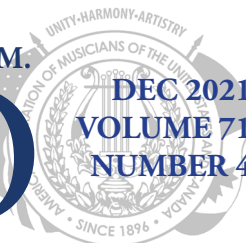


CRESCEMDO

The Journal of the Toronto Musicians' Association Local 149 of the A.F. of M.

DEC 2021
VOLUME 71
NUMBER 4



PRESIDENT'S REPORT

Andy Morris

Dear fellow members of the TMA, More than anything I hope this finds you safe, sane, happy and making music for a live audience again. Without a doubt this has been the most challenging time for not just the TMA, but for all of our members. The music business has taken a hit unlike previous hits in our lifetimes, and we will continue to thrive... eventually.

So my message right now is short and to the point because there is a lot of good, important change coming our way, and yes more challenges.

As we return to work, or even re-evaluate what we want our musical life and work to look like, perhaps I can share some of the best advice I have garnered of late.

Get a real haircut. Not the one you did yourself or the one your significant other did when they were mad at you....Whatever you play in the next month will undoubtedly be before a camera and hopefully live audience. Time to drop the John Tory look, or so said my wife to me this week. No burn on John Tory, I think he is good for our business.

If you feel like you need help-ask for it. It is OK to ask for help. Reach out to one another. This can be a very solitary existence when our bands are not meeting and playing.

At the TMA we have a number of avenues to access assistance. All of them are confidential and compassionate. We want to help.

Treat each other with respect and consideration and above all professionalism. We pride ourselves on setting a professional standard, in fact that is one of the pillars that defines our association.

Dust off those communication chops. It is great to be going back to a more familiar work space, but there might be new challenges to deal with, so remember to be patient and keep a sense of humour.

Above all else, read the important news and other articles in Crescendo. We are embarking on a new journey with our amazing new CEO Kiana Eastmond and a new home search and new music to play. All of that is exciting and challenging too. Take some time to enjoy whatever holidays you celebrate with your loved ones and I look forward to seeing as many of you as possible at our upcoming meeting.

Warmest regards

Andy Morris

NOTICE TO MEMBERS

TORONTO MUSICIANS' ASSOCIATION LOCAL 149, A.F.M.

Notice is hereby given in accordance with Art. 69 (3) of the Association's By-Laws, of nomination and election of delegates and alternates to the A.F.M. Convention and Canadian Conference, and of the confirmation of the TMA President Andy Morris as Delegate. The Convention will take place at the Westgate Hotel in Las Vegas, Nevada, June 18-23, 2022, Nominations will take place at the TMA General Meeting on Friday, December 17, 2021 to be held by Zoom Video conference at 11:00 a.m.

Join Zoom Meeting

<https://us02web.zoom.us/j/81493724507>



**TORONTO
MUSICIANS'
ASSOCIATION**
LOCAL 149 • A.F. OF M.

NOTICE TO MEMBERS
TORONTO MUSICIANS' ASSOCIATION
GENERAL MEETING
VIDEO CONFERENCE
FRIDAY DEC 17th 2021, 11:00 a.m.

Zoom Videoconference

<https://us02web.zoom.us/j/81493724507>

Meeting ID: 814 9372 4507

Notice is hereby given that a General Meeting of the Toronto Musicians' Association will be held by Zoom Videoconference on Friday Dec 17, 2021 at 11a.m. for the purposes as listed in the Agenda below and of transacting any other business as may properly come before the meeting.

AGENDA:

- Roll Call of Officers
- Approval of Draft Minutes of the TMA Annual General Meeting of Friday October 22, 2021 held by Videoconference and published in the December 2021 issue of Crescendo

- President's Report
- Secretary:
 - Nomination and Election of delegates to the 2022 A.F.M. Convention and Canadian Conference, Las Vegas, NV
 - Motion to confirm Pat Simmonds as Treasurer
 - Motion "Be it resolved that Articles 53(d), 79, and 88 be amended per the additions and deletions published in this issue of Crescendo (December 2021 Vol. 71:4)".

