



the Local 56 Musician

Live It Up
With Live Music

The Official Journal Of the Grand Rapids Federation Of Musicians, Local 56, AFM, AFL-CIO

Available in full color online at www.livemusicgr.org, Members Only section

January 2014

Vol. 38 Issue 1

Presidents Corner	Pg 2
Using AFM.org	Pg 2
Right to Work— How it Affects Local 56	Pg 3
Member Spotlight - Bill Vits	Pg 3
Election Results	Pg 4
GRFM Scholarships	Pg 4
Board Minutes	Pg 5-7
Classified Ads	Pg 8

MEMBER SPOTLIGHT
BILL VITS
SEE PAGE 3





President's Corner

By Eric Vander Stel

Greetings and Happy New Years, Brothers and Sisters of Local 56! In 2013, I returned to Grand Rapids in June. My thanks to VP Bennie Keys for acting as President in my place during my leave.

During the year, the Local attended and monitored auditions for the Grand Rapids Symphony and assisted with several contract related correspondences and mediations. The musicians of the GRS were accepted as members of the International Conference of Symphony and Opera Musicians (ICSOM), a player's conference of the AFM made up of the major orchestras in the US and Canada; congratulations, and a special thank you to L56 member Paul Austin for his efforts in making this happen.

A three year agreement between the Lansing Symphony Orchestra and Local 56 was ratified this past summer. Thanks to Elinore Morin and the Negotiations Committee for their efforts.

The improving stock market in 2013 helped the Local's investments to grow and remain steady. The office has been staffed by Gary, Darcy, and Board Members Kevin Murphy. Thanks to them for excellent service to members.

The national AFM Convention adopted a Per Capita increase; but more notably, a donation drive started on the Convention floor to support the St Paul/Minneapolis Local, which was (and still is) under siege with a lock out of Symphony members. That was really something to see and be part of, showing a true sense of AFM solidarity.

Looking forward, the new national Affordable Healthcare Act will have effects on our entire country. It's going to take some time to work out the wrinkles and we will need to each individually pay attention to the threats and opportunities of the plan.

Recently I helped a member who came into the office set up an internet email account and do an online job search. I was happy to do that, and we are more than willing to provide any assistance to members that we can. I invite any of our members who want to help on our 2014 Organizing and Recruitment Committee to step up. We will meet again in March and feed you when we do. Thanks, and be well.

Using AFM.org

The Local 56 Musician

Official Journal of the Grand Rapids Federation of Musicians

Local 56 of the American Federation of Musicians, AFL-CIO

800 Monroe NW, Suite 230, Grand Rapids, MI 49503

Phone 616-451-4374 or 1-800-637-0498

E-mail – grfm@livemusicgr.org

Website – www.livemusicgr.org

Editor: Gary Sironen

Local 56 Executive Board

Eric VanderStel, President

Bennie Keys Jr., Vice President

Gary Sironen, Secretary/ Treasurer

Michael Crawford

Jennifer Cullin

Kevin Murphy

Elgin Vines

You can use the AFM website (www.afm.org) in a number of ways to improve your knowledge and success in the music business.

First, you need to register as a member and login from the home page, a simple procedure.

Second, visit **MyAFM**, a page with several tabs from which to choose:
MyAFM Favorites – save shortcuts to your favorite web pages.

International Musician – read the current or past issues of the IM.

Online Tools – update your own profile and find other useful tools.

Document Library – download contracts, IEB Minutes, forms and more.

Media Lounge – watch live AFM webcasts or click on the USTREAM logo to view past AFM webinars on a variety of labor and music industry topics.

Search MyAFM – type and search for a topic you want to find in the Document Library or International Musician.

Third, visit and register for members only services:

AFM Entertainment Booking Agency (www.afmentertainment.org)

AFM referral service (www.gopromusic.com)

AFM digital music sales (www.goprotunes.com)

AFM private lessons referrals (www.goprolessons.com)

AFM web hosting services (www.afm.goprohosting.com)

Make use of all of your member benefits!

