

LONDON MUSICIANS ASSOCIATION

Local 279, of the
American Federation of Musicians of the
United States and Canada

AFM INFORMATION & RESOURCES

London Musicians' Association, Local 279, of the A.F. of M.

352 Talbot St., London, ON, N6A 2R6

londonmusicians.com

email: londonmusicians279@gmail.com

Office Hours: By Appointment Monday-Thursday, 11am-3pm

Telephone: 519-685-2540

Fax: 519-433-1274

Officers:

President – Colin Stewart

Vice-President – John Noubarian

Secretary-Treasurer – Ted Peacock

Executive Board: Tom McInerney, Sandy MacKay, Bob Hughes, Jim McCormick, Don DiCarlo

THE CRESCENDO

The LMA's quarterly newsletter **Crescendo** provides meeting dates and minutes from the Executive Board and General Meetings; LMA office updates; the President's editorial; notice of motions; and LMA member data.

GENERAL MEETINGS:

Monday Evenings at 7pm

Spring (March)

Summer (June)

Fall (September)

Winter (December)

TOLL FREE AFM TROUBLE LINES

Canada: 800-INFO-FED (800-463-6333)

USA: 800 - ROAD – GIG (800 – 762 – 3444)

WELCOME . . .

to the American Federation of Musicians of the United States and Canada (AFM). This brochure is your introduction to the programs and services available to you as a member of our organization . . . It's the owner's manual to your Federation. Our members usually call us "the Federation", or "the AFM" or "the Union". Whatever you call us, the Federation and the London Musicians' Association (LMA), chartered in 1903, offer programs and services that greatly enhance the working life of a professional musician. Your owner's manual will explain in clear, straightforward language exactly how this dizzying array of benefits can help a very important person . . . you, an AFM member.

The American Federation of Musicians has been serving professional musicians since its founding in 1896. It is made up of over 90,000 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.

Questions?

Review this catalogue and direct any questions to an officer at the LMA. If you purchased a new PVR or stereo, you wouldn't throw away the owner's manual. You'd read it. You've made an investment and want to get your money's worth. The owner's manual helps you use, protect and appreciate your purchase. Your Federation membership is also an important investment. You contribute dues to the LMA and the AFM, but you reap a significant return of dollars for your pocket, and opportunity for your future.

Make your investment work for you . . .

FEDERATION CONTRACTS . . . A Benchmark for Security

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. A signed contract is necessary for complete access to Federation services.

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 the LMA, 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

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 the LMA.

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. www.mpfcanda.ca

Toll-free Road Help . . . Help is only a phone call away

When you’re on the road away from home and a gig goes bad - you get fired, cancelled or stiffed - 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 Fund

Through agreements negotiated between the AFM and record companies, special trust funds exist to pay scale (as set by LMA) 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 the London Musicians' Association well in advance of the event. <http://www.musicpf.org/home.php>

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. We hate to repeat ourselves, but to qualify for the Special Payments Fund, members must file signed contracts. <https://www.sound-recording.org>

Neighbouring Rights Royalties

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 for more information and to download the required forms. www.musiciansrights.ca

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. The Federation also provides a low-cost group medical, dental, death & dismemberment insurance.

PLAYING GIGS IN THE U.S.

If you're a member of a Canadian Locals, 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.

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. Four times a year, you'll also receive the Crescendo, the industry newsletter of LMA.

GOPROMUSIC

www.GoProMusic.com is the AFM's gateway to music referrals. Visit the site to add yourself or your group to the official AFM referral website. GoPro has other services for the freelance musician such as GoPro Lessons, GoPro Auction, GoPro Hosting and the new GoPro Tunes. The Federation has now initiated a new booking service called AFM Entertainment. Sign up today — simply login to AFM Entertainment.
www.afmentertainment.org

LET'S GET TOGETHER. . . Conferences, Conventions and 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. The LMA 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. www.afmcc.org

Professional Conferences

Members who play specialized forms or categories of music have formed self-help organizations within the Federation. They meet regularly to discuss the problems and challenges they have within their unique professions. 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 . . . Professional Security for the Professional

As a musical professional, you should only work with authorized AFM contracts that provide complete, specialized protection. Customized contracts are available at the LMA 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 Live Performance Canadian Contract (LPCC-2), 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. Don't take chances: File correctly.

