10 of the By-Laws be amended as follows: ((UNFAIR,))

DEFAULTER AND ((FORBID-

DEN-TERRITORY)) UNFAIR LISTS.

BE IT FURTHER RESOLVED, That all Sections of Article 10 of the By-Laws be deleted and new Sections be substituted as follows:

NEW SECTIONS
Section 1. If the Federation determines that an organization, establishment or person has defaulted in payment to a member or members of the Federation, such organization, establishment or person may be placed on the International Defaulter's List.

Section 2. If a Local determines that an organization, establishment or person has defaulted in payment to a member or members of the Local, the Local may request the Federation to place such organization, establishment or person on the International Defaulter's List. Following the Federation's listing of a defaulter, a Local may place such defaulter on its Local Defaulter's List.

Section 3. If the Federation determines that it has a primary labor dispute with an employer, such employer may be placed on the International Unfair List.

Section 4. If a Local determines that it has a primary labor dispute with an employer, the Local may request the Federation to place such employer on the International Unfair List. Following the Federation's listing of an employer as unfair, a Local may place such employer on its Unfair List.

Section 5. Members shall not render services for organizations, establishments or persons who have been placed on the International Defaulter's List; neither shall members work as employees for employers who have been placed on the International Unfair List. Any member who violates this Section shall be subject to penalties in accordance with Article 7, Section 18, of these By-Laws.

BE IT FURTHER RESOLVED, That Article 16, Section 1, of the By-Laws be deleted and a new Article 16, Section 1, be substituted to read as follows:

NEW SECTION.
Before accepting any traveling engagement a member shall make certain that the organization, establishment or person for whom he proposes to render services has not been placed on the International Defaulter's List. Further, before accepting any traveling engagement as an employee, a member shall make certain that the employer for whom he proposes to work has not been placed on the International Unfair List.

Submitted by the International Executive Board

RECOMMENDATION
BE IT RESOLVED, That Article 3, Section 1, of the By-Laws be amended as follows: All performers on musical instruments of any kind and vocalists, or other individuals who render musical services of any kind for pay, are classed as professional musicians and are eligible for membership, subject to the laws of and jurisdiction of the Federation. Once an individual becomes a member under the provisions of the foregoing sentence, he shall have the right to retain his membership even though he is no longer performing musical services which would entitle him to become a member.

Submitted by the International Executive Board

RECOMMENDATION
BE IT RESOLVED, That a new Article 11 be added to the Constitution to read as follows:
NEW ARTICLE. GENDER
Section 1. Where used in this Constitution and in the By-Laws, words in the masculine also shall be

read and construed as in the feminine in all cases where such construction would apply.

Submitted by the International Executive Board

RECOMMENDATION
BE IT RESOLVED, That a new Section 5X be added to Article 1 of the By-Laws, to read as follows:
NEW SECTION.

The International Executive Board be and is hereby given full power and authority to promulgate, adopt, revise, change and/or adjust all prices for traveling musicians and to promulgate, adopt, revise, change, suspend and/or repeal any rules, laws and/or By-Laws pertaining to traveling musicians in such manner and to such extent as in the sole judgment of the Board may be in the best interest of the Federation and the members thereof.

Submitted by the International Executive Board

RECOMMENDATION
BE IT RESOLVED, That Article 9 of the By-Laws be deleted and a new Article 9 be substituted as follows:

NEW ARTICLE.
Section 1. Unless a collective bargaining agreement is in force which would prevent him from doing so, a member shall have the right to make claim through his Local or the Federation, as the case may be, against any other member for any amount resulting from failure to receive his salary, for violation of contract or agreement, or for any difference in price actually received by him for an engagement and the price established by his Local Union or the Federation for same. Decisions and determinations of the Local Union when not appealed and/or the Federation on such claim shall be final and binding on the members.

Section 2. Neither the Federation nor any Local shall enforce a claim against any member unless same is connected with or arises from the profession of music as engaged in, practiced and carried on by members of the Federation.

Section 3. A claim must be filed with the Local Union or the International Secretary-Treasurer, as the case may be, within one year of the date the claim arises.

Section 4. Any claim of a member against a member which relates to a traveling engagement, audio or visual recording activities, or any other matter within the sole competence of the Federation, shall be adjudicated by the International Executive Board. In Canada, any claim of a member against a member involving audio or visual activities shall be processed as per Section 5 below.

Section 5. Any claim of a member of a Local against a member affiliated with the same Local which relates to activities which are within the sole competence of such Local, shall be adjudicated by the Local under procedures as established by the By-Laws, Rules, or Practice of such Local. Decisions of Locals in these matters are subject to appeal to the International Executive Board.

Section 6. The International Executive Board shall have the authority to determine if a claim of a member against a member relates to activities within the sole competence of a Local or the Federation.

Section 7. Any party, including a member, involved in any award and/or decision of a Local on a claim may appeal to the International Executive Board.

Section 8. All claims, disputes, controversies, differences or matters, including appeals from awards and/or decisions of a Local,

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which are submitted to the International Executive Board, whether they are required to be submitted under written contracts providing for arbitration by the International Executive Board, or are submitted to the International Executive Board for determination or adjudication under the provisions of these By-Laws, or are otherwise submitted to the International Executive Board for determination or adjudication by agreement of the disputants, shall be processed, heard and determined in accordance with the Rules of Practice and Procedure of the International Executive Board, which the Board shall adopt and may amend from time to time as it deems necessary.

BE IT FURTHER RESOLVED, That the preamble of Article 8 of the By-Laws be amended to read as follows: The following Sections of this Article apply to all appeals except those from awards which are governed by provisions (of Section 6 or Section 9) of Article 9.

Submitted by the
International Executive Board

RECOMMENDATION

BE IT RESOLVED, That a new Section 2 be added to Article 10 of the Constitution to read as follows:

NEW SECTION.

If any Article, Section, Sub-Section, or portion thereof, of this Constitution, of the By-Laws, or of any resolution or recommendation adopted by any Convention, should be held to be illegal, invalid, or null and void by a court of competent jurisdiction, each and every other provision of this Constitution, By-Laws or of such resolution or recommendation shall remain in full force and effect.

Submitted by the
International Executive Board

RECOMMENDATION

BE IT RESOLVED, That a new Section 7 be added to Article 29 of the By-Laws to read as follows:

NEW SECTION.

The definitions of the terms "suspended" and "expelled" relating to membership status in these By-Laws and those of all Locals shall be (A) A suspended member is: (1) a member whose regular periodic dues are unpaid for a period of time as specified in a Local's By-Laws to declare a member automatically suspended for such non-payment; however, in no case can this period of time exceed six months, at which time a member shall be automatically expelled for such non-payment, as specified elsewhere in these By-Laws; or (2) a member who has been suspended by a Local as disciplinary action for violation of the Local or Federation By-Laws, after a full and fair hearing; or (3) a member who has been suspended by order of the Federation. A member having been suspended as provided herein has all the obligations of membership but none of the rights thereto, and is not in good standing.

(B) The following terms are some which are synonymous with "expelled": Erased, removed, dropped, terminated, cancelled, annulled, nullified and eradicated. An expelled person is: (1) a former member who has been automatically expelled for failure to pay regular periodic dues to a Local for

six months from the expiration date of the period for which the person's dues were previously paid to such Local, or for a shorter period than six months if the Local's By-Laws so provide; or (2) a former member who has been expelled by a Local as disciplinary action for violation of the Local's or Federation's By-Laws, after a full and fair hearing; or (3) a former member who has been expelled by order of the Federation. A person having been expelled, as provided herein, has neither the rights nor the obligations of membership to such Local.

Submitted by the
International Executive Board

RECOMMENDATION

BE IT RESOLVED, That Article 12, Section 35, of the By-Laws be deleted and a new Article 12, Section 35, be substituted to read as follows:

NEW SECTION.

Any member is automatically expelled from a Local if such member's dues to the Local remain unpaid for six (6) months from the expiration date of the period for which the member's dues were paid. A Local may, if its By-Laws so provide, expel a member whose dues have remained unpaid for a shorter period than six (6) months. Such Local must remove from its roster the name of any member expelled as provided herein.

Submitted by the
International Executive Board

RECOMMENDATION

BE IT RESOLVED, That Article 13, Section 12(A), of the By-Laws be deleted and a new Article 13, Section 12(A), be substituted to read as follows:

NEW SECTION.

A former member, expelled from a Local for non-payment of dues, late charges thereon, or assessments, may be reinstated in such Local within one year of expulsion by paying the Local's prescribed reinstatement fee and the back-standing dues, late charges thereon, and assessments owed at the date of expulsion. If a Local's prescribed reinstatement fee equals or exceeds its initiation fee, the Local shall collect the Federation Initiation Fee as

per Article 2, Section 6(A), from the member being reinstated as provided herein. An expelled member cannot be reinstated after one year from the date of expulsion for non-payment of dues, late charges thereon, or assessments, except under the terms and conditions as provided in the By-Laws of the Local and the Federation for new members. A member expelled for causes other than the non-payment of dues, late charges thereon, or assessments, must have his application for membership forwarded to the International Executive Board which may impose conditions on his membership, at its discretion.

BE IT FURTHER RESOLVED, That Article 13, Section 12(B), of the By-Laws be deleted and a new Article 13, Section 12(B), be substituted to read as follows:

NEW SECTION.

Former members who have been expelled for more than one year and reside in the jurisdiction of a Local other than the Local from which they were expelled, may be accepted as members of the Local in whose jurisdiction they reside upon payment of back-standing dues, late charges thereon, or assessments owed to the former Local at the date of expulsion. In addition, the Local in whose jurisdiction they reside shall charge its Local Initiation Fee plus the Federation Initiation Fee in accordance with Article 2, Section 6(A).

BE IT FURTHER RESOLVED, That a new Section 12(C) be added to Article 13 of the By-Laws, to read as follows:

NEW SECTION.

The foregoing provisions of this Section 12 shall be subject to the provisions of Article 3, Section 5.

Submitted by the
International Executive Board

RECOMMENDATION

BE IT RESOLVED, That Article 3, Section 13, of the By-Laws be amended as follows: No Local, after written notification from the International Secretary-Treasurer's Office, shall retain upon its rolls a member who has been ((suspended or)) expelled by another Local. No Local shall accept as a member an individual who has been suspended or expelled by another Local unless such applicant presents a properly signed receipt or ((Secretary)) confirmation from that Local showing that he has either placed his account of all outstanding dues, assessments, fines or claims due that Local.

Submitted by the
International Executive Board



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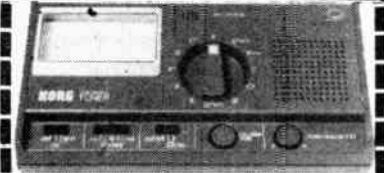
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Local 205, Green Bay, Wisconsin — Pres. Fred J. Orland, 2330 Libal Street, Green Bay, Wisconsin 54301.
Local 250, Parsons, Kansas — Sec. John H. Hensley, 2427 Crawford, Parsons, Kansas 67357.
Local 340, Freeport, Illinois — Sec. Richard Moore, 1239 South Oak, Freeport, Illinois 61032.

Local 348, Sheridan, Wyoming — Sec. Ralph P. Burger, Rt. 1, Box 47, Buffalo, Wyoming 82834.

Local 349, Manchester, New Hampshire — Sec. Raymond T. Pare, 186 Reed Street, Manchester, New Hampshire 03102.

Local 359, Macon, Georgia — Pres. Roger Dennison, 204 Sunnysdale, Warner Robins, Georgia 31093.

Local 408, Biddeford, Maine — Sec. Norman I. Stansfield, Sr., 13 Oxford Street, Sanford, Maine 04073.

Local 468, San Juan, Puerto Rico — Pres. Abraham Pena, 255 Canals Street, Stop 20, Santurce, Puerto Rico 00907.

Local 501, Walla Walla, Washington — Pres. Darrell P. Ovens, 847 Bowman, Walla Walla, Washington 99362.

Local 512, Lawrence, Kansas — Sec. J. Roger Stoner, 2912 Rimrock Drive, Lawrence, Kansas 66044.

Local 515, Pottsville, Pennsylvania — Pres. John J. Drenzo, B & Pottsville Streets, Minersville, Pennsylvania 17954.

Local 656, Minot, North Dakota — Sec. Marliss Hanson, P.O. Box 521, 5 Labor Temple, Minot, North Dakota 58701.

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Local 1, Cincinnati, Ohio — Pres. Eugene V. Frey, 19 West Court, Cincinnati, Ohio 45202; Sec. Kenneth S. McLaughlin, 19 West Court, Cincinnati, Ohio 45202.

Local 56, Grand Rapids, Michigan — Sec. Clyde Falk, 3234 Wildridge, N.E., Grand Rapids, Michigan 49505.

Local 111, Canton-Massillon, Ohio — Sec. John C. Smith, 1914 West Tuscarawas Street, Canton, Ohio 44708.

Local 180, Ottawa, Ontario, Canada — Pres. Edward Hall, 485 Bank Street, Ottawa, Ontario, Canada K2P 1Z2; Sec. Robert Langley, 485 Bank Street, Ottawa, Ontario, Canada K2P 1Z2.

Local 263, Bakersfield, California — Sec. Robert G. Appleton, 802 Union Avenue, Bakersfield, California 93307.

Local 432, Bristol, Connecticut — Pres. Hugo A. Grignoli, 12 Granger Road, Bristol, Connecticut 06010.

Local 630, New Kensington, Pennsylvania — Pres. Joseph S. DeSimone, Sons of Italy Building, 1010 5th Avenue, New Kensington, Pennsylvania 15068; Sec. Edmond P. Manganelli, Sons of Italy Building, 1010 5th Avenue, New Kensington, Pennsylvania 15068.

WANTED TO LOCATE

Cayley, Bill, member, Local 467, Brantford, Ontario, Canada.

McCall, Louis, member, Local 367, Vallejo, California.

Morris, Jimmie, member, Locals 353, Long Beach, California, and 257, Nashville, Tennessee.

Proctor, Jim, former member, Local 293, Hamilton, Ontario, Canada.

Thompson, Gary, former member, Local 149, Toronto, Ontario, Canada.

Anyone knowing the whereabouts of the above please get in touch with J. Martin Emerson, Secretary-Treasurer, A. F. of M., 1500 Broadway, New York, New York 10036.

NOTICE

Local 300, New London, Wisconsin, has relinquished its charter and the territory of said Local was assigned to Local 227, Shawano, Wisconsin. In accordance with the aforementioned, the jurisdictional descriptions of Local 227 and Local 213, Stevens Point, Wisconsin, will read as follows:

Jurisdictional description of Local 227, Shawano, Wisconsin — "All of Menominee County. All of Shawano County except Aniwa, Mattoon, Hutchins, Green Valley and Maple Grove. Underhill in Oconto County. Also west nine miles from New London and that portion of Waupaca County to include Marion, Dupont, Larrabee, Clintonville, Embarrass, Matteson, Union, Bear Creek, Lebanon, New London, Mukwa, Caledonia, Fremont, and the establishments: Amusement Hall in Big Falls, the Blue Haven in Little Wolf, and Bear Lake Resort in Little Wolf. The following in Outagamie County: Leeman, Nichols, Helena, Drephal, Bear Creek, Sugar Bush, Black Creek, Shiocton, Binghamton, Stephensville, Hortonville, Dale, and Medina."

