

CALGARY MUSICIANS ASSOCIATION

Local 547, AFM



UNITY • HARMONY • ARTISTRY

NEW MEMBER SERVICES BROCHURE

American Federation of Musicians
of the United States and Canada



Since 1938!

Local 547, A.F. of M.
#5 - 606 Meredith Rd NE
Calgary, AB, T2E 5A8

OFFICE HOURS

9:00 AM to 4:00 PM
Monday through Friday

Telephone/Fax: (403)264-6610; (403)261-0783
Toll Free in Canada: 1-888-796-8742

TOLL FREE AFM TROUBLE LINES

Canada: 1-800-INFOFED (1-800-463-6333)
USA: 1-800-ROADGIG (1-800-762-3444)

www.calgarymusicians.org
info@calgarymusicians.org
facebook.com/yycmusicians
instagram.com/yycmusicians
twitter.com/yycmusicians
@yycmusicians

OFFICERS:



President – Josué Valdepeñas



Vice President – Matthew Heller



Secretary Treasurer – Tricia Edwards

EXECUTIVE BOARD:

Hyewon Grillet-Kim

Maxwell Stein

Sam Loeck

Gerry Hebert

GENERAL MEETINGS:

Third Monday of March, May, September, and November.
Due to COVID restrictions General Meetings are currently being held via Zoom teleconferencing.

It is our great pleasure to welcome you as a new member of the
Calgary Musicians' Association!

OBJECTIVES:

The objectives of our local are:

- ❖ To unite musicians within its' jurisdiction.
- ❖ To provide professional services and educational opportunities for the membership.
- ❖ To improve the employment and economic conditions of the members by setting minimum fees and working conditions, and negotiating and maintaining collective agreements with music purchasers and promoters.
- ❖ To protect and enhance the status of the musicians within the community.
- ❖ To promote the musical services and performances of the membership.
- ❖ To adhere to the AFM bylaws, and to participate in its' parent organization at the national and international levels.



We are glad that you have joined with us in working together to secure these goals for the vibrant and growing community of musicians in our Local.

INTRODUCTION:

This brochure is your introduction to the programs and services available to you as a member of our organization.

Representing musicians of all genres and teachers of all instruments, the CMA is a non-profit, professional association of musicians from throughout Southern Alberta and the Columbia Valley of British Columbia. We are dedicated to establishing and maintaining professional standards, ethics and fees in the local music industry and providing services and supports to help our members succeed in the music industry. We operate collectively; the members run the Association. Every two years, the members elect an Executive Committee of their fellow musicians to oversee the operation. The members also establish the local bylaws and tariff of minimum feels annually.



Calgary Local 547 is a part of the Canadian Federation of Musicians which is in turn a part of the American Federation of Musicians. The AFM has been serving professional musicians since its founding in 1896. It is made up of over 80,000 members belonging to approximately 266 locals. The American Federation of Musicians is an international governing body of locals representing musicians within specific geographic areas. Locals negotiate minimum wage scales for local engagements, and deal with most matters within their own regions. The Federation bargains collectively for all members involved in network radio and TV, videotape, educational TV, music videos, theatrical motion pictures, TV films and other electronic recording.

COMMUNICATION:

The Calgary Local office is located at #5, 606 Meredith Road NE in the historic DeWaal building. Office hours are 9 a.m. to 4 p.m. Monday to Friday and we can be reached by phone at 403 261 0783.

To keep you informed of the latest news, we maintain a website and a social media presence on Facebook, Instagram and Twitter. Please follow! We also publish a newsletter every three months. General meetings are held four times a year on the third Mondays of March, May, September and November.





Calgary Musicians' Association website: <https://calgarymusicians.org>

As a member, you have access to the members' section, or "Backstage" where you will find a lot of useful information, as well as the ability to set up your own profile. To register for access, contact the office.

Calgary Musician's Association Facebook page: <https://www.facebook.com/yycmusicians>

Instagram: <https://www.instagram.com/yycmusicians>

Twitter: <https://twitter.com/yycmusicians>

Private FB Group: <https://www.facebook.com/groups/1336941350105584>

Tag us @yycmusicians!

DUES:

Membership and Work Dues: Each year every AFM member pays membership dues to their Local. These basic membership fees are required of every full member, and each member pays the same amount. Local 547 dues year is September 1 – August 31 and are \$195.00. (Members failing to pay for two consecutive quarters are removed from membership and subject to additional fees to reinstate.)