Right to Work –How It Affects Local 56

By Gary Sironen, Secretary/Treasurer

Michigan's new "Freedom to Work" laws (also known as "Right to Work") only affect employees working under a new collective bargaining agreement (CBA or contract). For Local 56, that primarily means musicians of the Lansing Symphony Orchestra. The musicians of the Grand Rapids Symphony are exempt until September of 2015 because they are working under a CBA negotiated before the laws took effect.

The change for Local 56 is this: all musicians will be covered by the union contract, but they can no longer be required to be union members or pay "shop fees". However, only union members are allowed to vote on the contract and other union-related issues, so those who choose the "right to work" lose the right to vote. Non-union employees may also lose certain protections guaranteed to union employees by Federal Labor Law.

The challenge for Local 56 is this: the union is only as strong as the employees it represents. Each musician who is not a member weakens our influence at the bargaining table. Of course, we also lose income needed to keep the Local running. But, if too many members drop their membership, we could end up with a much weaker contract or a contract imposed on us by the em-

ployer.

As a result, we union members will need to work harder to remind each other and explain to incoming musicians the benefits of union membership. To that end, the Local will be designing some promotional materials for your use. Meanwhile, learn more about the benefits of union membership at www.livemusicgr.org and www.afm.org. Please be aware that part of the new law prohibits employees and employers from harassing other employees to either drop or retain union membership.

**"Those who choose
'right to work'
lose the right to vote."**

Definition

A Collective Bargaining Agreement is a contract between the union and an employer for whom musicians work on an ongoing basis. The CBA defines how much, how and when musicians will be paid, overtime pay, hiring and firing practices, audition policies, time off, working conditions, procedures for disagreeing with the employer and much more. Employees are allowed to have a union representative at any meeting with the employer. The Local can enter into a CBA with any employer at the request of the employees, who are protected by Federal Labor Law from any potential negative response from the employer.

L56 Member Spotlight: Bill Vits

By Darcy Williamson, L56 Office Assistant

This issue's Member Spotlight is on Bill Vits. He has been Principal percussionist with the Grand Rapids Symphony since 1979. He also has been a percussion instructor at Cornerstone University since September of 2010. Bill has a Masters Degree in Orchestral Performance from the University of Michigan as a student of Charles Owen (Philadelphia Orchestra) and an undergraduate degree from Ball State University.

I asked Bill what he does musically. He replied, "A forty week Orchestra season, Pops, Picnic Pops, and Ballet. I am as busy as I want to be musically." Bill teaches at home and at Cornerstone College. He also does Theatre Guild shows and Broadway shows.

Bill said he joined the Local 56 when he joined the Symphony. He went to Clyde Falk's (Secretary/Treasurer) home and met the River City Jazz Group, Elgin Vines and other musicians. "It was old school



back then. That was the Union Office."

Being in Local 56 let him play in the Symphony. "I was lucky to get in on the ground floor when the Symphony was taking off in the late 70's."

I asked Bill what the biggest benefits are for him as a Local 56 member. Bill replied that the Symphony may only have one rehearsal before a concert. Knowing there is such a high standard for players in the symphony, a rehire from the union is going to show up and be able to do their part. That is the biggest benefit.

I asked Bill if he had any suggestion for musicians wanting to increase their music business. He said, "Be able to play any

kind of music." As a kid in 1964, in Nashville TN, he played Soul and Classical music. He has tried to play anything that has come his way since then. In the past 25 years he has performed with Bob Hope, Aretha Franklin, Jerry Lewis, the "Three Irish Tenors" and touring Broadway shows. Bill advised musicians who want to get more work to be versatile "Don't have only one kind of music" says Bill.

Local 56 Election Results

The Membership of Local 56 voted to return incumbent Board Members and approve all proposed resolutions in postal mail balloting in November. Ballots were counted at the December meeting of the Local 56 Board of Directors. The results were as follows:

Board Members (2 seats to be filled)

Paul Austin - 95 (elected)

Elgin Vines - 46 (elected)

Darcy Williamson – 31

Resolution 2013-1 – Yes-93	No-15
Resolution 2013-2 – Yes-98	No-9
Resolution 2013-3 – Yes-107	No-1
Resolution 2013-4 – Yes-95	No-13

Total ballots mailed – 350; Total ballots returned – 109. All ballots received by the deadline were declared valid.