Jurisdictional description of Local 213, Stevens Point, Wisconsin — "All of Portage County. Bevent in Marathon County and Plainfield and Oasis in Waushara County. Also that portion of Waupaca County which includes Harrison, Wyoming, Big Falls, Iola, Helvetia, Scandinavia, St. Lawrence, Ogdensburg, Farmington, Waupaca, Dayton, and Lind, as well as that portion of Little Wolf, Royalton, Weyauwega, and Fremont which lay seven miles east of Waupaca. That portion of Waupaca County in which the following establishments are located is in the jurisdiction of Local 227, Shawano, Wisconsin: Amusement Hall in Big Falls, the Blue Haven in Little Wolf, and Bear Lake Resort in Little Wolf."

The charter of Local 420, Brunswick, Georgia, has been revoked and the territory of said Local was assigned to Local 444, Jacksonville, Florida, and to Local 447-704, Savannah, Georgia. In accordance with the aforementioned, the jurisdictional descriptions of Local 444 and 447-704 will read as follows:

Jurisdictional description of Local 444, Jacksonville, Florida — "All of the following counties in Florida: Gadsden, Leon, Wakulla, Jefferson, Madison, Taylor, Hamilton, Suwannee, Lafayette, Dixie, Columbia, Union, Bradford, Gilchrist, Alachua, Nassau, Duval, Clay, St.

Johns and Baker. Also Camden and Glynn counties in Georgia."

Jurisdictional description of Local 447-704, Savannah, Georgia — "All of the following counties: Glascock, Jefferson, Johnson, Emanuel, Jenkins, Screven, Treutlen, Candler, Bulloch, Effingham, Telfair, Wheeler, Montgomery, Toombs, Tattnall, Evans, Bryan, Chatham, Long, Liberty, Wayne, McIntosh, Coffee, Atkinson, Clinch, Lanier, Echols, Jeff Davis, Appling, Bacon, Ware, Pierce, Charlton, Brantley, Turner, Ben Hill, Irwin, Berrien, Cook, Lowndes and Tift in Georgia. Also the following counties in South Carolina: Hampton, Jasper, Beauford and Allendale."

Local 608, Astoria, Oregon, has relinquished its charter and the territory of said Local was assigned to Local 99, Portland, Oregon. Also Local 236, Aberdeen, Washington, relinquished part of its territory to Local 99. In accordance with the aforementioned, the jurisdictional descriptions of Local 99 and Local 236 will read as follows:

Jurisdictional description of Local 99, Portland, Oregon — "In Oregon, all of the following counties: Washington, Clackamas, Multnomah, Hood River, Wasco, Sherman, Gilliam, Wheeler, Lincoln, Polk, Yamhill, Marion, Linn, Clatsop, Tillamook and all that portion of Columbia County south of and excluding Birkenfield and south of but including Pittsburg and Warren. In Washington, all of Clark, Skamania and Klickitat counties and the area in Pacific county west of Highway 101 up to the junction of Highway 4, as well as along Highway 103 which includes Ocean Park, Long Beach, Ilwaco, Chinook and Megler and the incorporated city limits of all towns and villages along said highways."

Jurisdictional description of Local 236, Aberdeen, Washington — "All of Grays Harbor County and Pacific County except the area west of Highway 101 up to the junction of Highway 4 as well as along Highway 103. The incorporated city limits of all towns and villages along said highways are in the jurisdiction of Local 99. These include Ocean Park, Long Beach, Ilwaco, Chinook and Megler."

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Local 11-637 — Louisville, Kentucky — Al Crowder.

Local 24 — Akron, Ohio — Mary Moree, William Page, Ralph Mc-Masis.

Local 34-627 — Kansas City, Missouri — Thurl E. (Hank) Hendershot, Maurice Wilson.

Local 40-543 — Baltimore, Maryland — William Dyson, Marguerite Vidali.

Local 47 — Los Angeles, California — George R. Beierle, Steve Brown, Lucie Bruch, Howard E. Davis, Alice Ehlers, Bernie Halpert, Lonney C. Johnson, Matty Malneck, Theodore D. Miller, Otis Pierce, Jerome B. Rosen, Palmer Wray Sherrill, Michael G. Slaboda, Peter Sniadoff, Alfred W. Snurpus, Richard H. Tufenkjian, Elizabeth F. Waggoner, Larry E. Watson, Joseph Yuki.

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Local 58 — Fort Wayne, Indiana — Al Crowder, Robert Kreckman.

Local 60-471 — Pittsburgh, Pennsylvania — John B. Calderwood, Joseph Dato, William D. Ketter.

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Local 161-170 — Washington, D.C. — Rudolph J. Albrecht, James E. Baden, James Hicks, Leon Saylor.

Local 162 — Lafayette, Indiana — Fred J. Klein.

Local 174-496 — New Orleans, Louisiana — Martin N. (Chink) Abraham, Hector J. Fontana, Matthew (Fats) Houston, Joseph (Cornbread) Thomas.

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Delegates to the AFM Convention in Salt Lake City, Utah, are invited to participate in the TEMPO-PCC Golf Tournament. The event will be held at the Bountiful Golf Course (approximately 15 minutes from downtown Salt Lake) on the morning of Monday, June 22, the opening day of the Convention. Tee-off time will be 6:55 A.M.

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E. V. Lewis, Chairman
National TEMPO-PCC Committee

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Local 256-733 — Birmingham, Alabama — Phillip A. Reed.

Local 294 — Lancaster, Pennsylvania — Richard Getz.

Local 298 — Niagara Falls, Ontario, Canada — Hazen B. Drury, Arthur Kalbfleisch, Ernest Merritt, William B. Smeaton.

Local 320 — Lima, Ohio — Vera Reis.

Local 334 — Waterloo, Iowa — Faye Burr.

Local 341 — Norristown, Pennsylvania — Jules K. Bleniat, James (Jazz) Santangelo.

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Local 396 — Greeley, Colorado — Al Moorman.

Local 402 — Yonkers, New York — Harold Feirstein, Pat Percoco.

Local 489 — Rhinelander, Wisconsin — Al Luber.

Local 507 — Fairmont, West Virginia — J. Marshall McAteer, Romie Reamer.

Local 510 — San Leandro, California — Kane I. Iokua.

Local 514 — Torrington, Connecticut — Harry Nehn.

Local 526 — Jersey City, New Jersey — Anthony Costello, Sr., Robert Ruland (aka Bob Dean).

Local 582 — Chatham, Ontario, Canada — George R. Burrell, Phil Reed.

Local 592 — Charleroi, Pennsylvania — Charles Ray Hawk.

Local 596 — Uniontown, Pennsylvania — Timothy Skiles.

Local 612 — Hibbing, Minnesota — Lawrence Grady.

Local 655 — Miami, Florida — Frank Froeba, Jr., Jimmie V. Hilario, Robert W. Schlegel, Martha Ann Schnaiter.

Local 657 — Mentor, Ohio — Phil Reed.

Local 688 — Wichita Falls, Texas — Jerry Byler.

Local 730 — Fort Myers, Florida — Michael Pesamoska.

Local 784 — Pontiac, Michigan — Rex Cleal, Vance Hanger.

Local 802 — New York, New York — Alfred F. Bilotti, William (Billy) Butler, Philip Capicotto, Irma DeBasco, Thomas J. Giliberto,

Joseph J. Lauf, Ronald MacDonald, Matt Malneck, Salomon Manulkin, Richard Reinhardt, Lester Salomon, Louis Schaefer, Alfred M. Valdes, Lolita Valdez, Alexander B. Walden, Johnny (King) Weis, Joseph W. Yakl.

Countryside Opry, Inc. \$7,000.00.

MARYLAND
Gaithersburg — Local 161-710: Rudy Callicutt Productions — \$35,399.15.

Hagerstown — Local 770: The Colony Inn and Ronald Wishard — \$1,100.00.

MISSOURI
Springfield — Local 150: Friday's Child — \$250.00.

NEVADA
Las Vegas — Local 369: Anisac Corporation, dba Rumours Disco, aka The Country Club — \$3,250.00.

NEW YORK
Delevan — Local 366: Cal Fenner Productions, Inc. — \$5,000.00.

Harpersville — Local 380: P. L. McMat Corporation, aka Playhouse — \$350.00.

NORTH CAROLINA
Raleigh — Local 500: Lee's Country Music Park and Charlie Lee — \$1,500.00.

PENNSYLVANIA
Butler — Local 188: Night People's Place, Inc. — \$750.00.

Ephrata — Local 294: R W Enterprises, Inc. — \$1,300.00.

Lancaster — Local 294: Leamon Troublefield, Jr. — \$925.00.

TENNESSEE
Nashville — Local 257: Anderson's Cajun's Wharf, Inc. — \$6,444.00.

TEXAS
Houston — Local 65: Armadillo Investments, Inc., dba Lonesome Armadillo Club — \$1,100.00.

Marilyn Bates Productions and Marilyn Bates — \$4,250.00.

VIRGINIA
Norfolk — Local 125: Virginia Festival of the Performing Arts, Inc. — \$1,470.00 (added), total default \$1,726.00.

Roslyn — Local 161-710: ILS, Inc., dba Alexander's III — \$2,450.00.

WISCONSIN
Wautoma — Local 610: The Big Dummy's and Milton Rusch — \$100.00.

CANADA
Calgary, Alberta — Local 547: Greg Dempson — \$600.00.

Ottawa, Ontario — Local 180: La Pinara Dining Lounge and Lola and Donna Seed — \$7,260.00.

Toronto, Ontario — Local 149: Daniel's at Chartwells and Jose Hurtarte — \$1,600.00.

James Matsou — \$600.00.

Willowdale, Ontario — Local 149: M. Korman — \$525.00.

Regina, Saskatchewan — Local 446: Greg Dempson — \$600.00.

PLACED ON INTERNATIONAL DEFAULTERS LIST

CALIFORNIA
La Quinta — Local 167: Desert Club of La Quinta, aka La Quinta Tennis Club, Inc. — \$27,025.00.

San Clemente — Local 7: City Yard Restaurant — \$680.00.

San Francisco — Local 6: Jelly Roll Productions, Inc., dba Keystone Corner — \$1,000.00.

San Marcos — Local 325: Reid Coffman Productions and Reid Coffman — \$2,140.00.

Ventura — Local 581: California Inn Management, Inc., dba Holiday Inn of Ventura and Crow's Nest — \$5,000.00.

DELAWARE
Smyrna — Local 311-641: Smyrna Theatre, Pat Stombaugh and Dave Lee Stombaugh — \$500.00.

ILLINOIS
Chicago — Local 10-208: P & G Circus, Inc. — \$2,349.01.

St. Charles — Local 48: Collins Development Corporation, dba Lord Chumley's Pub — \$2,250.00.

Westchester — Local 10-208:

REMOVED FROM INTERNATIONAL DEFAULTERS LIST

ILLINOIS
Chicago: Last Minute Productions, Inc., Richard Melman, J. A. Orzoff, Howie Samuelson, Chuck Collins and Scott Doneen.

KENTUCKY
Lexington: Continental Inn Partners.

MARYLAND
Cumberland: The Student Government Association of Allegany Community College.

Frederick: Loyal Order of Moose No. 371.

NEW YORK
Newark: John Rivers Corporation, dba Steak and Rib.

WEST VIRGINIA
Bunker Hill: Brass Cellar and Gary Clark.

WISCONSIN
Kenosha: Greco's Restaurant and Lounge.

CANADA

Brantford, Ontario: The Villa Tavern.
Chelmsford, Ontario: The Welcome Hotel and Jean Leberge.
Grimsby, Ontario: Grimsby Tavern.
London, Ontario: Harold G. Last.
Toronto, Ontario: The Hollywood Tavern.
Montreal, Quebec: Pierre Garceau, Carmel Schwartz.
St. Adolphe d'Howard, Quebec: Roberto Lodge and Earl Aspell.

PLACED ON INTERNATIONAL UNFAIR LIST

CALIFORNIA
San Carlos — Local 6: Circle Star Theatre.

NEW JERSEY
Atlantic City — Local 661-708: Golden Nugget Casino Hotel.

Newark — Local 16: New Jersey Symphony Orchestra.

CANADA
Maple, Ontario — Local 149: Canada's Wonderland, Michael Bartlett and Chris Gurney.
Toronto, Ontario — Local 149: Tom Baroni Creative Services, Ltd., and Tom Baroni.

REMOVED FROM INTERNATIONAL UNFAIR LIST

CANADA
Hamilton, Ontario: Crestwood Restaurant and Banquet Centre and Gerald Small.
Weston, Ontario: Rivaldo Tavern.

BOOKING AGENCY AGREEMENT TERMINATED

MAINE
Waterville — Local 409: Petra Music 7495

CORRECTION

Richard J. Gandolfo, Burlington, New Jersey, Local 336 Treasurer who was pictured on page 12 of the March, 1981, issue of the *International Musician*, was incorrectly identified as Local 336 Secretary William Parker. Our apologies for this error.

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Resolutions to Be Presented At the AFM Convention

The following resolutions have been properly introduced (see Article 25, Section 4) and will be presented to the forthcoming AFM Convention.

RESOLUTION

WHEREAS, Various Locals and delegates have submitted resolutions to the 1981 Convention which propose to repeal the 1 percent Work Dues enacted by the 1980 Convention, and,

WHEREAS, Should the Federation Work Dues be repealed at this Convention, the Federation would be financially unable to continue its operations unless an alternative method of financing is adopted by this Convention, and,

WHEREAS, It is legally necessary for the delegates to the Convention to be advised in advance of the Convention of any resolution to be presented for their consideration which may in some way raise the dues for members of the Federation, and,

WHEREAS, The International Executive Board deems it has the responsibility to prepare and propose such an alternative method of financing the Federation's operations should the Work Dues be eliminated, regardless of the merits of such proposal in comparison with the merits of the Work Dues, therefore,

BE IT RESOLVED, That Sub-Section (A) of Article 2, Section 7, of the By-Laws be amended as follows: Each Local shall pay to the Federation (except as provided in (C) and (D) below) Federation Per Capita Dues at the rate of ~~(\$12.00)~~ \$36.00 per member, per annum (effective ~~(January 1, 1980)~~ July 1, 1981). Such Federation Per Capita Dues shall include the subscription fee of 60 cents for the Official Journal and the contribution of 10 cents to the Lester Petrillo Memorial Fund as required to maintain the Fund at a balance of no less than \$500,000.00.

BE IT FURTHER RESOLVED, That Sub-Section (C) of Article 2, Section 7, of the By-Laws be amended as follows: Federation Per Capita Dues based upon the membership in any Local of persons who shall have become honorary or life members prior to January 1, 1965, pursuant to Local rules and regulations in effect June 1, 1963, shall be maintained at the rate of \$2.10 per annum. Federation Per Capita Dues based upon the membership in any Local of persons who shall have become honorary or life members prior to January 1, 1974, but after January 1, 1965, pursuant to Local rules and regulations in effect June 1, 1973, shall be maintained at the rate of \$6.00 per annum. Federation Per Capita Dues based upon the membership in any Local of persons who shall have become honorary or life members prior to January 1, 1974, but after January 1, 1974, pursuant to Local rules and regulations in effect June 1, 1977, shall be maintained at the rate of \$8.00 per annum. Federation Per Capita Dues based upon the membership in any Local of persons who shall have become honorary or life members ~~(on or after January 1, 1978)~~ prior to July 1, 1981, but after January 1, 1978, pursuant to Local rules and regulations in effect June 1, 1981, shall be maintained at the rate of \$8.00 per annum. Federation Per Capita Dues based upon the membership in any Local of persons who shall have become honorary or life members on or after July 1, 1981, shall be \$24.00 per annum.

