THE SCORE

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56 Town Line Rd, Rocky Hill, CT 06067-1241 | 2019

►Local 400 Election Information◄
(NO ELECTION)
November 2020

The Local 400 biennial Nomination Meeting was held on Friday, October 2, online via Zoom in accordance with Local 400 Bylaws for the next term of office commencing on January 1, 2021. Nominations were accepted for offices of President, Vice President, Secretary-Treasurer and Executive Board. The current President, Vice President and Secretary-Treasurer were nominated and were unopposed.

According to the merger agreement with Local 186, Waterbury, an additional Executive Board was created for a member from the Waterbury Local for the term of 2019-2020, bringing the number of Executive Board positions to six. When that term of office expires on December 31, 2020, the number of Executive Board positions reverts to five. Four nominations were put forward for five Executive Board positions. As they also were unopposed, all nominees for the term of office January 1, 2021 - December 31, 2022 stand elected by acclamation. A fifth Executive Board member will be selected by the Board in January in accordance with Local 400 Bylaws.

Therefore, the following Officers and Executive Board members are elected:

President: Joseph Messina

Vice President: Christine Melson

Secretary-Treasurer: Candace Lammers

Executive Board: Roy Wiseman
Leland Tolo
David Stoltz
Matthew Russo

By virtue of election to office by Secret Ballot, the delegates to Conventions and Conferences of the AFM are as follows:

1st delegate: Secretary-Treasurer Lammers
2nd delegate: President Joseph Messina
3rd delegate: Vice President Melson

General Meeting
Via ZOOM*

Friday, September 11, 2020
9:30am

AGENDA

- **State of the Local**
- **Member Survey**
- **Returning to Work Safely**
- **MPTF—Chris Melson & Matt Russo**

*Link on page 4

We hope you are all well and safe in these tumultuous times and hope you had a good Thanksgiving.

The Officers of Local 400.



Board members Mickey Schuster, Dan Innaimo and T.D. Ellis have all stepped down from the Executive Board and we thank them sincerely for their service to the Local and its members. Please see a brief letter from Mickey inside.

The CONNECTICUT VALLEY FEDERATION OF MUSICIANS

LOCAL 400, AFM

President
Joseph Messina

Vice President/MPTF Coordinator
Christine Melson

Secretary/Treasurer
Candace M. Lammers

Executive Board
T.D. Ellis IV Daniel Innaimo
Michael Schuster David Stoltz
Leland Tolo Roy Wiseman

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Local 400 Member Survey

Local 400 is looking to find out how you, our members feel about what's happening at the Local – do you feel we are representing your interests, is there something you would like to see us do or so differently, do you like the time of the General meetings? We want to know, so a member survey will be on its way to you via email in mid-December. If you so not receive email from us, your survey will come in the US Mail. It has not been finalized just yet, but will most likely be around twenty questions. However you receive it, we would appreciate your completing it as soon as possible and getting it back to us in the manner proscribed with the survey. Your responses will help us better understand your needs.

Many thanks go to incoming Executive Board member Matt Russo for his time and expertise in putting this survey together.

New England Musicians Relief Fund

We have been notified by Gabe Langfur, a Director of Local 9-535, Boston and former member of Local 400, that a new source of funding for the musicians of New England has recently been formed – the New England Musicians Relief Fund.

While its beginnings are rooted at the beginning of the pandemic, it is intended to go beyond the pandemic and become a long-range safety net for musicians in our region who face financial hardship for whatever reason. They are hoping to help musicians who perform in any and all genres and help will not be limited to just union musicians.

The board of directors is comprised of Boston Union leaders, other Boston-area musicians, two BSO executives and a couple of arts patrons/amateur musicians.They have raised over $100,000 so far and given out approximately $25,000 in $1,000 grants to individual musicians. They began through a partnership with the national organization Sweet Relief, and have now moved their grantmaking local.

The basic qualifications to receive a grant right now are simple - at least 3 years of at least 50% of income through music performance and/or teaching, and demonstrable loss of significant income due to the pandemic. They are very deliberately not making it difficult to apply for or receive a grant. Donors who have given simply want to help musicians who are out of work.

To read more about New England Musicians Relief Fund, go to their website www.nemrf.org. If you are experiencing financial hardship or know someone who is, please go directly to https://www.nemrf.org/apply to submit an application.

Musicians who do not live in New England

If you do not live in New England and are experiencing financial hardship, please go to Sweet Relief Musicians Fund and see their COVID-19 Fund or click
here

(*You may have to copy and paste the links into your browser*)

MPTF NOTES by Chris Melson, MPTF Coordinator



Funding is still available for MPTF projects that will be live-streamed into your venue. Live-streaming will be done with the assistance of our MPTF Live-Stream Coordinator, Matt Russo. See specific instructions for live-streaming projects on page 5.

The Musician Fest Senior Projects are now done for this year.