- Treasurer's Report
- Committee Reports
- Presentation of Cards to Life Members & Presentation of 25 yr. and 50 yr. pins
- New Business
- Commemoration of recently deceased Members
- Adjournment

TMA 2022 GENERAL MEETING DATES

Friday February 25 General Meeting 11AM

Friday May 27 Building Corporation 11AM & Annual General Meeting 11:30AM

Friday October 21 General Meeting 11AM

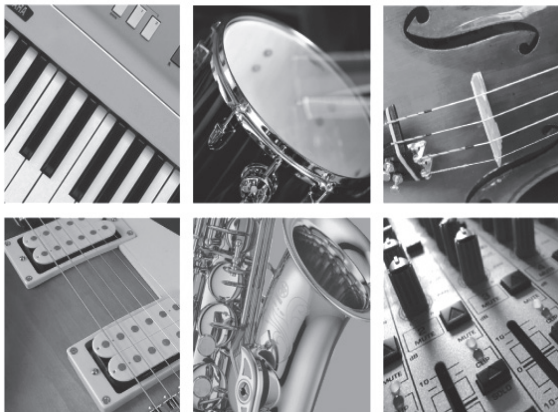
Friday December 16 General Meeting 11AM

NOTICE OF RESIGNATIONS

The Board of Directors regrets to inform members that President Ray Dillard has submitted his resignation as President, as of October 15, 2021. His resignation was duly accepted by the Board at the same meeting. We thank Ray for his many years of service at the TMA.

Quique Escamilla resigned on October 21, 2021 as Business Representative and Organizer. We thank Quique for his contributions to the TMA.

Director Zebulun Barnow resigned as of the General Meeting on October 21, 2021. We will miss Zebulun who has transferred to Kingston Local 518.



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OFFICIAL NOTICE OF MOTION

PROPOSED AMENDMENTS TO TMA BYLAWS TO CHANGE THE TITLE OF EXECUTIVE DIRECTOR TO CHIEF EXECUTIVE OFFICER

The Board of Directors recommends that the TMA Bylaws be amended according to the following Motion: “Be it resolved that Articles 53(d), 79, and 88 be amended per the additions and deletions published in this issue of Crescendo (December 2021 Vol. 71:4)”.

Note: This proposal will be discussed and voted on by members at the TMA General Meeting on Friday, December 17, 2021 at 11 a.m.

AMENDMENTS – EXECUTIVE DIRECTOR TO CHIEF EXECUTIVE OFFICER

Article 53 (Election of Officers)

(d) No member who is a regular employee of the Toronto Musicians' Association under the terms of a duly executed Employment Agreement shall stand for election to the Board of Directors of the Association with the exception of the ~~Executive Director~~ Chief Executive Officer. However, the ~~Executive Director~~ Chief Executive Officer shall not be eligible

- i. for election to office as a titled Officer as specified in Art. 6 (1) (a), (b), (c) or (d) of the Constitution, nor
- ii. for appointment as a titled Officer under the provisions of Art. 65(1) of the Association's By-Laws.

If elected or appointed as a Director of the Association in accordance with the provisions of the Constitution and By-Laws, the ~~Executive Director~~ Chief Executive Officer shall have voice but no vote at meetings of the Board of Directors. This special elective directorship shall be in addition to the provisions of Art. 6(1)(e) of the Constitution of the Association governing the number of non-titled Officers constituting a portion of the Board of Directors.

Article 79 (Board of Directors)

The Board of Directors shall:

- (a) meet as often as necessary to carry out its duties and function in a proper and expedient manner;
- (b) require the Association's accountant to supply the Board of Directors with a financial statement quarterly;
- (c) appoint committees to make investigations, reports and recommendations; approve payment to committees so appointed in compliance with these By-Laws at the rate of \$50.00 (expense reimbursement) per meeting of two (2)

hours in duration. Payment shall be made only when Reports or Minutes are submitted to the Board of Directors within an appropriate time after each meeting. Chairpersons appointed under Articles 73 & 79(c) shall receive an additional fifty (50%) payment for services rendered in compliance with these By-Laws. The Board of Directors shall determine the number of members and number of meetings required for each committee;

- (d) hire ~~an Executive Director~~, a Chief Executive Officer, who shall be directly responsible for the operation of the Association and the Building Corporation under the direction of the Board of Directors. All office personnel will be directly responsible to the Executive Director; Chief Executive Officer;
- (e) supervise and control the property and affairs of the Association;
- (f) carry out all duties required by the Constitution and these By-Laws;
- (g) keep secret any proceedings designated as confidential by a majority of the Board.