BE IT FURTHER RESOLVED,

That Sub-Section (B) of Article 2, Section 8, of the By-Laws be amended as follows: Each Local shall maintain Local regular periodic dues at no less than the rate existing on ~~(June 1, 1979)~~ June 1, 1981, or adopted on or before ~~(June 1, 1979)~~ June 1, 1981, regardless of the effective date thereof, plus ~~(\$2.00)~~ \$24.00 per annum. No Local shall reduce the rate of such Local regular periodic dues without the prior consent of the International Executive Board.

BE IT FURTHER RESOLVED, That Sub-Sections (C), (D), (E), (F), (G), (H) and (I) of Article 2, Section 8, of the By-Laws be deleted and new Sub-Sections be substituted to read as follows:

NEW SUB-SECTIONS

(C) A Local may require any traveling member of the Federation who is not a member of such Local to pay a percentage of his scale wage earned from services rendered in connection with any performance within its jurisdiction, provided the Local uniformly requires its own members to pay the same percentage of their scale wages in connection with the rendition of the same classification of services. The aforesaid levy shall be known as a Local Work Dues Equivalent. Such Work Dues Equivalent shall be determined by applying the foregoing percentage to an amount which exceeds by 10 percent the Local wage scale (for exemption on 10 percent traveling engagement wage differential, see Article 15, Section 5). Neighboring or contiguous Locals within a radius of 75 miles from the jurisdictional lines may by mutual and reciprocal agreement waive the above 10 percent wage differential.

(D) No Local shall impose dues based on earnings of members of the Federation at a rate exceeding 4 percent of the scale wage for any services rendered.

(E) Members performing symphony, opera or ballet services outside of the home Local of the orchestra, when such services are rendered under a master agreement between the home Local and the orchestra management, shall not be considered traveling members for the purposes of this Article and shall be required to pay Work Dues only to the home Local.

(F) Each member performing services covered by agreements negotiated by the International Executive Board shall pay an International Work Dues of 1 percent of the scale compensation received for such services. Unless provided otherwise in the negotiated agreement, members shall pay the International Work Dues to the Local in whose jurisdiction the services are rendered and such Local shall transmit the International Work Dues to the Federation. The International Executive Board shall have full authority to promulgate rules and regulations for the collection and transmission of said International Work Dues, including the establishment of penalties for violations of this Sub-Section. The funds collected shall be used exclusively for the purpose of maintaining those departments and services involved in the administration and enforcement of International agree-

ments.

(G) The Work Dues of any Local which had Work Dues in effect as of July 1, 1980, shall be reinstated exactly as they were in effect on July 1, 1980.

BE IT FURTHER RESOLVED, That Article 2, Section 9, of the By-Laws be deleted and a new Article 2, Section 9, be substituted to read as follows:

NEW SECTION

All traveling members, as a condition of their continuing membership in the Federation, shall make the payments that are prescribed pursuant to these By-Laws. Any traveling member failing to make due and timely payment of a Local Work Dues Equivalent or any other payment lawfully imposed by a Local of which he is not a member shall be

subject to a fine of not less than \$10.00, nor more than \$450.00, and/or expulsion from the Federation.

BE IT FURTHER RESOLVED, That Sub-Section (A) of Article 2, Section 10, of the By-Laws be amended as follows: In connection with any traveling engagement within the United States, each member at or prior to the time of payment for any such traveling engagement shall either (1) execute and deliver a written authorization to the leader on such engagement to deduct from such member's wages the amount of all monies (including ~~(Federation and Local)~~ Work Dues Equivalents) owed or to be owed by such member to any Local of the Federation by reason of and in connection with such engagement and to deliver such monies to such Local in behalf of such member; or (2) make all such payments directly to said Local on or before the date on which the engagement is completed. Each such leader shall forthwith transmit to the Local in whose jurisdiction the traveling engagement was performed all such authorizations received by him (or a certification that he has received such authorizations) and all monies authorized to be deducted as aforesaid. The leader shall forthwith re-

Candidates for National Office

The following candidates seeking election to the International Executive Board have submitted a brief resume of themselves in accordance with Article 26, Section 1-A, of the Federation's By-Laws.

HARRY M. CASTIGLIONE

At sixteen I became a member of Local 215, Kingston, New York; elected to its Board of Directors at twenty-two; became its President at thirty-three and, at age forty-eight, am still serving in that capacity. Elected to the New York State Conference Board of Directors in 1973, I became its Vice President in 1980. Since 1966, I am a member of the National Credentials Committee.

My background qualifies me as a candidate for the International Executive Board and, I am confident, that I can be effective in instituting innovative programs and new goals to make us a more viable group.

SAM DENO

I have been an AFM member and professional musician since 1940 and have long been active in union affairs.

I served in the Navy during World War II. Aside from my musical education, I hold a degree in Labor Education and am working on a law degree.

My biography appears in "Who's Who in America" and the "International Who's Who in Music."

I helped organize the slate that defeated Petrillo in the 1962 Local 10 election, am a former Chairman of ICSOM, and am a plaintiff in the pending federal court action challenging the validity of amended Recommendation No. 1.

MIKE ISABELLA

I have been an AFL-CIO delegate for twenty years, Chairman of the Organization and Legislation Committee for six years, member of the Credentials Committee for six years, past Vice President of the Penn-Del-Mar-D. C. Conference of Musicians, President of Local 27, New Castle, Pennsylvania, for thirty-five years, a member of Local 730, Fort Myers, Florida, delegate to the National Convention for thirty-two years and actively engaged in the musical profession.

I would be proud to have the privilege of serving you as a member of the International Executive Board.

THOMAS P. KENNY

This year I will be a candidate for the International Executive Board. I am a life member of Local 12, Sacramento, California, and am serving my twenty-second year as its President. As a twenty-two-year delegate to the Federation's Convention, ten of those as Chairman of the Measures and Benefits Committee, and a three-time elected delegate to the AFL-CIO Convention, I feel I have the background to serve on the IEB and to contribute to this Federation's future. I respectfully seek your support and votes.

LEW MALLET

Since 1971 being the President and Business Agent of Local 16 and an Executive Officer for eighteen years, I know all aspects of the music business.

Music was my livelihood until I became President; due to conflict of interest, my Office is not permitted to compete with its members for musical engagements. Therefore, my role is to work for the interests and betterment of AFM members.

Being an Executive Officer of the New Jersey State Conference and Vice President of the New Jersey State AFL-CIO has helped me to pursue needed legislation for the benefit and protection of union members.

HAROLD A. (HAL) WHEELER

I have held membership in the Federation since 1956, and served for fifteen years as President of Local 768, Bangor, Maine.

My current musical pursuits include the second trumpet position with the Bangor Symphony Orchestra, solo cornet with the Bangor Band and leader of the Hal Wheeler Orchestras, which perform approximately thirty dance engagements per year.

My full-time profession is in marketing and public relations, and I was a professional broadcaster for fifteen years.

I desire to serve on the IEB in order to contribute the viewpoint of the part-time musician and my experience to the Federation's affairs.

port to such Local the names, addresses and Local numbers of any members who have failed to sign and deliver such authorization.

BE IT FURTHER RESOLVED, That Sub-Section (B) of Article 2, Section 10, of the By-Laws be amended as follows: In connection with any traveling engagement performed in Canada, the leader who is a member shall deduct or collect from the wages of each member who has performed on such engagement the amount of all monies (including ((Federation and Local) Work Dues Equivalents) owed or to be owed by such member to any Local of the Federation in Canada by reason of and in connection with such engagement and shall deliver such monies to such Local in behalf of such member.

BE IT FURTHER RESOLVED, That Article 14, Section 2, of the By-Laws be amended as follows: A Local, being requested by a member to issue a transfer membership, and upon presentation of a membership card or receipt showing payment of the current quarterly dues to the Local in which he holds membership, and upon payment of the current quarterly dues less the sum of ((~~\$3.00~~) \$9.00 (i.e. the amount included in the Local's regular periodic dues equal to the Local's obligation for Federation Per Capita Dues), shall issue to said member a Transfer Membership Certificate which shall be his identification in the Local's jurisdiction. His name shall be placed upon the roll of membership and he shall be entitled to all the privileges of the Local, including voice, but not to vote or hold office. Said member shall not be entitled to any sick or death benefits or full membership until the full amount of the initiation fee, as provided in the Constitution and By-Laws of the said Local, has been paid. No Local has the right to deny full membership to a transfer member unless otherwise provided. It may, however, refuse full membership before the expiration of six months from the date of issue of transfer membership.

BE IT FURTHER RESOLVED, That all provisions of this resolution become effective on July 1, 1981.

International Executive Board

RESOLUTION

WHEREAS, The Officers of the Federation have not received salary increases since July 1, 1975,

BE IT RESOLVED, To amend the By-Laws as follows:

Article 1, Section 1-K. The President shall receive a salary of ((~~fifty-five thousand dollars (\$55,000.00)~~) sixty thousand dollars (\$60,000.00) per annum, payable monthly, and, in addition thereto a contingent expense account of \$6,000.00 per annum for the spending of which he shall not be required to make an accounting, and, when the interests of the Federation or any of its Locals demand his leaving the jurisdiction wherein he resides, he shall receive \$20.00 per diem and all hotel and traveling expenses. Should such visits be occasioned by a theatrical controversy or one of national importance, the hotel and traveling expenses shall be defrayed by the Federation; if occasioned by a controversy of Local complexion other than theatrical, the Local requesting his presence shall bear the hotel and traveling expenses, but the per diem allowance shall be borne by the Federation.

Article 1, Section 2. It shall be the duty of the Vice President to act in the absence or disability of the President, or, when requested by the President, the Executive Board shall direct him to so act. He shall receive ((~~twelve thousand dollars (\$12,000.00)~~) fifteen thousand

dollars (\$15,000.00) per annum, and, if called upon to act as Assistant to the President, he shall be paid, in addition thereto, at a rate to be determined by the International Executive Board. If called upon to act in the absence or disability of the President, he shall receive a per diem of \$20.00 per day in addition to hotel and traveling expenses.

Article 1, Section 2-A, VICE PRESIDENT FROM CANADA. The Vice President from Canada shall maintain full-time Federation Office in Toronto, Ontario, Canada, and shall employ such clerical help as necessary, subject to the approval of the President.

He shall be responsible for the administration of Federation affairs throughout Canada, including an international contracts department, all of which shall be under the direct supervision of the President. He shall also perform such other duties from time to time as directed by the President and/or International Executive Board. When traveling on Federation business he shall be paid transportation, hotel and other travel expenses, plus \$20.00 per diem. For the faithful performance of his duties he shall receive a salary of ((~~forty-five thousand dollars (\$45,000.00)~~) fifty thousand dollars (\$50,000.00) per year, payable monthly.

Article 1, Section 3-K. For the faithful performance of his duties he shall receive a salary of ((~~forty-five thousand dollars (\$45,000.00)~~) fifty thousand dollars (\$50,000.00) per annum, payable semi-monthly.

Article 1, Section 5-W. The members of the Executive Committee shall receive a salary of ((~~twelve thousand dollars (\$12,000.00)~~) fifteen thousand dollars (\$15,000.00) each per annum and the actual expenses incident to the fulfilment of their duties between Conventions, except as otherwise provided.

Robert A. Reid,
Local 145

RESOLUTION

WHEREAS, Article 2, Section 9, of the By-Laws allows as much as forty-five (45) days for the payment of Work Dues, and as little as fifteen (15) days, therefore,

BE IT RESOLVED, that Article 2, Section 9, be amended to read: All Work Dues shall be due and payable no later than ((~~the fifteenth day of the month following the month during which the services were performed.~~) fifteen days following receipt of payment for services performed. Any member violating the provisions of this Section shall be subject to a fine of not less than \$10.00, nor more than \$450.00, and/or expulsion from the Federation. (Effective January 1, 1981.) Each Local shall submit Federation Work Dues no later than the fifteenth day of the month during which such Work Dues were collected. Any Local violating the provisions of this Section shall be subject to disciplinary action at the discretion of the Executive Board or a sub-committee thereof in accordance with Article 3, Section 4, of the Constitution.

Robert A. Reid,
Local 145

RESOLUTION

WHEREAS, The American Federation of Musicians of the United States and Canada does not have its very own flag, and,

WHEREAS, A flag is a traditional symbol used all over the world to identify an organized group of people on earth with a common interest, and,

WHEREAS, There is no better time than now for the American Federation of Musicians of the United States and Canada to hoist and fly all over Canada and the

United States and anywhere else a Local of the AFM may exist, its own flag, emblem, of the professional musician, therefore,

BE IT RESOLVED, The American Federation of Musicians of the United States and Canada will have

A.F. OF M.



its own flag as designed and presented herewith, and,

BE IT FURTHER RESOLVED, That all Locals will be required to purchase one flag from the AFM and fly same, where possible, in an appropriate place in their jurisdiction.

Peter J. Power,
Local 571

RESOLUTION

WHEREAS, Many Locals in the Federation are experiencing financial problems, and,

WHEREAS, The Federation should realize a substantial amount of income from the Work Dues Tax, which was instituted on January 1, 1981, and,

WHEREAS, The Federation will save a substantial amount of money by holding semi-annual Conventions, and,

WHEREAS, The Officers and members of many Locals are making tremendous financial and low wage, time-consuming sacrifices in order to keep their Locals operating, therefore,

BE IT RESOLVED, That Article 2, Section 7 (A), of the AFM By-Laws be changed to read as follows:

"Each Local shall pay to the Federation (except as provided in Section (C) and (D) below) Per Capita Dues at the rate of ((~~\$12.00~~) \$10.00 per member per annum ((effective January 1, 1980) effective January 1 1982." All the rest of Article 2, Section 7 (A), to remain as is.