Resolution 2013-1 increases work dues for collective bargaining work from 1.5% to 1.65%; the increase will be used by the Local to pay AFM player conference dues for those musicians working under CBA's (such as ROPA and ICSOM). Previously, orchestra committees have been responsible for collecting and submitting their own conference dues payments. The Local will continue to cover the cost of one delegate from each CBA to the appropriate annual player conference as has been done in the past.

Resolution 2013-2 changes per diem payments for delegates traveling to AFM Conventions and Conferences from \$30 to the prevailing IRS rate for the host city. This is the rate which the AFM now uses for its staff, officers and to reimburse Convention delegates.

Resolution 2013-3 allows minor adjustments in the language of the Local's Bylaws to create consistency where reference is made to Local 56, the AFM and the Local or AFM Bylaws and Constitution.

Resolution 2013-4 increases the Secretary/Treasurer's salary from \$17,577 to \$19,077.

Full details of the resolutions and an updated version of the Local 56 Constitution and Bylaws are available online in the Members Only/Downloads section at www.livemusicgr.org.

GRFM Scholarships Available, But Donations Are Needed

The Grand Rapids Federation of Musicians Scholarship Fund, Inc. is pleased to announce the availability of scholarships again this year. Applications are now being accepted for the Robert Madura Orchestral String Scholarship, a \$600 award given by audition to a gifted student age 15-21, the Donald D. Armstrong Scholarship, a \$150 award for a deserving High School Junior who is a member of his or her school band or orchestra and intends to continue in the ensemble during the Senior year, and the Local 56 Heritage Scholarship, an \$150 award for a deserving high school age musician on a varying instrument and musical style. The GRFM Scholarship Board reserves the right to not give an award if funds are not available or no suitable candidate is nominated. Applicants must live, or attend school, in the Local 56 jurisdiction and use their award for summer music study.

Donald Armstrong was Director of Music for the Grand Rapids Public Schools, a member of the Grand Rapids Symphony, and an active member of Local 56. Robert Madura was principal cellist with the Grand Rapids Symphony and remained musically active throughout his courageous struggle with leukemia, which finally took his life in 1989.

At this time, donations are needed to fully fund all awards. If full funding is not achieved, the awards will be given according to the following priority: the Robert Madura award, then the Donald Armstrong award, then the L56 Heritage award. All scholarships are funded through donations. Donations are now being accepted and may be tax deductible under IRS rules.

Applications are available online at www.livemusicgr.org or from the Local 56 Office. The application deadline for both scholarships is March 17, 2014. The Madura auditions are scheduled for March 24 at Christ Lutheran Church in Wyoming, MI.

Executive Board Minutes

(Some Minutes may have been edited to conserve space.
For full text of Minutes, contact the Local 56 Office.)

Local 56 Exec Board Minutes

July 8, 2013

The meeting was called to order at 4:56 PM by Vice President Bennie Keys.

Present – President Eric Vander Stel, Vice President Bennie Keys, Secretary/Treasurer Gary Sironen, Paul Austin, Michael Crawford, Kevin Murphy, Jenni Cullin.

M/S (Cullin/Keys) to accept the Minutes.
Carried.

M/S (Keys/Cullin) to accept the Finance Report. May Income \$4,610.28; expenses \$5,947.32. Vander Stel asked that Budget comparisons be added to financial reports. **Carried.**

M/S (Keys/Cullin) to accept the Membership Report. A list of suspensions & expulsions was reviewed. A chart with membership numbers from 1990-2013 was reviewed, which indicated that total membership has been fairly stable since 2002, hovering between 350-400 members. There were no new members this month. **Carried.**

COMMUNICATIONS

Sironen shared an article in the NYC Local 208 newsletter regarding organizing club musicians.

A contract that included a waiver of rights (such performance royalties collected and distributed by Sound Exchange, and copyright royalties collected and distributed by ASCAP and BMI) for an online radio station was discussed. Members should not sign any waivers that give away rights or royalties. Sound Exchange was created explicitly to collect royalties guaranteed by law to musicians whose work appears on recordings and is utilized for commercial purposes.

Embassy Suites is seeking permission from the City of Grand Rapids to build a hotel with restaurants and bars that will include live music across the street from the building housing the Local 56 office.