Article 88 (Banking)

- (1) The banking business of the Association shall be done at such financial institution as may be designated from time to time by the Board of Directors.
- (2) The President and Treasurer shall be the proper Officers of the Association to make, sign, draw, accept, endorse, negotiate, lodge, deposit and transfer any cheques, promissory notes, drafts, acceptances, bills of exchange and orders for payment of money.
- (3) The ~~Executive Director~~ Chief Executive Officer shall be authorized on behalf of the Association to make, sign, draw, accept, endorse, negotiate, lodge, deposit and transfer any cheques, promissory notes, drafts, acceptances, bills of exchange and orders for payment of money.
- (4) In the case of an absence of the President or Treasurer, the Board of Directors shall designate by resolution an alternate signator.

NOTICES TO MEMBERS

At a Special Board Meeting on October 20, 2021:

Andy Morris was nominated and elected as Acting President, becoming President Morris at the General Meeting of October 22, 2021, to hold the office until the next General Election.

Pat Simmonds was nominated and appointed as Acting Treasurer. This nomination will be confirmed by TMA Membership at our December 2021 General meeting. The name of the operational head of our organization Executive Director (E.D.) was changed to Chief Executive Officer (C.E.O.). The board is authorized to make the change and the decision was vetted through TMA Counsel Michael Wright. We will present a bylaw amendment at the December meeting to confirm the change.

At the December 17, 2021 General Meeting Secretary Gray will put forward the following Motion:

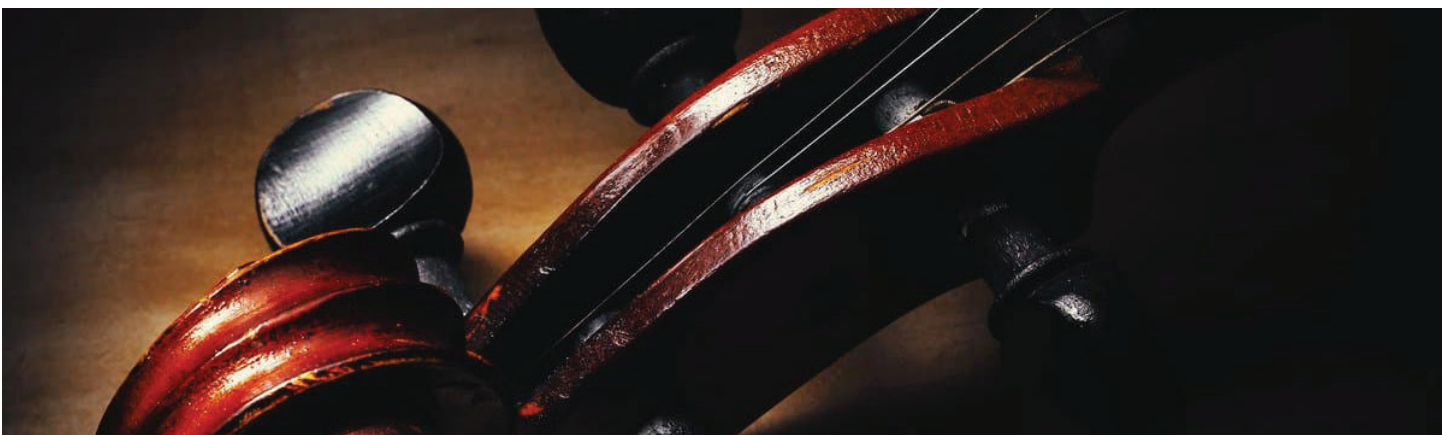
Motion: M/S (/) “Whereas Director Pat Simmonds was appointed ‘Acting Treasurer’ at a Special Board Meeting on Oct 20, 2021, per TMA By-Law 65 the members confirm Pat Simmonds to hold the office of TMA Treasurer until the next General Election.”