Peter Pugliese,
Local 38

RESOLUTION

WHEREAS, The Federation will hold biennial Conventions in every odd numbered year, commencing in 1981, and,

WHEREAS, The next scheduled Convention is in 1983, and,

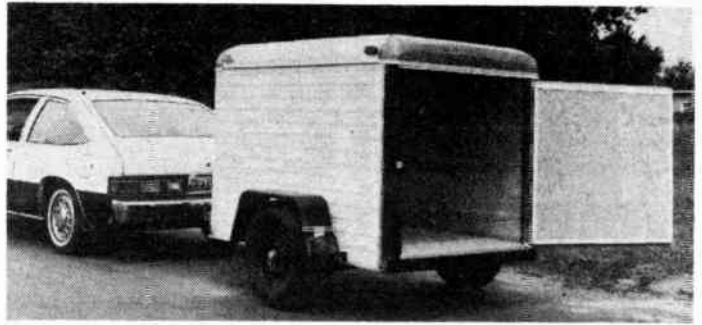
WHEREAS, The only voice that Locals have on proposed changes to the Constitution and By-Laws is through their delegates at the Convention, and,

WHEREAS, In keeping with the democratic procedures of the Convention and Local autonomy, therefore,

BE IT RESOLVED, That Paragraph 2 of Article 4 of the Constitution be deleted in its entirety and a new Paragraph 2 be made. ((~~During the period of time that no Conventions are held because of the above-mentioned reasons, the International Executive Board is hereby vested with all the authority and power of a Convention—subject to the provisions of Article 1, Section 1, of the By-Laws, and, in lieu of a Convention, the President shall call a meeting of the Executive Board at a convenient time and place, this meeting to be considered as the first meeting of the fiscal year.~~)

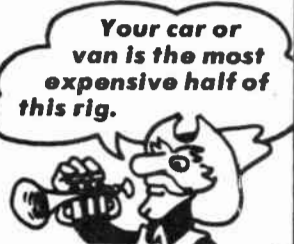
NEW PARAGRAPH 2.
In the interim between Conventions, for reasons other than as stated above, any decisions made by

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the International Executive Board, pertaining to changes in Federation procedures, policy, and finances, which would affect the operation of individual Locals, must be submitted to the individual Locals so that they can exercise their right of Local autonomy to express their comments, approval or rejection. The Locals must reply within thirty (30) days from receipt of notification. This will give the Locals a chance to present it to their membership for voting and reply back to the Federation. The decision of the majority of Locals to be considered as final by the International Executive Board.

The remainder of Article 4 to remain the same.

William H. Smith,
Local 199

RESOLUTION

WHEREAS, There are geographical areas where Local offices of two or more Locals are relatively near to each other, and,

WHEREAS, Federation members are currently free to become Officers concurrently in two or more Locals, along with the freedom to work in the territories of all of those Locals, and,

WHEREAS, At least the possibility exists for conflicts of interests, disputes, undue influence, etc., therefore,

BE IT RESOLVED, That a new Section be added to Article 12 to read:

NEW SECTION.

Section 41. No Officer of any Local shall serve concurrently as an Officer of any other Local.

Harry Fleig,
Local 353

RESOLUTION

WHEREAS, The implementation of the 1 percent Federation Work Dues, effective January 1, 1981, has resulted in chaos throughout the membership of the American Federation of Musicians, and,

WHEREAS, A great number of members are resigning from their Locals and joining independent renegade unions, or performing as non-Union musicians, and,

WHEREAS, Many capable and dedicated Officers have resigned their positions as a result of the imposition of the 1 percent Federation Work Dues, and,

WHEREAS, The invocation of the 1 percent Work Dues has demonstrated to be counterproductive, and contrary to the best interests of the membership because of the dissension it has caused in the loss of revenues to the Federation attendant to the dwindling membership resulting from the 1 percent Work Dues resolution, therefore,

BE IT RESOLVED, That Article 2, Section 8, Paragraphs (C), (D), (E), (F), (G), (H) and (I), be repealed.

Vincent Impellitter,
Angelo J. Callea,
John Sedola,
Local 92

RESOLUTION

WHEREAS, At many past Conventions, including the 1980 Convention, vital changes in the AFM By-Laws and/or Constitution have been rejected or adopted by the delegates as a result of a voice vote, in lieu of a roll-call vote, and,

WHEREAS, On numerous occasions, the result of the voice vote as ruled by the Chair was very doubtful in the minds of the delegates, as, for example, at the 1980 Convention, the adoption of the 1 percent Federation Work Dues, and,

WHEREAS, It is in the interests of the American Federation of Musicians that delegates and, correspondingly, the membership, have the utmost confidence in the propriety of the proceedings taken

on their behalf, and,

WHEREAS, Delegates to the American Federation of Musicians' Conventions are chosen based on their ability to represent the wishes of the rank and file membership, and that it is in the best democratic tradition of the American Federation of Musicians and the labor movement that delegates be accountable to their membership, and,

WHEREAS, The practice of utilizing a voice vote frustrates the aforesaid goals of the American Federation of Musicians, and is in derogation of those democratic principles, in that the votes taken at the annual Conventions have vital impact upon the Local and the entire membership of the American Federation of Musicians, therefore,

BE IT RESOLVED, That Article 5 of the Constitution of the American Federation of Musicians of the United States and Canada be amended as follows:

Article 5 - Representation and Delegates. All Locals of 200 members or less shall be entitled to one delegate. All Locals of not less than 201 members and not more than 400 members shall be entitled to two delegates. All Locals of more than 400 members shall be entitled to three delegates. A merged Local, whose merger was the result of compliance with the Civil Rights policy of the American Federation of Musicians, shall be entitled to one additional delegate to be elected from the black membership of said Local. Each Local shall be entitled to one vote for each 100 members or major fraction thereof, but no Local shall be entitled to cast more than ten votes, except as provided below. The number of members of each Local shall be based on the last report made by such Local as of the January 1st immediately preceding the Convention, according to the books of the International Secretary-Treasurer. ~~(On questions affecting a change in the laws, each Local may, upon roll call, cast as many votes as it has members, according to the books of the International Secretary-Treasurer. Roll call shall be demandable and had under this Article on demand of thirty delegates or fifteen Locals.)~~ On questions affecting a change or amendment of the Constitution or By-Laws, cast as many votes as it has members according to the books of the International Secretary-Treasurer.

Vincent Impellitter,
Angela J. Callea,
John Sedola,
Local 92

RESOLUTION

WHEREAS, The enactment of a resolution mandating 1 percent Work Dues and the elimination of all maximums by the 1980 Convention of the American Federation of Musicians has proven to be an unfair and discriminatory By-Law, and,

WHEREAS, The aforementioned resolution places an unfair burden upon certain members of the American Federation of Musicians, such as those members working pursuant to a collective bargaining agreement, and,

WHEREAS, The imposition of Work Dues encourages members to report their engagements selectively, provides an impetus for driving members from their Locals, and creates an atmosphere of suspicion and mistrust contrary to the fraternal purposes of collective action on behalf of the membership, and,

WHEREAS, The administrative cost of collecting Work Dues is placing a tremendous financial burden on Locals, and that a more equitable and non-discriminatory manner in which to raise funds for

the Federation would be to the benefit of the membership, therefore,

BE IT RESOLVED, Article 2, Section 7, Paragraph (A), of the American Federation of Musicians By-Laws be amended as follows: "Section 7 (A) Each Local shall pay to the Federation (except as provided in (C) and (D) below) Federation Per Capita Dues at the rate of ~~(\$12.00)~~ \$22.00 per member, per annum (effective January 1, 1982). Such Federation Per Capita Dues shall include the subscription fee of 60 cents for the Official Journal and the contribution of 10 cents to the Lester Petrillo Memorial Fund as required to maintain the Fund at a balance of no less than \$500,000.00."

Vincent Impellitter,
Angelo J. Callea,
John Sedola,
Local 92

RESOLUTION

WHEREAS, The 1 percent Work Dues amendment, Article 2, Section 8, (C), (D), (E), (F), (G), (H) and (I), AFM By-Laws, passed at the 1980 Convention was a close voice vote, and,

WHEREAS, This amendment has caused a great deal of concern to many Locals and their delegates because of membership loss and adverse membership reaction, therefore,

BE IT RESOLVED, That Article 2, Section 8, read as follows: Each Local may impose such dues (whether regular, periodic or based upon earnings), fees and assessments as shall be lawfully adopted by such Local, subject to the following conditions and limitations:

(A) Each Local shall maintain Local Initiation Fees at no less than the rate existing on June 1, 1972. No Local shall decrease such rate of Local Initiation Fees without the prior consent of the International Executive Board. No Local shall impose a Local Initiation Fee in excess of \$200.00.

(B) Each Local shall maintain Local regular periodic dues at no less than the rate existing on June 1, 1979, or adopted on or before June 1, 1979, regardless of the effective date thereof, plus \$2.00 per annum. No Local shall reduce the rate of such Local regular periodic dues without the prior consent of the International Executive Board.

(C) ~~(All members of the Federation, as a condition of membership, shall be required to pay dues based on earnings (hereinafter called Work Dues) for all musical services performed, in a minimum amount of 1 percent of scale wages earned. One half of said minimum amount shall be due and payable to the Federation and known as "Federation" Work Dues and the remainder plus any additional Work Dues as hereinafter permitted shall be due and payable to the Local in whose jurisdiction the services were performed (unless provided otherwise herein) and shall be known as "Local" Work Dues. The Work Dues of any Local which had any Work Dues in effect as of July 1, 1980, shall be automatically increased an additional 1 percent of scale wages earned which shall be due and payable to the Local on all services performed in the jurisdiction of the Local; such automatic increase, or any part thereof, may be waived by a Local with the permission of the International Executive Board. (Effective January, 1981.))~~

(C) NEW SECTION. A Local may require any traveling member of the Federation who is not a member of such Local to pay a percentage of his scale wage earned from services rendered in connection with any performance within its jurisdiction,

provided the Local uniformly requires its own members to pay the same percentage of their scale wages in connection with the rendition of the same classification of services and provided it does not require traveling members to pay Travel Dues. The aforesaid Levy shall be known as a Local Work Dues Equivalent. Such Work Dues Equivalent shall be determined by applying the foregoing percentage to an amount which exceeds by 10 percent (10%) the Local wage scale (for exemption on 10 percent (10%) traveling engagement wage differential, see Article 15, Section 5).

~~(D) (The Local in whose jurisdiction the services were performed (unless provided otherwise herein) shall collect the Federation Work Dues along with its Local Work Dues and shall forward the Federation Work Dues to the International Secretary-Treasurer in such manner as shall be determined by the International Executive Board. The International Executive Board shall have full authority to promulgate rules and regulations for the collection of Federation Work Dues, including the establishment of penalties for violations of this Section of the By-Laws. (Effective January 1, 1981.))~~

(D) NEW SECTION. A Local authorized by Article 14, Section 2, Article 17, Sections 6 or 10, or Article 18, Section 22, to require transfer or traveling members to make payments equal to the regular periodic dues of such Local must deduct from such payments the sum of \$5.50 for each three months' period (i.e., the amount included in the Local's regular periodic dues equal to the Local's obligation for Federation Per Capita Dues).

~~(E) (In addition to the aforementioned 1 percent minimum Work Dues, Locals may impose additional Work Dues on scale wages earned, provided that the maximum amount of Work Dues payable by any traveling member for performing services within the jurisdiction of a Local of which he is not a member shall be not more than 4 1/2 percent of the scale wages earned and the maximum amount of Work Dues payable by any Local member for performing services within the jurisdiction of a Local of which he is a member shall be not more than 5 percent of the scale wages earned. No greater rate of Work Dues shall be imposed upon a traveling member for services performed within the jurisdiction of a Local of which he is not a member than the rate imposed upon a Local member for the same classification of services. (Effective January 1, 1981.))~~

(E) NEW SECTION. No Local shall impose dues based on earnings of members of the Federation at a rate exceeding 4 percent (4%) of the scale wage for any services rendered.

~~(F) (All Work Dues, both Federation and Local, shall be payable on all scale wages with no Local restrictions as to the total amount payable within any specified time period. (Effective January 1, 1981.))~~

(F) NEW SECTION. No Local shall require any traveling member of the Federation to pay Work Dues Equivalents on wages derived from symphony, opera or ballet services, when such services are rendered under a master agreement negotiated by the home Local of said orchestra. "Home Local" shall be defined as the Local which negotiates the season agreement, including tours, as well as terms and conditions for same for the members involved.

~~(G) (The Work Dues By-Laws provisions of any Local which are inconsistent or in conflict with the~~



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provisions of Article 2, Section 8, of these By-Laws shall automatically be amended to conform with the provisions of Article 2, Section 8, of these By-Laws effective January 1, 1981. The rate of the Work Dues of each Local which was in effect as of July 1, 1980, shall not be decreased without the prior consent of the International Executive Board; the provisions of this sentence shall become effective immediately upon passage of this recommendation.)

(G) NEW SECTION. Each member performing services in Canada covered by agreements negotiated exclusively by the International Executive Board shall pay an International Work Dues of 1 percent (1%) of the scale compensation received for such services. The International Executive Board shall have full authority to promulgate rules and regulations for the collection of said International Work Dues, including the establishment of penalties for violations of this Section.

(H) For the purpose of this Article, the scale wages of traveling musicians shall be the minimum Local wages plus 10 percent, except for employment exempted from the traveling engagement wage differential in Article 15, Section 5, of these By-Laws. Neighboring or contiguous Locals within a radius of 75 miles from the jurisdictional lines may by mutual and reciprocal agreement waive the above 10 percent wage differential. (Effective January 1, 1981.)

(I) ((Members — performing symphony, opera or ballet services outside of the home Local of the orchestra when such services are rendered under a master agreement between the home Local and the orchestra management, shall not be considered traveling members for the purposes of this Article and shall be required to pay Federation and Local Work Dues only to the home local. (Effective January 1, 1981.))

Abraham Dumanis,
James R. (Jay) Dowling,
Local 138
Joseph W. MacDonald,
Howard Garniss,
Albert A. Natale,
Local 9-535

RESOLUTION

WHEREAS, The 1 percent Work Dues amendment, Article 2, Section 10 (A) and (B), AFM By-Laws, passed at the 1980 Convention has caused a great deal of concern to many Locals and their delegates because of membership loss and adverse membership reaction,

BE IT RESOLVED, That Article 2, Section 10, read as follows:

Section 10. (A) In connection with any traveling engagement within the United States, each member at or prior to the time of payment for any such traveling engagement shall either (1) execute and deliver a written authorization to the leader on such engagement to deduct from such member's wages the amount of all monies ((including Federation and Local Work Dues)) (including Work Dues Equivalents) owed or to be owed by such member to any Local of the Federation by reason of and in connection with such engagement and to deliver such monies to such Local in behalf of such member; or (2) make all such payments directly to said Local on or before the date on which the engagement is completed.

Each such leader shall forthwith transmit to the Local in whose jurisdiction the traveling engagement was performed all such authorizations received by him (or a certification that he has received such authorizations) and all monies authorized to be deducted as aforesaid. The leader shall forthwith report to such Local the names, addresses and Local numbers of any

members who have failed to sign and deliver such authorization.

(B) In connection with any traveling engagement performed in Canada, the leader who is a member shall deduct or collect from the wages of each member who has performed on such engagement the amount of all monies ((including Federation and Local Work Dues)) (including Work Dues Equivalents) owed or to be owed by such member to any Local of the Federation in Canada by reason of and in connection with such engagement and shall deliver such monies to such Local in behalf of such member.

The remainder of this Section, (C) and (D), to remain unchanged.

Abraham Dumanis,
James R. (Jay) Dowling,
Local 138
Joseph W. MacDonald,
Howard Garniss,
Albert A. Natale,
Local 9-535

RESOLUTION

WHEREAS, The 1 percent Work Dues amendment, Article 2, Section 9, AFM By-Laws, passed at the 1980 Convention has caused a great deal of concern to many Locals and their delegates because of membership loss and adverse membership reaction,

BE IT RESOLVED, That Article 2, Section 9, read as follows:

Section 9. ((All Work Dues shall be due and payable no later than the fifteenth day of the month following the month during which the services were performed. Any member violating the provisions of this Section shall be subject to a fine of not less than \$10.00 nor more than \$450.00 and/or expulsion from the Federation. (Effective January 1, 1981.))