Work dues are collected based on engagements. Local 547's work dues percentage is 2% and we have a mandatory work dues buyout provision to cover freelance engagements and cover the fiscal year. Professional Dues are a normal cost of doing business and are fully tax deductible.



GOVERNMENT:



Bylaws: Both the Federation and Local 547 operate under a set of Bylaws, which can be accessed on the website or by contacting the office. Local 547 also has a series of committees, whose job it is to advise the Executive board. We welcome your input and involvement in committee work.

Amendments: Proposals to amend the bylaws are considered at the May and/or November General Meetings. Voting is done in-person. Proposed changes are published in the April and/or October newsletter.

Tariff of Minimum Fees: Proposals to adopt or change scales are considered at the November general Meeting. Voting is done in-person and proposed changes are published in the October newsletter.

Elections: Elections of officers are held on odd-numbered years on the last Monday of November. Voting is in-person, by absentee ballot, by mail or in-person the preceding Friday, Saturday or Monday.

MEMBER BENEFITS:

Stan Brown Fund:

While there are signs of hope, our music community continues to be negatively impacted by the ongoing co-vid pandemic. If you are a member in need of help, you can apply to the Stan Brown Benevolent Fund for a \$200 gift in financial assistance to help with your ongoing expenses (rent, food, dues, insurance).

Please contact committee chair and local member Dick Worton at dworton@telusplanet.net or at 403 239 7807 for more information.

Stan Brown (1926 – 2012) was a trumpet player and local officer who helped establish and nurture our local association. As well as playing with the Calgary Concert Band, Civic Symphony, Southern Stardust Band and The Fox Band, he also served the local through the years as Executive Board member, Secretary Treasurer and President and oversaw the Health and Welfare Fund, now named in his honour, to help members in financial difficulty. We are grateful for the legacy of help he continues to provide to members to this day.

Insurance:

If you are travelling and in need of equipment or liability insurance please check out HUB International, AFM insurance provider for musicians in Canada. <https://cfmusicians.afm.org/services/instrument-and-liability-insurance>

As a member you are entitled to a NO COST \$4,000.00 Accidental Death & Dismemberment benefit from **AIL** (American Income Life Insurance) – be sure to fill out the short enrollment form on-line which is included here.

<https://mybenefits.aillife.com/Home/responsecard/SGFPG>

Member Websites:

To register on our website and have access to the AFM Bylaws, CMA Bylaws, Tariff of Fees, contracts, documents and more services, go to our website www.calgarymusicians.org Enter the BACKSTAGE ACCESS and register (under the Log In box) to set up a profile and we will activate an account for you. You can also request any of our documents through the office.

Also, be sure to register on the AFM website database where you can edit/update your membership profile

<https://members.afm.org/scripts/reg/regis1.html>

MROC:

If you have performed on records or CDs that have been played on commercial radio in Canada since 1998, you are entitled to collect **Neighbouring Rights Royalties**. To be eligible, you must fill out and sign an **Appointment and Authorization Form with Musicians' Rights Organization Canada (MROC)**. Visit www.musiciansrights.ca for more information as well as downloadable assignment forms.

Please read on further for more information
about the services offered you through Local 547
and its' umbrella organization The American Federation of Musicians.

THE FEDERATION

The AFM exists to serve its members. That is our first priority. The AFM's member services have been developed by musicians, for musicians. We urge you to get full value from the Federation by taking advantage of AFM services that benefit you. A Local officer is always available to answer any questions you might have.

FEDERATION CONTRACT

A signed, filed AFM contract is the cornerstone of your professional life. It opens doors to most major Federation and Local services and benefits. AFM contracts are not difficult to complete, and most ethical purchasers will sign them if asked. The Federation and its locals supply legal contract forms to its members for all types of professional work. In a later section of the catalogue, we'll show you a contract and how to use it correctly

National Contracts in Canada and the United States

The Federation has negotiated Collective Bargaining Agreements in Canada and the U.S. covering national and international electronic and touring employment. An international group of producers, agencies, labels and packagers negotiate with the AFM to establish these agreements, which then become the accepted standard for all such employment. Examples of these contracts are available through Local 547, where staff can show you how to complete them correctly.