OLD BUSINESS

Website – The Local will create a group page on Facebook for the Local with multiple administrators (officers) and eventually eliminate the FB personal page.

COMMITTEE REPORTS

Committee meetings will be held immediately following Board meetings, one per month beginning with Finance in August. The schedule for monthly meetings will follow the order in which committee reports appear on the Board Meetings agenda.

NEGOTIATIONS – Vander Stel will contact Roger Nelson of the Grand Rapids Symphony about setting up a larger audition screen and covering reflective windows on the sound booth to protect the anonymity required during auditions. Sironen will send an e-mail regarding the upcoming audition schedule to Board Members.

PRESIDENT'S REPORT

Labor Council meetings – Vander Stel attended the latest West Michigan Labor Council meeting and is encouraging that group to focus on positive issues and opportunities.

The Mid America Conference will meet in Las Vegas July 20-21 with Vander Stel, Keys and Sironen as delegates. The AFM Convention will meet in Las Vegas July 22-25 with Vander Stel and Sironen as delegates and Keys as a guest.

SECRETARY'S REPORT

Nominations are due September 1 for Local 56 officers whose terms expire at the end of 2013, including President, Vice President, and two Board Members-at-Large.

The Local continues to work with members who have various disagreements with employers.

Sironen reported that 83 members received just over \$10,000 for 156 performances with 45 acts at Festival of the Arts Grand Rapids in June. The Music Performance Trust Fund will reimburse Festival 25% of the total cost of musicians for the event.

The meeting adjourned at 6:30 PM.

Local 56 Exec Board Minutes August 12, 2013

The meeting was called to order at 4:51 PM by Vice President Keys. President Vander Stel arrived and assumed the Chair.

Present – President Eric Vander Stel, Vice President Bennie Keys, Secretary/Treasurer Gary Sironen, and Kevin Murphy.

M/S (Murphy/Keys) to accept the Minutes.
Carried.

M/S (Keys/Murphy) to accept the Finance Report. July income \$1,032.67; expenses \$9,073.09. **Carried.**

M/S (Keys/Murphy) to accept the Membership Report. New: Jonathan Reed. Reinstated: Randall Westmoreland, Jimmie Stagger, Harold Bouchard, Mark DeMull II, Steve Anzivino, Charles Hutchins, Fred Knapp. Resigned in Good Standing: Francesca Amari, Blake Hinson, Elizabeth Wright. **M/S that Board Member Jenni Cullin is currently expelled; her seat will be declared vacant if she does not pay all dues owed by the next Board meeting.** **Carried.**

COMMUNICATIONS

M/S (Sironen/Keys) that Local 56 will join North Monroe Business Association. **Carried.**

OLD BUSINESS

Website – The Local's Facebook Page has been changed from a personal page to a group page.

Mid America Conference report – Vander Stel was re-elected Sergeant at Arms; Keys was re-elected the Michigan Representative to the MAC Board. Business reports were reported and discussed. A session on How to Create a Website was held. The Conference's funds are healthy.

AFM Convention - A \$10 AFM per capita increase, which includes an automatic \$10 increase in Local annual membership dues and small increases in electronic media work dues, was passed overwhelmingly after a presentation by the entire staff and IEB on the financial need of the AFM and how the increased income will be spent.

All AFM Officers and International Executive Board Members were re-elected.

The AFM has created an AFM Booking Agency, which is getting more requests for bands than are currently available to the Agency. AFM members are encouraged to sign up at www.afmentertainment.org.

The AFM Diversity Award has been renamed the Charles McDaniels Diversity Award.

With Board approval, Local 56 joined most other Locals, Conferences and many individuals and donated \$500 to the St. Paul-Minneapolis Local 30-73 to deal with orchestra lock-out expenses. A total of \$70,000 was raised in two hours.

The AFM Per Diem paid to convention and conference delegates was changed from a set amount to the IRS's estimate of daily expenses

for various sized cities. The Board may submit a similar resolution to amend the Local 56 Bylaws to its members this fall.

COMMITTEE REPORTS

Next month – The Member Services & Recruitment Committees will meet together following the September Board Meeting. Sironen will invite guests, including Mick Lane, Paul Keen, Jimmy Stagger and Nick Hosford to propose a plan for reaching out to younger freelance musicians.