Section 9. NEW SECTION. All traveling members, as a condition of their continuing membership in the Federation, shall make the payments that are prescribed pursuant to these By-Laws. Any traveling member failing to make due and timely payment of a Local Work Dues Equivalent or any other payment lawfully imposed by a Local of which he is not a member shall be subject to a fine of not less than \$10.00, nor more than \$450.00, and/or expulsion from the Federation.

Abraham Dumanis,
James R. (Jay) Dowling,
Local 138
Joseph W. MacDonald,
Howard Garniss,
Albert A. Natale,
Local 9-535

RESOLUTION

WHEREAS, If the proposed resolution change in Article 17, Section 6, submitted by Local 138 and Local 9-535 is accepted, an important Section of the Federation By-Laws would be entirely deleted,

BE IT RESOLVED, That a new Section be added to Article 17, Section 5, and this Article shall now read as follows:

Section 5. (A) Traveling orchestras or members who accept a traveling engagement of five, six or seven days per week, as the case may be, in the jurisdiction of a Local are not permitted to solicit, accept or fill miscellaneous engagements, either in or out of the jurisdiction in which the permanent engagement is being played, during the tenure of the traveling engagement, nor shall they be permitted to play in the place of their employment for any function whatsoever given under the auspices or name of any person(s), club, lodge, association or any other organization, as same are considered miscellaneous engagements, unless previous permission of the Local has been received.

NEW SECTION. (B) An orchestra or individual members thereof

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cannot, before they enter a jurisdiction to play a traveling engagement, contract for miscellaneous engagements to be played by them in said jurisdiction within five (5) days before the opening date of, during, or within five (5) days after their permanent engagement, and while in the jurisdiction cannot negotiate or contract for miscellaneous engagements to be played by them in the same jurisdiction at some later date.

Abraham Dumanis,
James R. (Jay) Dowling,
Local 138
Joseph W. MacDonald,
Howard Garniss,
Albert A. Natale,
Local 9-535

RESOLUTION

WHEREAS, If the proposed resolution changes in Article 2, Section 8, submitted by Local 138 and Local 9-535 are accepted, the reference in Section 8 (D) to Article 17, Section 10, will no longer be relevant,

BE IT RESOLVED, That Article 17, Section 10, read as follows:

~~Section 10. ((A traveling orchestra, which during its continuous tour, has broken weeks, that is, plays engagements of less than five or six days during same, does thereby not lose its status as a traveling orchestra. However, if during such tour a traveling orchestra returns to the jurisdiction to which all its members belong and leaves the jurisdiction to play engagements elsewhere during more than one day but less than five days during any one week, then same constitute traveling engagements and must be played in full conformity with Local and Federation laws governing same.))~~

Section 10. NEW SECTION. Members who play in the jurisdiction of a Local other than their own, three or four engagements per week for continuous weeks, must at the beginning of the second week, make payments of \$2.00 per week for each week of said engagement to the Local provided that they shall not be required to pay more than the quarterly dues of said Local, less the sum of \$5.50 for each three-month period regardless of the date of entry and provided that said Local does not charge said members Work Dues Equivalents for said engagement. It shall not be necessary for said members to secure Traveling Membership Certificates.

Abraham A. Dumanis,
James R. (Jay) Dowling,
Local 138
Joseph W. MacDonald,
Howard Garniss,
Albert A. Natale,
Local 9-535

RESOLUTION

WHEREAS, If the proposed resolution change in Article 17, Section 10, submitted by Local 138 and Local 9-535 is accepted, an important Section of the Federation By-Laws would be entirely deleted,

BE IT RESOLVED, That a new Section be added to Article 17, Section 11, and this Article shall now read as follows:

Section 11. NEW SECTION. (A) A traveling orchestra, which during its continuous tour, has broken weeks, that is, plays engagements of less than five or six days during same, does thereby not lose its status as a traveling orchestra. However, if during such tour a traveling orchestra returns to the jurisdiction to which all its members belong and leaves the jurisdiction to play engagements elsewhere during more than one day but less than five days during any one week, then same constitute traveling engagements and must be played in full conformity with Local

and Federation laws governing same.

(B) If a traveling orchestra, the members of which have become full members of the Local, returns to the jurisdiction of the Local and some of the personnel of the orchestra has been changed, therefore is composed of members of the Local and others who are not such, then the orchestra must accept such engagements as a traveling engagement. However, such members of such orchestra who are full members of the Local may intermingle freely with other Local members for professional purposes, whereas the other members who do not hold full membership in the Local are restricted to the playing of their traveling engagement.

Abraham Dumanis,
James R. (Jay) Dowling,
Local 138
Joseph W. MacDonald,
Howard Garniss,
Albert A. Natale,
Local 9-535

RESOLUTION

WHEREAS, If the proposed resolution changes in Article 2, Section 8, submitted by Local 138 and Local 9-535 are accepted, the reference in Section 8 (D) to Article 18, Section 22, will no longer be relevant,

BE IT RESOLVED, That Article 18, Section 22, read as follows:

~~Section 22. ((If a musician rehearses the production of a company prior to the public performance of same, then notice of cancellation of his contract cannot, without the consent of the Federation, be given or taken until the expiration of the second week of said performances.))~~

Section 22. NEW SECTION. A member playing a traveling theatrical engagement remains in the category of a traveling member, even when the engagement is played in his own jurisdiction and may not be included as one of the minimum number required by the Local.

Abraham Dumanis,
James R. (Jay) Dowling,
Local 138
Joseph W. MacDonald,
Howard Garniss,
Albert A. Natale,
Local 9-535

RESOLUTION

WHEREAS, If the proposed resolution changes in Article 2, Section 8, submitted by Local 138 and Local 9-535 are accepted, the reference in Section 8 (D) to Article 17, Section 6, will no longer be relevant,

BE IT RESOLVED, That Article 17, Section 6, read as follows:

~~Section 6. ((An orchestra or individual members thereof cannot, before they enter a jurisdiction to play a traveling engagement, contract for miscellaneous engagements to be played by them in said jurisdiction within five (5) days before the opening date of, during, or within five (5) days after their permanent engagement, and while in the jurisdiction cannot negotiate or contract for miscellaneous engagements to be played by them in the same jurisdiction at some later date.))~~

Section 6. NEW SECTION. Members playing traveling engagements of one week or more, which may consist of five, six or seven days, shall not later than 36 hours after they begin said engagement, show their Local membership cards to the Local for inspection, and during the first week, secure their Traveling Membership Certificates from the Local, and shall be obliged to make payments of \$2.00 per week for each week of said engagement, provided that said members shall not be required to pay more than the quarterly dues of said Local, less the sum of \$5.50 for

each three-month period, regardless of date of entry and provided that said Local does not charge said members Work Dues Equivalents for said engagement. This Section applies even when said members do not reside in the jurisdiction of the Local wherein they are playing.

Abraham Dumanis,
James R. (Jay) Dowling,
Local 138
Joseph W. MacDonald,
Howard Garniss,
Albert A. Natale,
Local 9-535

RESOLUTION

WHEREAS, If the proposed resolutions eliminating the new 1 percent Work Dues resolution passed at the 1980 Convention, submitted by Local 138 and Local 9-535, are accepted, and,

WHEREAS, The proponents of these changes effecting the elimination of the new 1 percent Work Dues resolution realize that the Federation must have the funds necessary to insure the continuing operation and existence of the Federation,

BE IT RESOLVED, That Article 2, Section 7 (A), read as follows:

Section 7. (A) Each Local shall pay to the Federation (except as provided in (C) and (D) below) Federation Per Capita Dues at the rate of ((\$12.00) \$22.00 per member, per annum ((effective January 1, 1980))) (effective January 1, 1982). Such Federation Per Capita Dues shall include the subscription fee of 60 cents for the Official Journal and the contribution of 10 cents to the Lester Petrillo Memorial Fund as required to maintain the Fund at a balance of no less than \$500,000.00.

Abraham Dumanis,
James R. (Jay) Dowling,
Local 138
Joseph W. MacDonald,
Howard Garniss,
Albert A. Natale,
Local 9-535

RESOLUTION

WHEREAS, If the proposed resolution change in Article 18, Section 22, submitted by Local 138 and Local 9-535 is accepted, an important Section of the Federation By-Laws would be entirely deleted,

BE IT RESOLVED, That a new Section be added to Article 18, Section 23, and this Article shall now read as follows:

Section 23. NEW SECTION. (A) If a musician rehearses the production of a company prior to the public performance of same, then notice of cancellation of his contract cannot, without the consent of the Federation, be given or taken until the expiration of the second week of said performances.

(B) All contracts for musicians traveling with theatrical companies other than grand opera companies, wherein a specified number of weeks is not named, can be cancelled by either party giving two weeks' notice to the other.

Abraham Dumanis,
James R. (Jay) Dowling,
Local 138
Joseph W. MacDonald,
Howard Garniss,
Albert A. Natale,
Local 9-535

RESOLUTION

WHEREAS, Recent events, specifically the strike against the film industry, has pointed up the need for unity among the various creative unions, guilds and crafts in the entertainment industry, and,

WHEREAS, Current discussions and negotiations are being entered into between the Screen Actors Guild (SAG) and the American Federation of Television and Radio Artists (AFTRA) for the purpose of considering a merger of the two organizations, and,

WHEREAS, The American Federation of Musicians is an integral part of the entertainment industry, sharing common concerns and problems with our brothers and sisters in allied unions, guilds and crafts, and,

WHEREAS, In unity there is strength, now, therefore,

BE IT RESOLVED, That the Eighty-fourth Convention of the American Federation of Musicians, in session in Salt Lake City in 1981, does hereby instruct the Officers and the International Executive Board of this Federation to precipitate an immediate dialogue with representatives of the Screen Actors Guild (SAG), the American Federation of Television and Radio Artists (AFTRA), and other unions, guilds and crafts representing creative artists, for the purpose of exploring the possibility of a merger with those organizations, and,

BE IT FURTHER RESOLVED, That ongoing reports of this activity be reported to the various Locals and members of the Federation, from time to time, in the *International Musician*.

Thomas P. Kenny,
Local 12

RESOLUTION

WHEREAS, The Federation has been operating in dire financial condition, and a Federation Work Dues structure was enacted at the 1980 National Convention to alleviate this situation, and,

WHEREAS, This Work Dues mandate has been extremely difficult to enforce, particularly for small Locals, resulting in mass resignations, therefore,

BE IT RESOLVED, That Work Dues be returned to the option of each Local by deleting all of Article 2, Section 8, except 8 (H), and all of Article 2, Sections 9, 10 and 11, of the By-Laws (revised September 15, 1980) and, because Work Dues should only be a means of financing each individual Local, replacing them with the entire Article 2, Sections 8, 9, 10 and 11, of the By-Laws (revised September 15, 1979), which follow:

NEW SECTION.

Section 8. Each Local may impose such dues (whether regular, periodic or based upon earnings), fees and assessments as shall be lawfully adopted by such Local, subject to the following conditions and limitations:

(A) Each Local shall maintain Local Initiation Fees at no less than the rate existing on June 1, 1972. No Local shall decrease such rate of Local Initiation Fees without the prior consent of the International Executive Board. No Local shall impose a Local Initiation Fee in excess of \$200.00.

(B) Each Local shall maintain Local regular periodic dues at no less than the rate existing on June 1, 1979, or adopted on or before June 1, 1979, regardless of the effective date thereof, plus \$2.00 per annum. No Local shall reduce the rate of such Local regular periodic dues without the prior consent of the International Executive Board.

(C) A Local may require any traveling member of the Federation who is not a member of such Local to pay a percentage of his scale wage earned from services rendered in connection with any performance within its jurisdiction, provided the Local uniformly requires its own members to pay the same percentage of their scale wages in connection with the rendition of the same classification of services and provided it does not require traveling members to pay Travel Dues. The aforesaid levy shall be known as a Local Work Dues Equivalent. Such Work Dues Equivalent shall be determined by applying the foregoing percentage

to an amount which exceeds by 10 percent (10%) the Local wage scale (for exemption on 10 percent (10%) traveling engagement wage differential, see Article 15, Section 5).

(D) A Local authorized by Article 14, Section 2, Article 17, Sections 6 or 10, or Article 18, Section 22, to require transfer or traveling members to make payments equal to the regular periodic dues of such Local must deduct from such payments the sum of \$3.00 for each three months' period (i.e., the amount included in the Local's regular periodic dues equal to the Local's obligation for Federation Per Capita Dues).

(E) No Local shall impose dues based on earnings of members of the Federation at a rate exceeding 4 percent (4%) of the scale wage for any services rendered.

(F) No Local shall require any traveling member of the Federation to pay Work Dues Equivalents on wages derived from symphony, opera or ballet services, when such services are rendered under a master agreement negotiated by the home Local of said orchestra. "Home Local" shall be defined as the Local which negotiates the season agreement, including tours, as well as terms and conditions for same for the members involved.

(G) Each member performing services in Canada covered by agreements negotiated exclusively by the International Executive Board shall pay an International Work Dues of 1 percent (1%) of the scale compensation received for such services. The International Executive Board shall have full authority to promulgate rules and regulations for the collection of said International Work Dues, including the establishment of penalties for violations of this Section.

NEW SECTION.

Section 9. All traveling members, as a condition of their continuing membership in the Federation, shall make the payments that are prescribed pursuant to these By-Laws. Any traveling member failing to make due and timely payment of a Local Work Dues Equivalent or any other payment lawfully imposed by a Local of which he is not a member shall be subject to a fine of not less than \$10.00, nor more than \$450.00, and/or expulsion from the Federation.

NEW SECTION.

Section 10. (A) In connection with any traveling engagement within the United States, each member at or prior to the time of payment for any such traveling engagement shall either (1) execute and deliver a written authorization to the leader on such engagement to deduct from such member's wages the amount of all monies (including Work Dues Equivalents) owed or to be owed by such member to any Local of the Federation by reason of and in connection with such engagement and to deliver such monies to such Local in behalf of such member; or (2) make all such payments directly to said Local on or before the date on which the engagement is completed.

Each such leader shall forthwith transmit to the Local in whose jurisdiction the traveling engagement was performed all such authorizations received by him (or a certification that he has received such authorizations) and all monies authorized to be deducted as aforesaid. The leader shall forthwith report to such Local the names, addresses and Local numbers of any members who have failed to sign and deliver such authorization.

(B) In connection with any traveling engagement performed in Canada, the leader who is a member shall deduct or collect from the wages of each member who has performed on such engagement (including the amount of all monies (including

Work Dues Equivalents) owed or to be owed by such member to any Local of the Federation in Canada by reason of and in connection with such engagement and shall deliver such monies to such Local in behalf of such member.

(C) Any member who shall fail to comply with the requirements set forth in (A) and (B) above shall be subject to a fine of not less than \$10.00 nor more than \$450.00 for each such offense and/or to expulsion from the Federation.

(D) The International Secretary-Treasurer, from time to time, may adopt and promulgate such other and further procedural requirements as shall be necessary and proper to effect the intent and purpose of this By-Law, including the forms of authorization and certification referred to in (A) above.

NEW SECTION.

Section 11. Any money paid by Locals to the Federation shall be transmitted by check, draft, postal money order or express money order made payable to the American Federation of Musicians.