BOOK 'EM! . . . Use Authorized Booking Agents Only

Only agents who have signed AFM agreements are authorized to book AFM members and use AFM contracts. Authorized AFM agents have agreed to use AFM contracts, secure scale pay or better, and charge no more than stipulated commission percentages. Check with the LMA for the names and numbers of authorized agents in your area. Be sure your Agent is filing your contracts!

FIGHTING BACK . . . Claims for Unpaid Wages

- The phone rings just as you leave your hotel for your gig. "We don't need you," explains the purchaser. "We got Johnny B. Goode instead." You've been cancelled before you even took the stage after signing a contract and travelling a thousand miles.

- You walk off the stage after a show during a two-week gig, and the manager grabs you to say he's closing and can't pay you for the rest of your performances. He's cancelled his live entertainment policy, and you with it.

- You've completed your engagement and are sitting down with the owner to collect your fee. But then you're paid less money that had been agreed upon in the contract. "But we signed a contract," you remind him. "Well," he says, "I thought we'd make more gate. I can't afford to pay you that much. It's this or nothing."

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 the LMA, contact your Local. An officer of the LMA 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 the LMA, which you may attend.
- 4) If the Local processes the claim through the courts, you will be asked to attend.
- 5) Partial or complete lawyer and court fees are absorbed by most Locals.

Talk with LMA officers who can bring you up to date on policy. You may be covered.

... Member Dispute

If you have a claim against another member, it must be processed through the LMA:

- 1) You must write a claim letter or fill out a claim form.
- 2) 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.
- 3) The Local Board will make a judgment, which must be honoured by the member(s) involved, unless either party appeals the decision.
- 4) Appeals from Local decisions are heard by the Federation through the Vice President from Canada, who can uphold, overturn, or modify the Local decision.
- 5) The AFM's decision is final and binding and will be enforced by the LMA.

. . . 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 1-800-762-3444.

- 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.
- 3) Or, you may forward your travelling claim directly to Toronto. In any case, when Toronto receives your claim, they will attempt to collect/settle through mail or by telephone with the purchaser.
- 4) 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.
- 5) 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 . . . On Your Side, Day By Day

The London Musicians' Association 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 the LMA, which is also responsible for enforcing these contracts and minimums with purchasers. The jurisdiction of the LMA incorporates the Middlesex, Lambton, and Elgin Counties of Ontario, as well as the area north of Grand Bend to Bayfield and west of Hwy #4.

THE LONDON MUSICIANS ASSOCIATION WILL HANDLE ALL PROBLEMS YOU ENCOUNTER WHILE PERFORMING WITHIN THAT GEOGRAPHIC AREA. 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 . . . The More You Participate, The More You Gain

Each Local provides a number of benefits and programs customized by its Local Executive Board to fit the unique needs of your area's music industry. The more you become involved in the affairs of the LMA, the more you will know about and benefit from its services.

. . . GET INVOLVED!

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

LOCAL COLLECTIVE BARGAINING AGREEMENTS

The London Musicians' Association has negotiated exclusive Collective Bargaining Agreements with local employers. 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.

LMA WEBSITE

The London Musicians Association website www.londonmusicians.com is another resource for local members. The Members' Section provides many of the AFM documents and information you may require to do your day to day music business. There is a Roster of current members that is updated monthly, a Tariff of Fees, Bylaws, contract forms, List of Locals, Executive and General Meeting minutes, newsletters, collective agreements (CBAs), P2 Visa forms as well as other useful information. To register contact the office to be put on the members' list. Once you login you'll be able to submit News, Events as well as upload information on your Band and/or Teaching. You can also change your password to something more private. It's that simple.

LEAVING THE LOCAL/FEDERATION

Moving to Another City

If you move to a new part of the country outside of the present jurisdiction of the LMA, 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

Don't just "drop out" if you leave the music business for the short or long-term. Resign in "good standing" by clearing your obligations with the LMA and notifying the office of your plans in writing. Otherwise, you will eventually be expelled from the Local and the AFM, making rejoining at a later date an expensive proposition.