NEW BUSINESS

Murphy discussed comments from area club owners who complain that high ASCAP & BMI licensing fees are causing them to cut back on hiring live entertainment. Sironen will check with AFM Freelance Department to see if they have any suggestions for dealing with this argument. The fees are based on the potential income of venues, but some club owners have reported negotiating lower licensing fees with the agencies based on actual numbers.

PRESIDENT'S REPORT

Live music is becoming "cool" again; there seems to be an increase in musical employment locally. The Public Relations Committee, of which Vander Stel was a part, had some good ideas at the AFM Convention, suggesting ways of increasing the market for live music.

SECRETARY'S REPORT

Sironen was Chair of the International Musician Committee, which proposed the creation of a digital version of the IM, along with apps for mobile devices.

Nominations for President, Vice President, and two Board Members-at-Large are due Sept. 1.

The meeting adjourned at 6:06 PM.

Local 56 Exec Board Minutes

September 9, 2013

The meeting was called to order by President Vander Stel at 4:47 PM.

Present – President Eric Vander Stel, Vice President Bennie Keys, Secretary/Treasurer Gary Sironen, Michael Crawford, Paul Austin, Jenni Cullin, Elgin Vines, Kevin Murphy. Guest Darcy Williamson.

Jennifer Cullin requested reinstatement upon payment of dues. Granted.

M/S (Cullin/Austin) to accept the Minutes. Carried.

M/S (Cullin/Crawford) to accept the Finance Report. July income \$5,912.61; expenses \$7,617.81. **Carried.**

M/S (Cullin/Crawford) to accept the

Membership Report. New: Timothy Cowart, Patrick Lamphiere. RIGS: Maurice Todd, Sophie Verhaeghe. Reinstated: Jenni Cullin.

GUEST – Darcy Williamson, Local 56 Office Assistant was present to observe the meeting. She works four hours per week plus daily when the Secretary is away on business or vacation, files paperwork, formats the Local newsletter and conducts member interviews, and she is currently scanning and electronically archiving older Local documents. She also updates the website member listings and enjoys working for the Local.

COMMUNICATIONS

AFM International Rep Barbara Owens e-mails monthly AFM Updates. Sironen will update L56 officer listings at AFM.Org to make sure all officers are receiving it.

The latest edition of the Local 56 Musician is now available. For each issue, a full color version is posted on the Local's website in the Members Only section. A black & white version is mailed to all members except those who request to only receive notices when it is posted online. Archival copies are also available online.

OLD BUSINESS

Website – The Local's website has had a color facelift. Updated announcements of interest are posted near the top of the Home page.

COMMITTEE REPORTS

Next month – A membership meeting will be held following the Board meeting. In November, the Finance Committee will meet following the Board meeting to prepare a budget for 2014.

NEGOTIATIONS – The Negotiations Committee and Lansing Symphony Orchestra have reached a tentative agreement on a new collective bargaining agreement. A ratification vote by musicians will occur during rehearsal week in early October.

A new Orchestra Committee has been elected for musicians of the Grand Rapids Symphony: David Hall, Leanne King-MacDonald, Beth Colpean, Jeremy Crosmer, and Vince Karamanov.

NEW BUSINESS

Cullin emphasized the importance of using AFM contracts on all engagements. Two Grand Rapids area clubs have been double-booking bands. When using contracts, make a copy for Local, a copy for the band/musician, and a copy for employer. If there is a problem, contact the Local immediately for assistance. Fillable contracts are available in PDF format on the Local's website in the Members Only section.

M/S (Keys/Cullin) to submit Resolution 2013-1 to Membership. Carried.

[M/S (Austin/Cullin) to submit Resolution

2013-2 to Membership. Carried.

M/S (Keys/Vines) to submit Resolution

2013-3 to the Membership. Carried.

M/S to submit Resolution 2013-4 to the Membership. Secretary Sironen was excused . Motion carried. Sironen returned to the meeting.

(See article in this issue for resolutions details.)

PRESIDENT'S REPORT

The Kent-Ionia Labor Council Labor Fest went well with good media coverage. Four Local 56 bands performed: Mustang, Krystal Kleer, Cover Story and the Jimmy Stagger Band. Local 1000 AFM member Mick Lane was master of ceremonies and sang some labor songs.