Notice to members regarding changes to the Tariff of Fees

The Tariff of Fees will be renewed effective September, 2022. Proposed amendments will be on the agenda at the Annual General Meeting in May, 2022. Members should contact TMA Secretary Charlie Gray cgray@tma149.ca with proposed amendments in accordance with TMA Bylaws 111-112:

- 111
- (1) A proposition to change the Tariff of Fees must be signed by at least ten (10) members in good standing and submitted to the Association.
 - (2) The Association will acknowledge receipt of any Proposals received by mail or otherwise, within 30 days.
- 112
- (1) The Board of Directors shall review all the suggested changes in the Tariff of Fees and may formulate proposals to amend the Tariff of Fees.
 - (2) All propositions to change the Tariff of Fees shall be published in Crescendo.
 - (3) If a simple majority of the members voting at a General Meeting approve of a change in the Tariff of Fees, it shall be amended accordingly and shall come into effect 90 days following the General Meeting at which the tariff change was approved.





VICE PRESIDENT'S REPORT

Dr. Rea Beaumont

Since February I have served as the TMA representative for national and international electronic media bargaining agreements, government relations, advocacy, and Federation relations. In addition, I led outreach initiatives such as TMA email blasts, which featured links to funding streams that were developed during the first eighteen months of the COVID-19 pandemic. I would like to acknowledge the Operations Manager Derek Singh for ensuring the timely distribution of these communications to our members.

One of the e-blasts included a survey to ascertain whether TMA members had benefited from Federal Government financial assistance programs (eg. EI, CRB, CERB). The Canada Emergency Recovery Benefit (CERB) was deemed the most beneficial, followed by the Canada Recovery Benefit (CRB), then Employment Insurance (EI). Respondents overwhelmingly supported the Basic Income initiative (also known as Universal Basic Income). The Board passed the Motion I put forth for the TMA to support UBI on a long-term basis.

This year the TMA Board of Directors voted to pass the MAF Committee's motion to further extend the Member Assistance Fund Benefit to members facing extraordinary circumstances, such as a deteriorating health condition. The MAF Committee, comprised of Charlie Gray (TMA Secretary), Doriann Forrester, and myself (Chair),

is now able to provide additional funding from this Benefit to members in good standing who qualify. More information on the TMA Benevolent Funds is available at the tma149.ca website.

The TMA Bylaws & Constitution Committee continues to work on its project to re-write the document. The goals are to simplify the language wherever possible for greater clarity, restructure the document for ease of use, remove archaic, inapt sections, and to incorporate recent bylaw amendments. The Committee is comprised of Chair and former Board member Paul Spurgeon, Board member Steve Mosher, and myself. Approximately 85% of the work has been completed by this volunteer committee.

As 2021 comes to a close, I would like to acknowledge the changes that have taken place in our lives during this second year of the coronavirus pandemic. The one constant, however, is our community of musicians. Members form the core of the Toronto Musicians' Association and are the reason for its existence. In order to have your voice heard, contact the office staff or Board members, attend the TMA General meetings, and consider joining the Board of Directors. As the global re-opening slowly progresses, I am very hopeful that work opportunities will increase. As we look forward, I would like to take this opportunity to wish you the very best for 2022.

Please stay well and know that help is available if you need it.

Rea Beaumont

The Toronto Musicians' Association has secured special pricing with Microsoft for surface devices for our members.

Microsoft Member Discounts on Commercial Surface Devices
Contact:
Angela Permaul
Direct Sales Associate SMB
Angela.Permaul@microsoft.com