PAYING YOUR DUES

Membership 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. A portion of the membership dues, called the Per Capita Dues, is forwarded to the Federation once every 3 months to support international activities. Currently it is \$66/member/year. The London Musicians Association dues year is January 1st - December 31st and membership dues are \$180 annually. Dues may be paid in full, semi-annually (\$100.00 x 2) or quarterly (\$55.00 x 4).

For all options there is:

- 1) A one-month grace period, after which there is a monthly late fee of \$5 that will accrue to a maximum of \$25.
- 2) A two-month grace period, after which the member is suspended along with all membership privileges.

Members failing to pay for two consecutive quarters are removed from membership and subject to additional fees to reinstate.

Work Dues (Dues based on Scale Wages)

Many Federation Locals collect a small percentage of money paid to members for engagements they play based on scale. These “work dues” form the fairest possible system for funding both the Federation and Locals. Without a work dues system, funding for both the Federation and Local services would have to be generated through annual dues of several hundreds of dollars per year. LMA’s work dues percentage is 2 percent. Work dues bills are sent out from the office monthly for travelling members from other AFM locals. You may receive a travelling dues invoice from another local following a tour. The Federation (for travelling groups) and some Locals have established Escrow Account payment systems. This system allows you to make bulk payments in advance and avoid billing on a per-engagement basis.

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).

- STAY CURRENT ON DUES PAYMENTS!
- SAVE MONEY
- SAVE TIME
- SAVE HASSLES

STRENGTH THROUGH PARTICIPATION

... Get Involved!

It’s an old rule, and we’ll say it again. The more you participate, the more you benefit. You have strength through participation. Does attending General Meetings sound boring? In fact, they’re very important. Members set bylaws (rules), scales (prices), and dues at General Meetings. When you don’t participate, you allow others to make these important decisions for you, and give up your voice in AFM affairs. The meetings of the London Musicians Association are also terrific for meeting other musicians and making

professional contacts.

Laying Down the Bylaws

Both the Federation and the LMA operate under a set of ground rules, called Bylaws. They are regularly revised at meetings and conventions. The Bylaws include professional, business and ethical standards. Take the first step in participating in the LMA is by honouring these standards. Every time you do, you strengthen the team. Federation and Local Bylaws are available to all members. Get a free copy from the LMA office or the LMA website. The LMA has a series of Committees, whose job it is to advise the Executive Board. These Committees are always looking for new ideas. We welcome the suggestions of our new members as well as old! You'd be surprised at the rewards and satisfactions of Local activities.

Elections

Elections of officers are held tri-annually in the autumn one-year after the AFM Convention. (2014, 2017, 2020...)

Bylaw and Tariff of Fee Changes

Proposals to amend the Bylaws are considered at the LMA's four General Meetings, and can be brought forth by any member. Petition to change the bylaws must be submitted in time for the LMA Executive Board to review the proposal. Proposed changes are published in the LMA's quarterly newsletter, The Crescendo. Voting is done in person at the following LMA General Meeting.

AND REMEMBER . . .

All the present officers and members of the Executive Board of the London Musicians Association are musicians, too. They joined the Local just like you. They are not bureaucrats or unfeeling law enforcers. They're just musicians who want to make a contribution to the betterment of our diverse profession . . . and they need to hear from YOU!

STAY IN TOUCH! YOU HAVE A VOICE AND A VOTE! GET INVOLVED!

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

GROUP RATES for medical/dental, & income insurance

SPECIAL PAYMENTS FUND for recording musicians

EMPLOYMENT through our REFERRAL SERVICE

EMPLOYMENT through MPF

No cost A.D. & D. INSURANCE

DISCOUNT buying

COLLECTIVE STRENGTH to maintain professional standards, ethics & fees

Professional Dues are a normal cost of doing business and are fully tax deductible!

**THE LONDON MUSICIANS ASSOCIATION
MUSICIANS HELPING MUSICIANS**