BE IT FURTHER RESOLVED, That Article 2, Section 7 (A), be amended to read: Each Local shall pay to the Federation Per Capita Dues at the rate of ~~((12.00))~~ \$20.00 per member per annum (effective January 1, 1982), because Per Capita Dues should be the means of financing the needs of the Federation. This will enable the Federation and the individual Local to control their own financial destinies.

David Nadien,
Local 216

RESOLUTION

WHEREAS, The AFM transportation rules for traveling engagements are archaic and completely out of touch with the realities that must be faced by the traveling musicians of this decade, and,

WHEREAS, It is absolutely impossible for any Local in the Federation to enforce the transportation regulations for traveling engagements that are set out in our By-Laws, and,

WHEREAS Any regulations that are impossible to enforce have no right to be retained in the By-Laws of any organization that is truly concerned about the welfare of its members, and,

WHEREAS, Most of our members, booking agents and Local Officers now ignore the AFM transportation By-Laws for traveling engagements, therefore,

BE IT RESOLVED, That Article 17, Section 28, of the By-Laws be amended as follows: The leader of a traveling orchestra shall be required to furnish transportation for the members of the orchestra. If any member of the orchestra, at the leader's request, is required to drive his vehicle, he shall be compensated at ~~((the rate of 6 cents per mile or 4 cents per kilometer per member he transports, with a minimum payment of 30 cents per mile or 49 cents per kilometer. See Article 19, Sections 1B and 7.))~~ A rate that is mutually agreeable between the leader and the member of the orchestra.

BE IT FURTHER RESOLVED, That all Sections of Article 19 of the By-Laws be deleted and a new Article 19 be substituted to read as follows:

NEW SECTION.

Leaders and/or contractors who engage members to perform outside of the jurisdiction to which the member belongs shall be required to negotiate a transportation allowance which is mutually agreeable between such member and the leader and/or contractor.

James H. Begg,
Local 293

RESOLUTION

WHEREAS, The recently enacted 1 percent Work Dues (Article 2, Section 8 (C) of the AFM By-Laws) places an excessive and inequitable burden of several hundreds of dollars a year on full-time members of the Federation, and,

WHEREAS, A Per Capita increase of \$5.00 will increase revenue to the Federation equal to or in excess of the most recent estimate of \$1.25 million income from the AFM's part of the 1 percent Work Dues, i.e. \$5.00 X 300,000 members equals \$1.50 million, and,

WHEREAS, Per Capita is a much more equitable dues structure and requires much less bookkeeping for the AFM and for those over 100 Locals that would prefer not to have Work Dues, and,

WHEREAS, The Federation can more accurately determine income via Per Capita Dues, and,

WHEREAS, Work Dues is and will continue to stifle membership growth of the AFM, therefore,

BE IT RESOLVED, That effective January 1, 1981, all parts of the AFM By-Laws pertaining to the 1 percent Work Dues be deleted.

BE IT FURTHER RESOLVED, That AFM Per Capita Dues be increased \$5.00 for the year of 1982, and an additional \$1.00 for the year of 1983 to off-set the AFM's increased cost of operation due to inflation.

BE IT FURTHER RESOLVED, That Article 2, Section 8, of the 1979 By-Laws of the AFM permitting Locals to impose Work Dues become part of the By-Laws of the Federation effective January 1, 1982, and that Section 8 (B) of Article 2 of the 1979 AFM By-Laws be amended to conform to the \$5.00 increase in Per Capita for 1982, and the additional \$1.00 increase in Per Capita in 1983.

BE IT FURTHER RESOLVED, That any parts of the 1979 AFM By-Laws relating to Work Dues be reactivated effective January 1, 1982, and that changes be made of any parts of the 1980 AFM By-Laws that do not conform to this resolution.

Ken Foeller,
Local 72

RESOLUTION

WHEREAS, We are in a time of crisis, and,

WHEREAS, Cost cutting is mandatory, and,

WHEREAS, It is vitally important that we meet in Convention to solve these problems, therefore,

BE IT RESOLVED, That Article 4 of the Constitution be amended as follows:

This Federation shall hold a Convention in 1980 and ~~((biennial))~~ annual Conventions, commencing the third Monday in June, 1981, and each ~~((odd numbered))~~ year . . . Remainder unchanged, and,

ALSO RESOLVED, That Article 25, Section 16, of the By-Laws be amended as follows: ~~((The per diem allowance of and))~~ the hotel accommodations of delegates to the Convention shall be paid from the funds of the Federation. ~~((The per diem allowance shall be \$35.00 a day for each full or fraction of a day during which the Convention is in official session and the delegate attends, and for one day of travel to and one day from the Convention city.))~~ Remainder unchanged.

Stan Rutherford,
Local 368

RESOLUTION

WHEREAS, Current AFM By-Laws have been interpreted to require a member of a symphony orchestra to join the Local in which he resides as opposed to the home Local of the symphony orchestra, and,

WHEREAS, This requirement

holds even if the member of the symphony orchestra does not perform engagements in the Local where he resides, and,

WHEREAS, The home Local of the symphony orchestra is the exclusive bargaining representative of all the members of the orchestra, therefore,

BE IT RESOLVED, NEW SECTION. A member of a symphony orchestra who is not a member of the Federation may, if otherwise eligible, obtain full membership in the home Local of the symphony orchestra. If such symphony orchestra member is not a member of the Local in whose jurisdiction he is residing, he may not, before obtaining transfer membership, solicit, accept, or fill an engagement in the jurisdiction of such Local wherein he is residing.

Randall J. Richie,
Local 15-286

RESOLUTION

BE IT RESOLVED, That Article 2, Section 8 (F), be revised as follows:

~~((AH-Work Dues, -both Federation and Local.))~~ Federation Work Dues shall be payable on all scale wages with no Local restrictions. . . .

Randall J. Richie,
Local 15-286

RESOLUTION

WHEREAS, The American Federation of Musicians needs to strengthen its position in the entertainment business, and,

WHEREAS, There is strength in numbers in order to negotiate contracts, to promote the interests of musicians, and to increase funds and employment, and,

WHEREAS, The time has come to join with other entertainment organizations to create a unified and strong association of professionals in the allied arts, and,

WHEREAS, constructive and innovative change is necessary to protect the existence and future of the Federation, the Locals, and the membership, therefore,

BE IT RESOLVED, That the International Executive Board investigate the feasibility of forming an Alliance with all unions and associations involved with any phase of the professional entertainment business for the purpose of forming a National Association or Council of Professionals in Entertainment, and,

BE IT FURTHER RESOLVED, That the International Executive Board reports its findings and recommendations to the Locals in the *International Musician* or by direct mail no later than one year from the adoption of this resolution.

Harry M. Castiglione,
Local 215
Elio Del Sette,
Local 506

RESOLUTION

WHEREAS, There is a serious crisis that continues to exist for the American Federation of Musicians, and,

WHEREAS, The need to provide more direct services to Locals and to members would be better served by decentralization of administrative services, and,

WHEREAS, A reconstruction of the Federation would serve to provide more effective and efficient management, promotion, legal services and closer and more direct operational benefits to Locals and members along regional or provincial lines, and,

WHEREAS, The Federation could be better served to meet modern and changing future needs and problems by this proposed plan, therefore,

BE IT RESOLVED, To restructure the Federation and the Inter-

national Executive Board as follows:

1. There shall be a President and Secretary-Treasurer elected for a two-year term at a National Convention;

2. There shall be a National Office located in a facility at a different location that is less expensive to rent or lease;

3. There shall be six Provinces (five for the United States and one for Canada) drawn along the present conference jurisdictional lines;

4. That each Province shall elect a Vice President who shall also be a member of the International Executive Board and also Chief Administrator for the Province that he represents and the terms for each shall be for two years;

5. Each Province shall establish a Provincial Office to provide administrative, promotional and other necessary service to Locals and members within each respective jurisdiction;

6. That operational funds to maintain the Office shall be allocated from the Federation General Funds according to the needs of each region, determined by the IEB, composed of the President, Secretary-Treasurer and the six Provincial Vice Presidents;

7. That the IEB be directed by this Convention to prepare the proper legislation to amend the present AFM Constitution and By-Laws to conform with the interest of this resolution;

8. Within one year from the adoption of this resolution, the IEB shall submit such plans for reorganization and prepare resolutions and amendments in accordance with the intent of this resolution and to distribute same to each Local for review;

9. To present the final recommendations and amendments at the next Convention for adoption.

Harry M. Castiglione,
Local 215
Elio DelSette,
Local 506

RESOLUTION

WHEREAS, Article 2, Section 8 (C), adopted at the 1980 Convention of the American Federation of Musicians, establishing a National Work Dues on all work performed by members of the Federation, has caused a great deal of dissension within the membership ranks, including an immediate loss of membership from Federation Locals, and,

WHEREAS, This dissension was evident at the time the legislation was adopted by the slimmest of majorities, and,

WHEREAS, The continuity, well being, and future of the American Federation of Musicians is jeopardized by allowing this legislation to remain in the Federation By-Laws, now, therefore,

BE IT RESOLVED, That Article 2, Section 8 (C), (D) and (F), be deleted in their entirety. Amend Article 2, Section 7 (A): Each Local shall pay to the Federation (except as provided in (C) and (D) below) Federation Per Capita Dues at the rate of ~~((12.00))~~ \$18.00 per member, per annum (effective January 1, ~~((1980))~~ 1982). Such Federation Per Capita Dues shall include the subscription fee of 60 cents for the Official Journal and the contribution of 10 cents to the Lester Petrillo Memorial Fund as required to maintain the Fund at a balance of not less than \$500,000.00.

Harry M. Castiglione,
William F. Paulus,
Local 215

RESOLUTION

WHEREAS, Many musicians have expressed that they would prefer a dues increase rather than

Work Dues, and,

WHEREAS, Buy outs or a prepayment option have been preferred, therefore,

BE IT RESOLVED, That Article 2, Section 8 (F), be deleted and a new Article 2, Section 8 (F), be substituted to read as follows:

NEW SECTION.

Locals at their discretion may initiate a Work Dues prepayment option (buy out) at no less than two dollars (\$2.00) per month. One half (1/2) of the prepayment option (buy out) shall be due and payable to the Federation. The International Executive Board shall have full authority to adjust the minimum prepayment option (buy out) to keep current with the Federation expenses.

Wally Ives,
Local 610

RESOLUTION

WHEREAS, The American Federation of Musicians recognizes the existence of groups traveling outside the jurisdiction in which they have a collectively bargained agreement and such an agreement covers all wages, scales and conditions under which these groups travel, now, therefore,

BE IT RESOLVED, That Article 21, Section 3, be amended as follows: After the sentence ending with the words "in the home jurisdiction of another orchestra," the following sentence shall be inserted. Any opera or ballet company traveling as a self-contained unit with members of that unit, under a collectively bargained agreement, the offer of such tours "residencies" shall not be liable . . . any restrictions insofar as minimums are concerned as set up by the host Local, sponsor or theatre.

Lou Russ Russo,
Local 802

RESOLUTION

WHEREAS, The Federation represents all members equally, and,

WHEREAS, The Federation is still in financial difficulty, therefore,

BE IT RESOLVED, That Article 2, Section 7 (A), be amended as follows: Each Local shall pay to the Federation (except as provided in (C) and (D) below) Federation Per Capita Dues at the rate of ~~((12.00))~~ \$18.00 per member . . . remainder unchanged.

Don Menary,
William Catalano,
Local 6
Stanley Rutherford,
Local 368

RESOLUTION

WHEREAS, The Federation Work Dues is an unfair burden on a minority segment of our membership, and,

WHEREAS, The Federation represents all members on an equal basis, therefore,

BE IT RESOLVED, That Sections (C), (D), (E) and (G) of Section 8 of Article 2 of the AFM By-Laws is hereby repealed.

Don Menary,
William Catalano,
Local 6
Stanley Rutherford,
Local 368

RESOLUTION

WHEREAS, The adoption of Recommendation No. 1 as amended at the 1980 Convention displayed the dedication of its delegates for the welfare of the AFM with the assurance of a fiscal policy to operate efficiently, and,

WHEREAS, Because of Local autonomy procedures within Locals, this resolution has caused havoc in Locals that have not previously adopted Work Dues Equivalents and in Locals that have adopted "caps," and,

WHEREAS, To service a Local's jurisdiction properly makes the cost of paying business agents prohibitive, because of inflation, energy crisis, etc., therefore,

BE IT RESOLVED, That the personnel in the International Office in charge of contracts, Pamphlet B, etc., try to help alleviate part of this expense by urging all traveling musicians to include in their contracts or notifications the following language: "For Work Dues payments please send bill to the following address." This will help Locals to service members who have not filed notifications or contracts, thus getting the ball rolling.

Aime Triangolo,
Local 198-457

RESOLUTION

WHEREAS, The Federation is still in financial difficulty, and,

WHEREAS, Expenses continue to exceed income, therefore,

BE IT RESOLVED, That the International Executive Board is hereby mandated to reduce the over-all expenses of the Federation by 5 percent in the next fiscal year.

Don Menary,
William Catalano,
Local 6

RESOLUTION

WHEREAS, We do sympathize with the AFM in its need for funds, and,

WHEREAS, Wish the passing of Recommendation No. 1 as amended (now contained in Article 2, Section 8 (C) through 10 (D)), we feel that Local autonomy has been infringed upon, and,

WHEREAS, This Federation Work Dues has placed a burden on the Locals with added costs, including printing, billing, postage and projected loss of members, and,

WHEREAS, Our members requested that we take this action, therefore,

BE IT RESOLVED, That Article 2, Section 8 (C), (D), (E), (F), (G), (H) and (I), Section 9, and Section 10 (A), (B), (C), and (D), be repealed in their entirety and that other measures be sought to raise money for the Federation.

William J. Notini,
Local 83
Raymond E. DiFiore,
Local 372
William J. Fasulo,
Local 302

RESOLUTION

WHEREAS, In order to institute a 1 percent Federation Work Dues on National engagements covered by contracts negotiated by the International Executive Board, and,

WHEREAS, To repeal the Federation 1 percent Work Dues applied across the board on all engagements, and,

WHEREAS, To increase the Per Capita Tax paid on members to the Federation by its Locals, and,

WHEREAS, To gain relief on the Per Capita Tax paid to the AFL-CIO by the Federation, therefore,

The following changes shall be made:

BE IT RESOLVED, That Article 2, Section 7, be amended as follows:

Article 2, Section 7 (A): Each Local shall pay to the Federation (except as provided in (C) and (D) below) Federation Per Capita Dues at the rate of ~~(\$12.00)~~ \$16.00 per member, per annum (effective January 1, ~~(1980)~~ 1982. Such Federation Per Capita Dues shall include the subscription fee of 60 cents for the Official Journal and the contribution of 10 cents to the Lester Petrillo Memorial Fund as required to maintain the Fund at a balance of no less than \$500,000.00.

Article 2, Section 7 (B), unchanged.