SECRETARY'S REPORT

Nominations were received in good order from the following for Local 56 office:

President – Eric Vander Stel

Vice President – Bennie Keys

Board – Paul Austin, Elgin Vines, Darcy Williamson (3 candidates for 2 seats)

Elections will be held by mail ballot in November.

The meeting adjourned at 6:39 PM.

Local 56 Exec Board Minutes

October 7, 2013

The meeting was called to order by President Vander Stel at 4:47 PM.

Present – President Eric Vander Stel, Vice President Bennie Keys, Secretary/Treasurer Gary Sironen, Michael Crawford, Paul Austin, Elgin Vines, Kevin Murphy. Jenni Cullin was excused.

Secretary Sironen was excused while the Board considered a resolution. **M/S to propose a resolution (Resolution 2013-4) to increase S/T salary to \$19,500. Carried.**

Sironen returned to the meeting.

M/S (Austin/Crawford) to accept the Minutes. Carried.

M/S (Keys/Vines) to accept the Finance Report. September income \$1,477.03; expenses \$6,653.11. **Carried.**

M/S (Keys/Vines-Murphy) to accept the Membership Report. New: Dennis Bergevin, Rick Chambers, Ran Kampel, Peggy Keuning, Mark Styburski, and Matt Yuknas. RIGS: Matthew Elzinga, Robert Hartig, Rachel Hsieh, Marilyn Kesler, Nathan Ruffer, Elizabeth Soukamp and Anne Thompson. Suspended: Arnaldo Acevedo, Steven Anzivino, Nicholas Browne, Geoffrey Hansen, Stacey Jones, Seung-hee Lee, Jason Lester, Mary Rademacher, Scott Veenstra, Leslie Wilkinson. Expelled: Katie Brennan, Celeste Carruth, Amy Cave, Alexander

der Goodin, David Lamse, Michael Patterson.

OLD BUSINESS

Website – The website has been given a color facelift.

COMMITTEE REPORTS

FINANCE – The Finance Committee will meet following the November Board Meeting to work on the 2014 Budget.

NEGOTIATIONS – A contract between the Local and the Lansing Symphony Orchestra was ratified by musicians. It had been previously ratified by the LSO Board. The new contract is for 3 contract years, 2013-2016, and includes modest annual raises and a few language changes. President Vander Stel and Secretary Sironen met with musicians to oversee the ratification vote. **The Board thanks the negotiations committee and recommended that Elinore Morin be paid for leading negotiation meetings.**

NEW BUSINESS

A Recruitment meeting was held following last month's Board meeting. In attendance were Board Members plus L56 member Mick Lane. A number of ideas were discussed and assignments were delegated to individuals in preparation for a future meeting.

PRESIDENT'S REPORT

Vander Stel wants to remind members that the Local does have work dues on casual or freelance engagements of 4% of scale. Members can pay as they work or pay the \$25 annual cap with their Membership Dues at the beginning of the year. Members working under a CBA are considered to have already met the cap in lieu of work dues that are automatically deducted from paychecks.

SECRETARY'S REPORT

Sironen reported working with 3 members on contract issues with the Grand Rapids Symphony and handling a variety of communications regarding the Lansing Symphony Orchestra contract negotiations and ratification.

The meeting adjourned at 6:05 PM.

Membership Meeting, immediately following the Board Meeting – L56 Members Kamyle Jackson and Rick Chambers attended. President Vander Stel explained the election and resolution process, the current resolutions presented by the Board were read, and open discussion was held.

Local 56 Exec Board Minutes

November 4, 2013

The meeting was called to order by President Vander Stel at 4:46 PM.

Present – President Eric Vander Stel, Vice President Bennie Keys, Secretary/Treasurer Gary Sironen, Michael Crawford, Paul Austin, Elgin Vines, Kevin Murphy and Jenni Cullin.

M/S (Cullin/Crawford) to accept the Minutes. Carried.