Agreements covering electronic work include:

- Sound Recording
- Documentary Industrial
- Theatrical Motion Picture
- Television/Radio Commercial Announcements
- Television Videotape
- Television Film
- Canadian TV/Radio Commercial Announcements
- National Film Board
- Canadian Broadcasting Corporation
- Streaming Agreements

Agreements are also in place for Pay T.V., Station "ID's", Public Television and Radio, and syndicated Radio and Transcriptions. Many of these electronic agreements provide for additional payments to you in the event of new usage or re-use of your recording. National and International touring employment covered by Federation negotiated agreements include ice shows, circuses, musicals, operas, ballets and stage shows. Before you accept touring employment, check with an officer of Local 547.

Pension Plan

All national and international agreements call for mandatory purchaser contributions to your pension account, over and above scale. When a proper AFM contract is signed, and filed, the purchaser will automatically deposit pension contributions into your account in Toronto. The majority of AFM-negotiated studio and touring contracts listed above call for Musicians' Pension Fund of Canada contributions of 10 percent or more. www.mpfcanada.ca

Toll-free Road Help

When you're on the road away from home and a gig goes bad, the Federation's Emergency Travelling Assistance Program is there to bail you out. One telephone call will put you in contact with a Federation staffer who will give you advice and assistance. What's more, emergency cash may be advanced based on Federation scale. The Federation will even go to court to collect the rest of your money, at no cost to you. Your signed, filed contract is all you need to benefit from this service.

In Canada, dial 1-800-INFOFED (1-800-463-6333)

In the U.S., dial 1-800-ROADGIG (1-800-762-3444)

Music Performance Trust Fund (MPTF)

Through agreements negotiated between the AFM and record companies, special trust funds exist to pay scale (as set by Local 547) to members who perform at events for which no admission is charged. The Fund's main priorities are schools and civic programs. To participate, you and a co-sponsor must apply to Local 547 well in advance of the event.

Special Payments Fund

If you make an Audio recording or motion picture through a purchaser who has signed a Federation Agreement in that medium, you will receive additional pay over and above scale for several years from a pool of funds created from contributions by all AFM-contracted film and record producers. Each year, all AFM members who have played in film or audio recording sessions divide the pool, according to the number of sessions each musician has played. The more sessions you play, the larger the distribution you receive.

Neighbouring Rights Royalties (MROC)

Canadian musicians whose recorded performances have been played on commercial radio are eligible for Neighbouring Rights Royalties. They may also be eligible for payments from the Private Copying Levy as well. Visit www.musiciansrights.ca for more information and to download the required forms.

LOW COST SECURITY/Group Insurance Rates

The Federation has endorsed an insurance package for members' instruments. You can purchase professional all-risk insurance for your instruments, equipment and sound system at group rates from HUB Insurance, for \$2.00 per \$100 of instrument value per year. Liability Insurance is also available for \$50/\$1M coverage. <https://cfmusicians.afm.org/services/instrument-and-liability-insurance>. The Federation also provides a low-cost group medical, dental, death & dismemberment insurance. <https://cfmusicians.afm.org/services/health-and-travel-insurance>.

PLAYING GIGS IN THE U.S.

If you're a member of a Canadian Local, the AFM will act as your sponsor for engagements in the U.S.A. No more hassles from U.S. Immigration. If you have a signed contract or letter of employment, your home Local can arrange for you to obtain temporary U.S. work permits. This reciprocal Exchange Agreement is the most expedient and least costly method for musicians to legally enter and perform in the United States. For the most current forms and information: <http://www.cfmusicians.org/services/work-permits>

THE INTERNATIONAL MUSICIAN

Every month, members receive the highly-respected music industry publication of the AFM, the *International Musician*. This newspaper covers the players, the issues and the innovations of the international music scene, as well as Federation news and commentary.

AFM ENTERTAINMENT

The Federation has initiated a new booking service called AFM Entertainment. Sign up today — simply login to AFM Entertainment. www.afmentertainment.org

CONFERENCES/CONVENTIONS/WORKSHOPS

Regional:

Delegates from Locals regularly attend regional conferences and workshops where they discuss issues and problems unique to their areas and membership. Workshops and seminars focus on improving service to members. Local 547 is affiliated with the Canadian Conference of Musicians, which is made up of all of the Canadian Locals. The Conference meets every year to discuss issues that are relevant to Canada. <http://afmccmusicians.com/>

Professional Conferences:

Members who specialize in symphonic music, recording and musical theatre have formed self-governed organizations within the Federation. They meet regularly to discuss conditions, challenges and best practices within their fields.