**TORONTO
MUSICIANS'
ASSOCIATION
DEVICES**

NEW MEMBERS

William Mason
Instrument: Keyboards

Nicolas Ladoucer
Instrument: Guitar

Adam Brik
Instrument: Bass

Sean Irvine
Instrument: Saxophone, Clarinet,
Flute

Dennis Kwok
Instrument: Saxophone, Clarinet,
Flute

Frances Thielmann
Instrument: Piano

Simon Siala
Instrument: Bass

Beau Dixon
Instrument: Bass, Drums, Vocals,
Guitar

Jessica La
Instrument: Piano

Wilson Chu
Instrument: Violin

Thomas Hainbuch
Instrument: Bass

Alexander Daigneault
Instrument: Drums, Guitar, Vocals

Qian Li
Instrument: Violin

Dave Murphy
Instrument: Vocals

Rae Gallimore
Instrument: Viola, Violin, Vocals

Christian Di Mambro
Instrument: Bass, Vocals, Keyboards

Stephan Di Mambro
Instrument: Keyboards, Vocals,
Guitar

Vince Aro
Instrument: Producer

Peter Bennett
Instrument: Producer, Saxophone,
DJ, Keyboard

Carla Sabti
Instrument: Vocals, Guitar,
Saxophone, Piano

Emerald Sun
Instrument: Clarinet, Saxophone,
Piano

Samuel Ermellini
Instrument: Guitar

Vito De Francesco
Instrument: Drums

Simon Outhit
Instrument: Guitar, Drums, Vocals,
Producer

Russell Hersen
Instrument: Guitar, Bass

Matthew Eeuwes
Instrument: Viola, Violin

Dan Gurman
Instrument: Guitar

Bradley Thibodeau
Instrument: French Horn

Rebecca Watson
Instrument: Vocals

Tyler Tsang
Instrument: Bass

Richard Kiernicki
Instrument: Drums

Shari Tallon
Instrument: Piano, Vocals, Flute

Vasili Palantzas
Instrument: Trombone, Bass,
Conductor, Guitar

Jennifer Nichole
Instrument: Vocals

Roger Cassup
Instrument: Vocals

Yasmine Shelton
Instrument: Vocals, Guitar

REINSTATED MEMBERS

Thomas William Cochrane
Chris J Birkett
Juan Olivares
Blake Manning
Barry Alexander Shiffman
Gwenolyn Lewis
Colanthy Humphrey
Densil McFarlane
Derek Hoffman

RESIGNED MEMBERS

Andrea Ramolo
Katherine Watson
Michelle Osis
Steven Wallace



**TORONTO
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MPTF COMMITTEE

Jay Boehmer

This past year with the Music Performance Trust Fund has been a real rollercoaster. With MPTF funding live streams at 100% until December 31, 2021, there has been a “last minute” rush for funding. The TMA has just exhausted our annual allocation of \$95,800 which funded 87 performances. This budget included 12 seniors’ performances (Musicianfest) that were funded at 100% by MPTF. Traditional performances are being funded at 50%, as usual.

As the MPTF fiscal year ends on April 30, 2022, there may be a gap in funding at the beginning of the year. MPTF will be reviewing their budget in January and there may be some additional support for our local at that time. I am always getting asked about the funding guidelines for MPTF performances. Simply put: MPTF performances must be “Free and open to the public”.

MPTF Music Family Scholarship Program

Congratulations to Anna-Maria Moubayed on being named a semi-finalist. She will receive \$500 toward her education. (Finalists received \$2,000.) Anna-Maria has been playing the violin since she was 3 years old. She is currently studying music at home with her dad’s supervision (TMA member Wanes Moubayed) and taking some private lessons. Anna-Maria is studying journalism at Ryerson University and continues to practice the violin daily. “I love performing with my father, especially now that I have advanced my

skills enough to be able to play more advanced pieces with him. We have performed duets many times and it’s lovely. I feel much more calm on stage when performing with him.” Anna-Maria has also performed with Mississauga’s Canadian Arabic Orchestra. “It’s a much different experience than a classical orchestra. It’s also a much different experience seeing your father conduct you. But much like the duets, I love working with my father, and I greatly appreciate it, especially knowing that not many have the opportunity to do so.”

All applications were submitted by CFM/AFM members directly to the MPTF office for review. A complete list of the 90 winners can be found at <https://musicpf.org/home/family-scholarship-2021>