Please contact me through the office for more information about these MPTF opportunities at 860-563-1606 or local400@afm.org.

A Letter to the Membetrship from Mickey Schuster

After eleven years of serving on the executive board of Local 400, I have decided to step down. Previously I served as Secretary-Treasurer of Local 499, Middletown, and had been a long-term member of Local 802, New York City. I plan on remaining an active member of our local and will continue to serve on the negotiating committees representing musicians in the theatre industry.

I suspect that some of our members are considering dropping their union memberships until our various venues are up and running again. I implore you not to do this.

Our local has two different sources of income: membership fees and work dues. Since our work dues have basically been reduced to zero, we are more dependent on membership fees than ever before. The local must meet some minimal expenses in order to remain viable as an organization. These include per capita dues to the Federation, office supplies, officer salaries, and most importantly, the retention of legal counsel. I suspect that our employers, who have also been devastated by the pandemic will be pushing hard for concessions. We must have the wherewithal to represent the interests of musicians now more than ever.

At some point, the effects of the pandemic will be behind us. I, for one, cannot wait to get back to work. Let us stick together in these difficult times and emerge in a way that ensures our long-term success. We cannot succeed without you.

Regards, Mick

AFM Recording News

In response to the overwhelming demand for online content to keep freelance musicians in contact with their audiences and supporters, the AFM has relaxed rules on a number of recording agreements, making it possible for freelance musicians and their employers to generate recordings at a lower cost. If you are posting your own content or you and a group of friends and/or colleagues are creating and posting content, you should use the AFM Joint Venture Agreement to protect your interests. There is no cost to use this agreement, but filing it protects your content from illegal and unpaid for use by other parties. You can access it at the AFM website or by calling the office.

Recently the AFM made it possible to live stream or stream on-demand content using a Local's Limited Pressing Agreement, which again brings the cost of making those recordings down. If you have a project with an employer that might benefit from recording in this manner, please contact the Local Office to see what the parameters are and if they fit your project.

Many symphony orchestras with collective bargaining agreements are signed on to the Symphonic Integrated Media Agreement (IMA), which gives orchestras a break on recording costs, but during the Covid pandemic, those restrictions have been loosened, as well, provided those orchestras meet certain conditions. In order to use the IMA at all, an orchestra must be observing the terms and conditions of of its current contract or the terms and conditions of a recently expired contract. If not, a side letter between the employer and Local 400 must be negotiated to deal with any changes due to the pandemic. If an orchestra wishes to take advantage of the IMA restrictions that have been relaxed due to Covid, a side letter for the time of Covid has been negotiated to allow that to happen as long as an orchestra meets certain conditions. There are four tiers of musician compensation an orchestra must meet in order to be able to use the sideletter, ranging from 30% to 100% of musicians individual compensation for the preceding year and in return, each higher tier results in more free media content for the employer. Local 400 has been in negotiations for the past couple of months with both the Hartford and New Haven Symphonies for side letters to their respective contracts to allow usage of the IMA.

Instructions for MPTF "LIVE STREAMING" PERFORMANCES:

If you are interested in funding for an MPTF streaming event, we will need an email prior to completing the official application form in our grant system. The following information must be provided:

1. The name and contact info for the person who will handle the set-up and manage the streaming feed. This is required. The MPTF will provide payment for this person.

2. A simple description of the level of experience the local has had with streaming.

3. If basic equipment is available for sound, video, and streaming.

4. Confirmation that there will be no pre-recorded, recording of, or archiving of the live streamed performance.

5. Where the streaming event will take place and approval to stream at the location has been granted by the venue.

6. The date and time you wish to schedule, and the length of this performance

7. Do you wish to link other streaming platforms to our Facebook stream? And if so, please advise.

8. How will the performers and/or the local promote the live stream to assure the event has an online audience?

Once a decision has been on your streaming event, you will be contacted.

The MPTF has retained Jesse Mursky-Fuller to manage streaming events. Upon approval from the MPTF grant management team, Jesse will contact the Local's streaming coordinator, Matt Russo, for this event to verify that the right streaming equipment is available and he will provide the MPTF How To & Requirements for a streaming event. Jesse will help the Local's coordinator plug into our streaming platform.

The MPTF's new Assistant Grant Manager, Natty Hepburn-Beatty will coordinate the online promotion with the performers and/or local to confirm advance audience awareness of the streaming event.

ZOOM INVITATION - GENERAL MEETING

AFM Local 400 invites you a Zoom General Meeting on Friday, Dec 11, 2020 09:30 AM Eastern Time (US and Canada)

Join Zoom Meeting

https://us02web.zoom.us/j/4610468244?pwd=ZUNPT3FWay9QK3R5aUpsdGVUNDFFUT09

Meeting ID: 461 046 8244

Passcode: 380661

One tap mobile

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Find your local number: https://us02web.zoom.us/u/koH4MLGHq



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