A number of these groups are recognized by the Federation, including:

- OCSM - Organization of Canadian Symphony Musicians www.ocsm-omosc.org
- ICSOM - International Conference of Symphony & Opera Musicians
- RMA - Recording Musicians Association
- ROPA - Regional Orchestra Players Association
- TMA – Theatre Musicians Association

AFM Conventions:

Once every three years, Local delegates attend and participate in the International Convention at which AFM Bylaws (rules) are reviewed, and International Officers are elected. The Convention is the supreme governing body of the Federation.

AFM AT LARGE: National and International Affairs

The Federation is affiliated with the AFL-CIO and its Department for Professional Employees in the U.S., and the Canadian Labour Congress. Internationally, the Federation is a member of the Federation Internationale Musique (FIM), and the International Secretariat for the Arts, Mass Media, and Entertainment Trade Unions (ISETU). The Federation's labour affiliations and conferences are important cogs in the AFM's network of Provincial and State Representatives and U.S. State Legislative Directors, who participate in an ongoing dialogue with the Canadian and American governmental agencies and bodies, for the purpose of encouraging the enactment of legislation beneficial to professional musicians.

CONTRACTS

As a musical professional, you should only work with authorized AFM contracts that provide complete, specialized protection. Customized contracts are available at Local 547 for most kinds of steady performing and recording engagements including TV and radio, CDs, film, jingles and touring. The most commonly used contracts cover day-to-day work for clubs, one-nighters and steady engagements. If you are a leader or single musician, you need to know how to fill one out, how to file it, and how to make a claim if something goes wrong. If the engagement is pensionable, use the CMA Musicians' Pension Fund contract, which contains pension language.

In order for your contract to be enforceable, it must be filed and distributed before the engagement date. File one copy with the Local where the engagement takes place, file one copy with the purchaser, and of course, save one signed copy for yourself. Once that is done, you're eligible for our Contract Guarantee Fund if the engagement takes place in our jurisdiction. The Fund pays scale wages in the event of non-payment.

If you're performing in another Local's jurisdiction, file an AFM contract to be eligible for support in the event there is a travelling engagement dispute. The toll-free numbers and procedures are listed elsewhere in this brochure. It's not only important to file contracts, but to also pay work dues in the Local where you are performing.

CLAIMS FOR UNPAID WAGES:

We hope for the best, but it is possible that experiences as these will befall a professional musician sometime in his or her professional career. While it is possible that you will never experience a cancelled or unpaid engagement, your Local and the Federation have established procedures for recovering wage claims. To fight back for unpaid wages, you must follow these Federation rules and procedures. If you don't have a signed, filed contract, your claim could fail.

Close to Home

If you have a claim resulting from an engagement that took place in the jurisdiction of Local 547, contact your Local. An officer of Local 547 will examine your situation and follow these procedures:

- 1) You will be asked to write a claim letter or fill out a claim form.
- 2) The Local will attempt to collect the claim or reach a settlement through direct contact with the purchaser.
- 3) A hearing may be held at Local 547, which you may attend.
- 4) If the Local processes the claim through the courts, you will be asked to attend.
- 1) Partial or complete lawyer and court fees are absorbed by most Locals. Talk with Local 547 officers who can bring you up to date on policy. You may be covered.

Member Dispute

If you have a claim against a Local member, it must be processed through Local 547.

- 1) You must write a claim letter or fill out a claim form.
- 1) A Local hearing will be held by a Local Board (often called a Trial Board) at which you and the other member(s) will be asked to appear and testify.
- 1) The Local Board will make a judgment, which must be honoured by the member(s) involved, unless either party appeals the decision.
- 1) Appeals from Local decisions are heard by the Federation through the Vice President from Canada, who can uphold, overturn, or modify the Local decision.
- 2) The Federation's decision is final and binding and will be enforced by Local 547.

On the Road

All wage claims for contracted travelling engagements fall under the jurisdiction of the Federation.

For all claims resulting from an engagement that took place outside your Home Local's jurisdiction, contact an officer in the jurisdiction where you're working or contact the Canadian Office at 1-800-INFOFED (1-800-463-6333); in the US 1-800-ROADGIG (1-800-762-3444).