Article 2, Section 7 (C): ~~(Federation Per Capita Dues~~

~~based upon the membership in any Local of persons who shall have become honorary or life members prior to January 1, 1965, pursuant to Local rules and regulations in effect June 1, 1963, shall be maintained at the rate of \$2.10 per annum. Federation Per Capita Dues based upon the membership in any Local of persons who shall have become honorary or life members prior to January 1, 1974, but after January 1, 1965, pursuant to Local rules and regulations in effect June 1, 1973, shall be maintained at the rate of \$6.00 per annum.)~~ Federation Per Capita Dues based upon the membership in any Local of persons who shall have become honorary or life members prior to ~~(January 1, 1978, but after)~~ January 1, 1974, pursuant to Local rules and regulations ~~((in effect June 1, 1977;))~~ shall be maintained at the rate of \$8.00 per annum. Federation Per Capita Dues based on the membership in any Local of persons who shall have become honorary or life members on or after January 1, ~~(1978)~~ 1974, shall be ~~((8.00))~~ \$12.00 per annum.

Article 2, Section 7 (D), unchanged.

NEW SECTION.

Article 2, Section 7 (E), add: Federation Per Capita Dues shall not be payable by any Local based upon the membership in any Local of persons who shall have become honorary or life members, pursuant to Local rules and regulations, and have reached the age of sixty-five (65) years and have been declared inactive by the Local.

BE IT FURTHER RESOLVED, That Article 2, Section 8, be amended as follows:

Article 2, Section 8 (A), unchanged.

Article 2, Section 8 (B), unchanged.

Article 2, Section 8 (C). All members of the Federation, as a condition of membership, shall be required to pay dues based on earnings (hereinafter called Federation Work Dues) for all musical services performed on engagements covered by agreements negotiated exclusively by the International Executive Board, in a minimum amount of 1 percent of scale wages earned. ~~((One-half of said minimum))~~ The amount shall be due and payable to the Federation and known as "Federation Work Dues." ~~((And the remainder plus any additional Work Dues as hereinafter permitted shall be due and payable to the Local in whose jurisdiction the services were performed (unless provided otherwise herein) and shall be known as "Local" Work Dues. The Work Dues of any Local which had any Work Dues in effect as of July 1, 1980, shall be automatically increased an additional 1 percent of scale wages earned which shall be due and payable to the Local on all services performed in the jurisdiction of the Local, such automatic increase, or any part thereof, may be waived by a Local with the permission of the International Executive Board. (Effective January 1, 1981.))~~

Article 2, Section 8 (D), unchanged.

Article 2, Section 8 (E): In addition to the aforementioned 1 percent minimum Federation Work Dues, Locals may impose additional Work Dues on scale wages earned, provided that the maximum amount of Work Dues payable by any traveling member for performing services within the jurisdiction of a Local of which he is not a member shall be not more than ~~(4 1/2 percent)~~ 4 percent of the scale wages earned. ~~((and the maximum amount of Work Dues payable by any Local member for performing~~

~~services within the jurisdiction of a Local of which he is a member shall be not more than 5 percent of the scale wages earned.))~~ No greater rate of Work Dues shall be imposed upon a traveling member for services performed within the jurisdiction of a Local of which he is not a member than the rate imposed upon a Local member for the same classification of services. (Effective January 1, ~~(1981)~~ 1982.)

Article 2, Section 8 (F): ~~((All Work Dues, both Federation and Local, shall be payable on all scale wages and no Local restrictions as to the total amount payable within any specified time period. (Effective January 1, 1981.))~~

Article 2, Section 8 (G), unchanged.

Article 2, Section 8 (H): ~~((For the purpose of this Article, the scale wages of traveling musicians shall be the minimum Local wages plus 10 percent, except for employment exempted from the traveling engagement wage differential in Article 15, Section 5, of these By-Laws. Neighboring or contiguous locals within a radius of 75 miles from the jurisdictional lines may by mutual and reciprocal agreement waive the above 10 percent wage differential. (Effective January 1, 1981.))~~

Article 2, Section 8 (I): ~~((Members performing symphony, opera or ballet services outside of the home Local of the orchestra, when such services are rendered under a master agreement between the home Local and the orchestra management, shall not be considered traveling members for the purpose of this Article and shall be required to pay Federation and Local Work Dues only to the home Local. (Effective January 1, 1981.))~~

James Higgins,
Robert L. Couey,
Local 8

RESOLUTION

WHEREAS, A good many years have elapsed since the merger of the white and black Locals, and,

WHEREAS, In order to simplify identifications, and,

WHEREAS, The majority of Locals in the AFM have only one numerical designation, therefore,

BE IT RESOLVED, That all Locals having a dual numerical designation be changed to use only one numerical designation. The affected Locals shall have the opportunity to choose any one of their two existing numbers and notify the National Office of their choice as soon as possible.

Thomas J. Casapulla,
Arthur Weiner,
Local 237

RESOLUTION

WHEREAS, Article 2, Section 8 (C), adopted at the 1980 Convention of the American Federation of Musicians, establishing a National Work Dues on all work performed by members of the Federation, has caused a great deal of dissension within the membership rank, including an immediate loss of membership from Federation Locals, and,

WHEREAS, This dissension was evident at the time the legislation was adopted by the slimness of majorities, and,

WHEREAS, The continuity, well being, and future of the American Federation of Musicians is jeopardized by allowing this legislation to remain in the Federation By-Laws, now, therefore,

BE IT RESOLVED, That Article 2, Section 8 (C) and (F), be deleted in their entirety.

NEW SECTION.

All members of the Federation, performing engagements subject to

the jurisdiction of the Federation and negotiated by the International Executive Board, shall be required to pay dues based on earnings (hereinafter called Work Dues) for all musical services performed in a minimum amount of 1 percent of the scale wages earned, as prescribed in Article 1, Section 5-E.

Harry M. Castiglione,
William F. Paulus,
Local 215

RESOLUTION

WHEREAS, AFM By-Laws, Article 13, Section 28, and Article 16, Section 1A, mention "cooperative groups" but do not define the term beyond assigning normal leaders' responsibilities to all group members in the absence of a designated leader, and,

WHEREAS, Experience has shown that absence of such definition has been assumed by members to condone violations of Article 13, Section 30 (prohibition of working under scale), by their adopting, or acceding to adoption of, unconventional weekly pay arrangements and pay holdbacks to cover equipment costs and other expenses, and,

WHEREAS, Disputes arise among members of some groups, usually when a member leaves, or when the group disbands, and,

WHEREAS, Most disputes stem from lack of written agreements defining members' rights and responsibilities relating to the group, particularly regarding financial matters, and,

WHEREAS, Locals could help prevent such disputes by developing forms of agreement to recommend to their members, and,

WHEREAS, It is impossible to develop an intelligent form of agreement without a full definition of the subject of the agreement, namely, a "cooperative group," therefore,

BE IT RESOLVED, That Article 13 be amended by the addition of a new Section containing a definition of the term "cooperative group, band or orchestra" which includes guidelines within which such groups must operate, with particular reference to wage scales and the groups members' rights and responsibilities under Federation law, such definition to be developed by the International Executive Board and/or the Office of the President and to be promulgated in the next revision of the Constitution, By-Laws and Policy of the Federation.

Ed Hall,
Robert Langley,
Duke McGuirl,
Local 180

RESOLUTION

BE IT RESOLVED, That Article 4 of the Constitution (Conventions) be amended to read ~~((This Federation shall hold a Convention in 1980 and biennial Conventions commencing the third Monday in June))~~: This Federation shall hold annual Conventions commencing the third Monday in June at such place as the International Executive Board may determine.

Lou Mallet,
Local 16
Wilson Bonito,
Local 526
Thomas J. Casapulla,
Local 237
Frank J. Kreisel,
Andy Kuchtyak,
Local 373
Fred Dittamo,
Local 248
Vic Marrantino,
Local 661-708
Andy Mingione,
Local 746

RESOLUTION

BE IT RESOLVED, That Section

8 (D) of Article 2 (Dues, Fees, Assessments, Fines and other Payments) be revised as follows:

(D) The Local in whose jurisdiction the services were performed (unless provided otherwise herein) shall collect the Federation Work Dues along with its Local Work Dues and shall forward the Federation Work Dues to the International Secretary-Treasurer in such manner as shall be determined by the International Executive Board. Each Local shall be autonomous and have full authority to promulgate rules and regulations for the collection of Local Work Dues. The International Executive Board shall have full authority to promulgate rules and regulations for the collection of Federation Work Dues, including the establishment of penalties for violations of this Section of the By-Laws. (Effective January 1, ~~(1981)~~ 1982.)

Wilson Bonito,
Local 526
Fred Dittamo,
Local 248
Thomas J. Casapulla,
Local 237
Thomas R. Flanagan,
Local 399
Lou Mallet,
Local 16
Nick Sabbatelli,
Local 151
Frank Kreisel,
Local 373
Frank Testa,
Local 595
Rudy Spagnola,
Local 177
Vic Marrantino,
Local 661-708
Andrew Mingione
Local 746

RESOLUTION

WHEREAS, The AFM Convention in Portland, Maine, in June, 1980, adopted amended Recommendation No. 1, now known as Article 8, AFM By-Laws, requiring ALL AFM Locals to impose upon members the payment of 1 percent Work Dues based on earnings for ALL musical services performed — one-half (1/2) of which (1%) amount to be payable to the Federation, and,

WHEREAS, The promoters of such action project that the yearly income to the Federation as a result this adoption will amount to \$2,500,000.00, and,

WHEREAS, Such action has given impetus to non-Union Unions (particularly the AMU) to deter new members joining the AFM, what with the AMU's no initiation fee, no Work Dues and only \$15.00 yearly dues, and,

WHEREAS, Many members are dropping out of the AFM and very few new members coming in, therefore,

BE IT RESOLVED, To repeal and delete from the AFM By-Laws Article 2, Sections 6, 6A, 6B, 6C and ALL reference to FIF (Federation Initiation Fee) in the By-Laws.

A. A. (Tony) Tomei,
Local 595

RESOLUTION

WHEREAS, The 1980 AFM Convention adopted amended Recommendation No. 1 — the imposition of 1 percent Work Dues on ALL musical services performed (half of which 1 percent must be paid to the Federation) — now known as Article 2, Section 8, of the AFM By-Laws, and,

WHEREAS, Such action has been opinionated as being an infringement upon Local autonomy, and it has caused and is causing consternation, confusion, havoc and rebellion by members, and,

WHEREAS, Such action is a deterrent of new members joining the AFM, therefore,
BE IT RESOLVED, To repeal

Article 2, Section 8, of the AFM By-Laws forthwith and adopt the following resolution.

NEW SECTION.

1. Every member employed at any time on engagements negotiated by the IEB (AFM) and/or engagements under the Federation (non-Local) jurisdiction, such as phonograph labor-recording, motion picture-TV, TV educational, TV documentary and industrials, National Public Radio, radio, jingles, etc. and ALL engagements under Pamphlet B — circus and the like (on ALL or ANY of these above mentioned), shall pay Work Dues or assessment (tax) of 1 percent based upon the minimum scale covering the work to the Federation.

2. This 1 percent Work Dues or assessment shall be known as "The Federation National Work Dues."

3. The collection of (this assessment) these Work Dues shall be by automatic employer deduction ("check-off") system, which system shall be properly negotiated with the employers in collective bargaining agreements, and, which system, together with signed employee authorization, shall be a condition of employment requirement.

4. The method by which the employer may transfer these properly signed authorized ("check-off") Work Dues or assessments may be similar to the method now used to pay AFM-EPW coverage for AFM members, in accordance with their negotiated agreements, and,

BE IT FURTHER RESOLVED, That the IEB be instructed to implement, institute and adopt any and ALL legal requirements to bring about the intent and purpose of this entire resolution, and,

BE IT FURTHER RESOLVED, To change the wording of Article 4 of the AFM Constitution to read: This Federation shall hold a Convention in 1980 and ((biennial)) yearly Conventions commencing the third Monday in June, 1982, and each ((odd numbered)) year thereafter at such place as the International Executive Board may determine, etc. (The balance of Article 4 to remain unchanged.)

BE IT FURTHER RESOLVED, NEW SECTION, IF NECESSARY. To delete in (or from) the Constitution and By-Laws of the AFM ALL wording(s) that tend(s) to misconstrue all meanings other than annual Conventions, and,

BE IT FURTHER RESOLVED, NEW SECTION, That the delegates to the AFM Convention shall be allowed only six days hotel allowance but NO PER DIEM. Thus deleting ALL provisions in the By-Laws and Constitution regarding Per Diem to AFM Convention delegates.

A.A. (Tony) Tomei,
Local 595

RESOLUTION

WHEREAS, I believe that the business of Locals should not be put off for two-year periods, therefore,

BE IT RESOLVED, That Article 4 of the Constitution ((Conventions)) shall read: This Federation shall hold ((Convention in 1980 and biennial)) annual Conventions, commencing the third Monday in June ((and each odd-numbered year thereafter)) at such place as the International Executive Board may determine.

The balance to remain the same.
Irene Mazzaglia,
Local 372

RESOLUTION

WHEREAS, The 1980 Portland, Maine, Convention dealt with the financial plight of the American Federation of Musicians of the United States and Canada by passing into law amended Recommendation No. 1, now called Article

2, Section 8, of the AFM By-Laws, and,

WHEREAS, Said recommendation made it mandatory, effective January 1, 1981, for each AFM Local to collect a minimum of 1 percent of scale wages earned from each and every member (Work Dues), 1/2 percent of which becomes Federation Work Dues payable to the Federation by the Locals, and,

WHEREAS, The Federation's financial stability is, to a great degree, dependent on the efforts of the Locals to collect and remit said Federation Work Dues, and,

WHEREAS, The members and Officers of all Locals are entitled to the assurance that the appropriate collection effort is being expended throughout the Federation, and,

WHEREAS, If the appropriate effort is not being made in all Locals, the Work Dues legislation will not produce the necessary financial stability for the Federation, therefore,

BE IT RESOLVED, That commencing in 1982, the March edition of the *International Musician* contain a list of all AFM Locals (city, state or province, Local number) together with each Local's Per Capita membership (as of the previous January 1) and the amount of 1/2 percent Federation Work Dues collected and remitted during the previous calendar year.

John Mackie,
Ray Petch,
Local 547

RESOLUTION

WHEREAS, Lack of interest from the delegates, the many times the President's gavel is used to settle the delegates, the lack of appreciation, the embarrassment the Committee Chairman goes through, therefore,

BE IT RECOMMENDED, We dissolve the Secretary-Treasurer's Report Committee.

Ed Sheculski,
Jiggs Basso,
Local 817

RESOLUTION

WHEREAS, Lack of interest from the delegates, the many times the President's gavel is used to settle delegates, the lack of appreciation, the embarrassment the Committee Chairman goes through, therefore,

BE IT RECOMMENDED, We dissolve the President's Report Committee.

Ed Sheculski,
Jiggs Basso,
Local 817

RESOLUTION

BE IT RESOLVED, To dissolve affiliation with the AFL-CIO, CLC until such time the Federation sees fit to reunite.

Ed Sheculski,
Jiggs Basso,
Local 817

RESOLUTION

BE IT RESOLVED, That no labor agreement concerning employment of AFM members, which is negotiated by the AFM, and whose administration is under the jurisdiction of the AFM, shall be put into effect without a ratification vote by the member(s) who will be affected by such labor agreement.