M/S (Keys/Vines) to accept the Finance Report. October income: \$5,262.88; expenses: \$9,265.27. **Carried.**

M/S (Keys/Austin) to accept the Membership Report. RIGS: Nicholas Browne, Celeste Carruth, David Lamse. **Carried.**

COMMUNICATIONS

Thanks from Twin Cities Local 30-73, St. Paul-Minneapolis for the \$500 donation from Local 56 to offset symphony lockout costs.

M/S to accept from American Income Life Insurance Company an offer for a free Accidental Death & Dismemberment benefit of \$2,000 for all Local 56 members. AIL's employees are covered by a union contract, and AFM President Ray Hair is one of many labor leaders who are members of AIL's Labor Advisory Board. AIL will not receive a copy of the Local's mailing list but will cover all costs of a mailing to members. **Carried.**

OLD BUSINESS

M/S to amend resolution 2013-14, which calls for an increase in the Secretary/Treasurer's salary, reducing the proposed salary from \$19,500 (10.9% increase) to \$19,077 (8.5% increase). **Carried.**

Cullin reported a slight increase in the Grand Rapids Festival of the Arts proposed budget of \$10,300 for musicians for 2014, pending Festival Board approval. Vander Stel thanked Cullin for doing a good job in representing musicians on the Festival Steering Committee.

Paul Austin presented report on the recent International Conference of Symphony Orchestra Musicians. The Professional Orchestra Musicians Association of Grand Rapids was accepted into ICSOM membership, the first new orchestra to be accepted by ICSOM in ten years. Austin heard good PR ideas for marketing, Twitter, photos of individuals doing community work out in public, and social media.

Austin said that POMA-GR has nearly 1,000 "Like"s on their Facebook page. The GR Symphony working on insurance change. POMA-GR video still being used as a model for community PR.

Vander Stel commended Austin on his efforts getting POMA-GR accepted into ICSOM, and for being a positive role model within the industry.

COMMITTEE REPORTS

NEGOTIATIONS – Final language still being worked out on the Lansing Symphony Orchestra contract. Vander Stel and Sironen chaired a ratification vote with the musicians in Lansing; the contract has been ratified by both the musicians and the LSO Board.

NEW BUSINESS

The Board considered a request for an exception to the minimum scale at a Grand Rapids club where musicians are hosting a jam night. **M/S (Vander Stel/Keys) to allow an exception to minimum scale per the member's request.** **Carried.**

SECRETARY'S REPORT

Ballots for election of Board Members and resolutions will be mailed within a week. There are three candidates for two Board seats and four resolutions to amend the Local 56 Bylaws.

The next meeting Board meeting will be held on December 2, 2013 at 4:45 PM. Members will be invited to observe ballot counting and speak with Board Members. Refreshments will be provided.

The meeting was adjourned at 6:18 PM.

Respectfully submitted by Gary Sironen, Secretary.

Grand Rapids Federation of Musicians



800 Monroe NW Ste 230
Grand Rapids, MI 49503

Phone: 616-451-4374
Toll Free: 1-800-637-0498
Fax: 616-451-2403
Email: grfm@livemusicgr.org

NON-PROFIT ORG
U.S. POSTAGE PAID
GRAND RAPIDS, MI
Permit No. 652

CLASSIFIEDS

NOTICE:

Please call us at 616-451-4374 if your classified ad is no longer available. It is important to keep this section up to date. Thank you.

FOR SALE:

TWO NEW SPEAKER CABINETS—Each has one 15" spkr w/54 oz magnet, a 6x10 800 cycle horn w/ capacitor & piezo; heavy duty, light weight, hard finish, 2 handles, chrome corners, metal grills: 8 ohms/cabinet; each measures 24"Hx20"Wx12"D. \$550 for pair. Call Phil @ 616-784-3901. GR

3 PAIR TUXEDO PANTS - Black, various sizes, \$10 each. Call Phil @ 616-784-3901. GR

SWANSON 36 STRING LEVER HARP- with dust cover, traveling case and extra set of strings. Call Gretchen @ 616-949-5094. GR

ELECTRONIC INSTRUMENTS & ACCESSORIES used by the late Michael Manion. Contact the Local 56 Office for details.



From left to right: Fred Bunch, Ava Ordman, Bill Vits, Elgin Vines, Tim Froncek (standing), Bruce Early, Dan Kovats, circa 1980.