- 1) You will be asked to complete a claim form and write a claim letter.
- 2) If you wish, the officers in the jurisdiction where you performed may contact the purchaser directly and attempt to collect or settle. If they are unsuccessful, your claim will be forwarded to the Toronto office for collection.
- 1) Or, you may forward your travelling claim directly to the CFM office in Toronto. In any case, when Toronto receives your claim, they will attempt to collect/settle through mail or by telephone with the purchaser.
- 1) If the claim is not paid or settled, the Canadian Office will appoint a lawyer in the area where the claim occurred who will take the claim to court for you. Your attendance at a court hearing may be required.
- 3) The Federation will absorb all court and legal expenses.

Keep in mind:

- ◆ *Phone a Local Officer at the first sign of trouble. Don't wait until the purchaser has taken action.*
- ◆ *Don't sign a settlement with a purchaser until you consult with a Local Officer.*

YOUR AFM LOCAL

Local 547 is responsible for the standards and services that most affect your every-day professional life. The scales and contracts for your area are negotiated by Local 547, which is also responsible for enforcing these contracts and minimums with purchasers. The jurisdiction of Local 547 incorporates the southern half of Alberta including Red Deer and the Columbia/Kootenay Valley in B.C. including Golden, Cranbrook and Kimberley.

Every AFM Local is charged with an array of significant jobs that include establishing and maintaining the Bylaws (local rules) for your area; administering Local services and benefits to Local and travelling AFM members; servicing Local wage claims and enforcing AFM contracts; encouraging the employment of AFM members and promoting a professional music industry; establishing events and services that build solidarity among professional musicians in your area.

A CUSTOMIZED SERVICE MENU

Each Local provides several benefits and programs customized by its Local Executive Board to fit the unique needs of your area's music industry.

- ◆ LOCAL CONTRACT GUARANTEE
- ◆ WAGE COLLECTION THROUGH THE COURTS
- ◆ LEGAL ASSISTANCE
- ◆ NO COST AD & D INSURANCE
- ◆ PENSION PLAN
- ◆ JOB REFERRALS
- ◆ STAN BROWN BENEVOLENT FUND

LOCAL COLLECTIVE BARGAINING AGREEMENTS

Local 547 has negotiated exclusive Collective Bargaining Agreements in several areas. These agreements provide professional wages, working conditions and automatic pension contributions over and above scale to your personal account in Toronto for all covered employment. The agreements and pension percentages are listed below:

- Calgary Philharmonic Orchestra..... 10 %
- Calgary Exhibition & Stampede..... 8 %
- CBC..... 12 %
- Red Deer Symphony..... 10 %
- Stage West Dinner Theatre..... 10 %
- U of Calgary – Monday Night Jazz..... 10 %
- Health Arts Society..... 10 %

In addition, Musicians' Pension Fund contributions are mandatory in the following areas of employment as dictated by the Local's Price List Scales:

- Shows..... 10 %
- Orchestral Concerts..... 10 %

LEAVING THE LOCAL/FEDERATION

Moving to Another City

If you move to a new part of the country outside of the present jurisdiction of Local 547, advise your present Local of your plans. The Local in your new home can't accept you until your obligations to your present Local are satisfied. Your present Local office will advise you on how to transfer your membership to another Local easily and efficiently.

Getting Out of the Business

If you are leaving the music business for the short or long-term, resign in good standing by clearing your obligations with Local 547 and notifying the office of your plans in writing. Otherwise, you will eventually be expelled from the Local and the AFM and will have to pay additional fees to be re-instated.

Travelling Engagements

When you're working in another Local's jurisdiction, you will be billed for Work Dues by that Local, not your home local (unless a travelling Escrow Account has been established).

Membership Includes:

- COLLECTIVE AGREEMENTS establishing minimum fees & working conditions
- CONTRACTS, legal advice & support
- Low cost INSTRUMENT & LIABILITY INSURANCE
- Access for U.S. GIGS
- GUARANTEED payment of FEES
- Superb PENSION PLAN
- CAREER ADVICE from competent professionals experienced in your field
- DATA BASES of useful information
- WEBSITES & LINKS to online information
- International & local MUSIC PERIODICALS
- STAN BROWN BENEVOLENT FUND for emergency financial assistance
- GROUP RATES for medical/dental, & income insurance
- SPECIAL PAYMENTS FUND for recording musicians
- EMPLOYMENT through our REFERRAL SERVICE
- EMPLOYMENT through MPTF
- No cost A.D. & D. INSURANCE
- DISCOUNT buying
- COLLECTIVE STRENGTH to maintain professional standards, ethics & fees