Marl Young,
Local 47

RESOLUTION

BE IT RESOLVED, To amend Article 1, Section 1B, of the American Federation of Musicians' By-Laws by inserting the following language between the words "paid; draw" so that Section 1B would now read as follows: He shall call special sessions of the Executive Board when necessary; call strikes; draw upon the funds of the Federation to pay the salaries of traveling

members accompanying a theatrical organization when called on to strike, while on the road, and for the payment, if necessary, of hotel and traveling expenses of other members who are called on strike by him during any emergency when outside of their own jurisdiction and they play engagements for which no tax is collected by the Federation, and for which otherwise no strike benefits are paid; he it provided, however, that the President or the American Federation of Musicians shall in no instance call a strike against any producer with which the Federation has a labor agreement, or is negotiating a labor agreement, without a strike sanction vote by all the members who would be affected by said strike; draw funds in payment of all expenses occasioned by the exercise of his duties; perform such other duties as may elsewhere be provided for in the Constitution, By-Laws and Standing Resolutions of the Federation.

Marl Young,
Local 47

RESOLUTION

1. BE IT RESOLVED, To amend Section 1 of Article 4 of the American Federation of Musicians' By-Laws by the following:

1. Substitute "National Labor Agreement Strike Benefit Fund" for "Theatre Defense Fund."

2. Add the following after the words "costs of administration of the fund." It is provided further that the National Labor Agreement Strike Benefit Fund shall also be used for the purpose of providing interest free loans to musicians who have suffered financial hardships or dislocation as a result of the strike called against any producer, or employer, with whom the Federation has a national labor agreement.

2. BE IT RESOLVED, To amend Section 2 of Article 4 of the American Federation of Musicians' By-Laws by substituting the words "National Labor Agreement Strike Benefit Fund" for the words "Theatre Defense Fund."

3. TO AMEND, Section 3 of Article 4 of the American Federation of Musicians' By-Laws by substituting the words "National Labor Agreement Strike Benefit Fund" for the words "Theatre Defense Fund."

4. TO AMEND, Section 4 of Article 4 of the American Federation of Musicians' By-Laws by substituting the words "National Labor Agreement Strike Benefit Fund" for the words "Theatre Defense Fund."

Marl Young,
Local 47

RESOLUTION

WHEREAS, Any parties involved in a matter that is to be adjudicated or arbitrated by the AFM have a right to a speedy resolution of such dispute, now, therefore,

BE IT RESOLVED, That in any instance where a hearing officer is requested (if such request for a hearing officer is allowed) to preside at a hearing involving a matter that is before the International Executive Board and/or the President for arbitration or adjudication, that such hearing officer shall be appointed within two weeks from the time of such request for such appointment, and that the hearing presided over by such hearing officer shall be conducted within thirty days from the time of the appointment of such hearing officer.

Marl Young,
Local 47

RESOLUTION

BE IT RESOLVED, That Section 13 of Article 16 of the American Federation of Musicians' By-Laws be amended by adding the following: Provided however that in

instances where the engagement evidenced by the aforementioned contract lasts for a year or more, such engagement can be cancelled by either party giving a four weeks' written notice to the other.

FURTHER, BE IT RESOLVED, To amend Section 14 of Article 16 of the American Federation of Musicians' By-Laws by adding the following: Be it provided, however, that in all engagements evidenced by the aforementioned contract that lasts for more than a year such engagement can be cancelled by either party giving four weeks' written notice to the other.

Marl Young,
Local 47

RESOLUTION

BE IT RESOLVED, That this Convention hereby directs the officers of the AFM, and the International Executive Board, to immediately start proceedings towards the establishment of one big entertainment union, or an entertainment union's negotiating council, to service the entire entertainment industry. Provided further, that the above officers specifically contact the Screen Actors Guild (SAG), the American Guild of Variety Artists (AGVA), the American Guild of Musical Artists (AGMA), the American Federation of Television and Radio Artists (AFTRA), Actors Equity Association, the International Alliance of Technical Stage Employees (IATSE), and any other technical unions, councils, or organizations, which might in any way service the entertainment industry, in furtherance of the implementation of the directive to start proceeding towards the creation of one entertainment union, to service the entire entertainment industry.

Marl Young,
Local 47

RESOLUTION

DELETE, Sub-section F of the amended Recommendation No. 1 and replace with the following new Section.

NEW SECTION.
All the Locals shall have the right to set up an optional per annum Work Dues regardless of the scale wages earned in a year.

Catherine Ingvalson,
Local 453

RESOLUTION

WHEREAS, Mounting costs have been a factor in discouraging Locals from hosting Conventions, and,

WHEREAS, Some means of income is needed to offset the expenses required to accommodate and properly host our large number of delegates and guests, and,

WHEREAS, It is customary for AFM regional conferences and other labor Conventions to charge a registration fee,

BE IT RESOLVED, That a registration fee of \$15.00 be charged to every attending delegate at time of registration. The total amount of

fees shall be turned over to the host Local.

Donald T. Tepper,
Edmund J. Schott,
Raymond B. Black,
Local 220

RESOLUTION

WHEREAS, The members of the Federation have had four assessment increases from 1973 through 1980 because of financial difficulties at the top level, and,

WHEREAS, The latest increase does not guarantee a cure-all because the basic reasons for our continued financial dilemma have never been addressed, and,

WHEREAS, It is futile to throw more money into a project without a plan that will guarantee us fiscal maturity in the future,

BE IT RESOLVED, That the AFM immediately resign from the AFL-CIO, and,

BE IT FURTHER RESOLVED, That the President of the Federation be empowered to take immediate steps to negotiate the Federation out of its present lease at 1500 Broadway with plans to relocate in the Midwest, and,

BE IT FURTHER RESOLVED, That yearly Conventions be reinstated with only three delegates from each state to attend a working week to strengthen our future as a viable organization. These delegates would be selected on the basis of a success report by the International road representatives; i.e. the "brains" of the top three Locals in each state would give valuable input combined with those of the other 147 delegates, ending the "vacation-oriented" Convention.

Glenn Young,
Local 806

RESOLUTION

WHEREAS, The writer of this resolution (from a successful maximum Work Dues Local) has made a thorough survey of the Federation Work Dues for the first ninety days of 1981, and,

WHEREAS, An accurate projection of the remainder of the year's Work Dues collections indicates the plan to be a failure because collecting more monies from fewer members has not proven profitable, and,

WHEREAS, The loss of many members and Per Capita Dues will offset any monetary gains made by the Federation Work Dues,

BE IT RESOLVED, Any Locals seeking the return of maximum Work Dues be permitted to do so on July 1, 1981, provided the minimum amount of maximum Work Dues be held at \$80.00 per year, and,

BE IT FURTHER RESOLVED, Each Local must send 20 percent of its collections to the Federation on a quarterly basis, thereby eliminating the hiring of extra office help or the purchase of an expensive computer program.

Glenn Young,
Local 806

ARE YOU RECEIVING DUPLICATE COPIES OF THE INTERNATIONAL MUSICIAN?

If you belong to more than one AFM Local, you may be receiving multiple copies of the journal. Your Social Security number is used as a code for the computerized printing of the Federation's membership mailing list, and unless each of your Locals lists the identical Social Security number for your name, the computer will print more than one mailing label.

The editorial office of the *International Musician* has received several letters from AFM members regarding this matter, and we agree with these conscientious readers that the duplication is both wasteful and unnecessary. If you are receiving more than one issue of the journal per month, please contact your Locals to make certain the Social Security number listed on each Local's printout is accurate.

In addition, all Locals in which you hold membership must be contacted in the event you move. As printed regularly in these pages, changes for the membership mailing list must be effected through your Locals.

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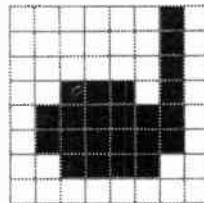
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Qualified candidates please send resume and tape of performance to Richard Scharf, Executive Director, Rockford Symphony Orchestras, Inc., 415 No. Church St., Rockford, IL 61103, before June 1, 1981. Auditions to be completed by June 30. Selected finalists will be paid transportation to Rockford for audition and interview.

HELP WANTED

THE OKLAHOMA SYMPHONY ORCHESTRA

Luis Herrera de la Fuente, Music Director

Announces the following vacancies

SECTION VIOLIN — SECTION VIOLA — SECTION CELLO

Auditions to be held in June

Qualified applicants apply in writing to: Tom Maguire, Personnel Manager, Room 512, Civic Center Music Hall, Oklahoma City, Oklahoma 73102.

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Houston Symphony Orchestra

Sergiu Comissiona — Artistic Advisor

Announces Openings for 1981-82 Season

THREE SECTION VIOLINS, ONE SECTION VIOLA, TUBA and PRINCIPAL TRUMPET

Auditions will be held in mid-July.
All auditions will be held behind a screen

RESUMES MUST BE POSTMARKED NO LATER THAN JUNE 7th, 1981

SEND RESUMES TO: Larry Thompson, Personnel Manager, Houston Symphony Orchestra, Jones Hall — 615 Louisiana St., Houston, TX 77002. 713/224-4240.

FORT WAYNE PHILHARMONIC

RONALD ONDREJKA, Music Director

Vacancies for 1981-82 Season

PRINCIPAL CLARINET — PRINCIPAL TROMBONE PRINCIPAL SECOND VIOLIN (per service) ASSISTANT-PRINCIPAL BASS (per service) YOUTH SYMPHONY CONDUCTOR

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Qualified applicants send resume to: Sam Gnagey, Personnel Manager, Fort Wayne Philharmonic, 227 E. Washington Blvd., Fort Wayne, IN 46802.

Houston Symphony Orchestra

Sergiu Comissiona — Artistic Advisor

Announces Openings for 1981-82 Season

ASSISTANT PRINCIPAL SECOND VIOLIN

(Previously advertised as Section Violin)

Auditions will be held in mid-July
All auditions will be held behind a screen

RESUMES MUST BE POSTMARKED NO LATER THAN JUNE 15th, 1981

Send resumes to: Larry Thompson, Personnel Manager, Houston Symphony Orchestra, Jones Hall, 615 Louisiana St., Houston, TX 77002. 713/224-4240.

NATIONAL ARTS CENTRE ORCHESTRA

- OTTAWA - CANADA

The position of Principal Conductor of the National Arts Centre Orchestra will be open as of the 1982-83 season.

Nominations
or
Enquiries

Director General
National Arts Centre
Box 1534, Station "B"
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For information, call or write: James DeBth, Personnel Manager, Cedar Rapids Symphony Orchestra, 210 Dows Building, Cedar Rapids, Iowa 52401. (319) 366-8203.

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MARIA TUNICKA, Music Director

OPENINGS 1981-82 SEASON

Principal First Violin, Principal Second Violin, Principal Viola, Principal Cello.

Qualified musicians apply to: Dulcie Burns, Bus. Mgr., Brevard Symphony, Box 1174, Melbourne, FL 32901. 17, concert season, Sept. thru May.

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Resident Quartet in Kalamazoo, Michigan, under the joint sponsorship of Western Michigan University and the Kalamazoo Symphony Orchestra

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Qualifications: Experience in professional or scholarly activity, arts administration, fund raising, and leadership. Earned doctorate, MFA or appropriate professional equivalent. Credentials for tenure in one of the three arts departments.

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Please submit applications/nominations no later than September 1, 1981, to: Professor Samuel S. Bishop, 427 Ruggles Bldg., Northeastern University, 360 Huntington Ave., Boston, MA 02115.

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ORCHESTRA CONDUCTOR

Florida University seeks conductor for orchestral organizations; Masters Degree or equivalent experience; string performer preferred; evidence of success as orchestra builder; teach as appropriate; Associate Professor; negotiable salary from \$22,000; appl. deadline (postmark) May 20, 1981; send resume to: Chair, Conductor Search, Music Dept.; University of South Florida, Tampa, Florida 33620. If magazine is received after deadline, call immediately. The University of South Florida is an Affirmative Action/Equal Opportunity Employer.

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HELP WANTED

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Openings for the 1981-82 Season

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CO-PRINCIPAL VIOLA — SECTION BASS
— ASSOCIATE PRINCIPAL VIOLA — CO-
PRINCIPAL CELLO — SECTION 1st VIOLIN
(1) — ASSOCIATE PRINCIPAL 2nd VIOLIN
— SECTION 2nd VIOLIN (1) — ASSISTANT
PRINCIPAL 2nd VIOLIN — SECTION
VIOLA (1) — ASSISTANT PRINCIPAL/
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42 weeks, \$360.00 minimum, hospitalization
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CONTACT: Vince Bilardo, Personnel Manager, Kansas
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SAN FRANCISCO SYMPHONY

EDO DE WAART, Music Director

Announces

Invitational audition for the temporary position of **ACTING ASSISTANT PRINCIPAL CLARINET** for the 1981-82 Season.

Audition to be held in San Francisco in early July.
Applicants will be notified of exact date.

Send a one-page resume to:

James Callahan, Personnel Manager, San Francisco
Symphony, Davies Symphony Hall, San Francisco, CA
94102.

RESUME DEADLINE: JUNE 13, 1981

Atlanta Symphony Orchestra

ROBERT SHAW, Music Director
LOUIS LANE, Co-Conductor

Opening Beginning 1981-82
Season

TIMPANI

(Principal)

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to: Martin Sauser, Personnel Manager, 1280
Peachtree St., N.E., Atlanta, GA 30309.

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THE LOUISVILLE ORCHESTRA

AKIRA ENDO, Music Director

Announces the following vacancies
for the 1981-82 Season

FIRST VIOLIN, chair 12
SECOND VIOLIN, chair 7
BASS, chair 5
SECOND OBOE

The Louisville Orchestra is presently negotiating a new Master Agreement which will call for a substantial increase in salary. All vacancies pending the results of auditions for local players.

Qualified players should send a complete educational/professional resume to: Kenneth Albrecht, Personnel Manager, 333 West Broadway, Louisville, KY 40202. Phone (502) 587-8681.

The Louisville orchestra is an Equal Opportunity Employer

HELP WANTED

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**ASSOCIATE PRINCIPAL/UTILITY
BASSOON**

Starting September, 1981, or as soon thereafter as the winner's availability and The Minnesota Orchestra's convenience allow, but no later than September, 1982. Auditions will be held June 22-26, 1981.

Only qualified musicians should apply with a complete personal/professional resume

Please send resume IMMEDIATELY to:

Ronald Balazs, Personnel Manager
1111 Nicollet Mall
Minneapolis, Minnesota 55403

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Buffalo Philharmonic Orchestra

JULIUS RUDEL, Music Director

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Audition July 15, 1981

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QUALIFIED APPLICANTS PLEASE WRITE: Fred W. Bradford, Personnel
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Honolulu Symphony Orchestra

DONALD JOHANOS, Music Director

Openings for 1981-82 Season:

CONCERTMASTER

SECTION FIRST VIOLIN

ASSOCIATE PRINCIPAL/3RD OBOE

3RD/BASS CLARINET

TYMPANI/PERCUSSION

Auditions to be held in Honolulu on May 20, 1981, and in Los Angeles, Chicago and New York City during the last week of May.

Qualified applicants please send resume and request for repertoire list to Ms. Marsha Schweitzer, Acting Personnel Manager, Honolulu Symphony, 1000 Bishop Street, Suite 901, Honolulu, Hawaii, 96813.

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Semyon Bychkov, Music Director/Conductor

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ADDITIONAL HELP WANTED advertising on pages
24, 25, 26 and 28 of this issue . . .