Submitted by Jay Boehmer

Jay Boehmer

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MUSICIAN OF THE YEAR AND LIFETIME ACHIEVEMENT AWARDS

Lifetime Achievement

- 2020 - Doug Riley (posthumous)
- 2019 - Bernie Senensky / Russell Hartenberger
- 2018 - Lawrence Cherney
- 2017 - Neil Swainson / Gene Dinovi
- 2016 - Norm Amadio
- 2015 -The Good Brothers / Kirk MacDonald
- 2014 - Victor Feldbrill
- 2013 - Dave Young / Jeanne Lamon
- 2012 - Anne Murray / John Barnum
- 2011 - Archie Alleyne
- 2010 - Guido Basso / Stompin’ Tom Connors
- 2009 - Joe Macerollo
- 2008 - Jacques Israelievitch / Phil Nimmons
- 2007 - Gordon Lightfoot
- 2006 - John Kay (Steppenwolf) / Andrea Hansen
- 2005 - Edie Graf / Johnny Cowell
- 2004 - The Travellers
- 2003 - Howard Cable
- 2002 - J. Alan Wood
- 2001 - Moe Koffman (posthumous)

Musician of the Year

- 2019 - Maribeth Solomon
- 2018 - Larnell Lewis
- 2017 - Kristofer Maddigan
- 2016 - Robi Botos
- 2015 -Shawn Mendes
- 2014 - Lights
- 2013 - Hilario Duran
- 2012 - Billy Talent (Band)
- 2011 - Jim Cuddy
- 2010 - Diana Krall
- 2009 - Andrew Burashko
- 2008 - Ron Sexsmith
- 2007 - Mike Murley
- 2006 - Nelly Furtado
- 2005 - Broken Social Scene
- 2004 - Kevin Breit
- 2003 - Jeanne Lamon
- 2002 - Jeff Healey
- 2001 - Oscar Peterson
- 2000 - Alex Pauk
- 1999 - nil
- 1998 - Peter DeSotto
- 1997 - nil
- 1996 - Rob McConnell
- 1995 - Rush
- 1994 - BareNaked Ladies

In Memoriam

We wish to convey our heartfelt condolences in acknowledging the recent passing of the following TMA members (in order of dates of death):

Robert Edwards

Died: Sept 15th, 2021
Instruments: Spanish Guitar
Admitted: October 10th, 1965

Victor F Bland

Life Member
Died: Sept 23th, 2021
Instruments: Saxophones, Clarinet,
Conductor
Admitted: April 1st, 1959

Teresa Lee

Died Oct 10th, 2020
Instrument: French Horn
Admitted: January 15th, 1992

ATTENTION MEMBERS

The TMA is looking for a new home and we need your input. What do we need in a new home?

- Smaller office space?
- Large room for rehearsals?
- Shared space or partnership with like-minded organizations?
 - Lease or purchase?

The last question carries implications for the TMA Local 149 Building Corporation and the ability of the Local to use the funds of the Building Corporation, if sensible and appropriate.

The TMA will release a draft scope document for discussion and input by December 5th.

The TMA Local 149 Building Corporation Officers will host a Town Hall (December 13th) and encourage members to send suggestions to Acting Treasurer Pat Simmonds, psimmonds@tma149.ca.

Written submission will be accepted up to December 31st, 2021.

President Morris will strike a committee to examine input and strategies and will present a proposal in the February issue of Crescendo.

SPECIAL MEETING OF THE TMA LOCAL 149 BUILDING CORPORATION

The TMA Building Corporation will hold a Special Meeting on Friday, February 25, 2022 at 11:00 am to ratify the draft scope proposal on office space. The regular general meeting will commence immediately following the Special Meeting.

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NOTICE TO MEMBERS:

The deadline for submissions for 2020/21 **MUSICIAN OF THE YEAR & LIFETIME ACHIEVEMENT** has been extended to April 20, 2022 with results to be published in the Spring 2022 Crescendo and celebrated at the Annual General Meeting of May 27, 2022.

MUSICIAN OF THE YEAR & LIFETIME ACHIEVEMENT

Nomination Form

Your nomination is requested for the Toronto Musicians' Association Musician of the Year Award or Lifetime Achievement Award. Musician of the Year was created to allow our musicians to recognize their peers for their talents which are sometimes not fully appreciated by those outside the business. Please bear in mind that this award recognizes achievement in the previous calendar year separate from "Lifetime Achievement" which is an annual award. If you are interested in submitting a nomination, please fill out this form and forward it by mail, email or fax to the TMA office no later than April 20, 2022 to the attention of Derek Singh, Operations Manager email: dsingh@tma149.ca or cgray@tma149.ca

I HEREBY NOMINATE: _____ For _____

Please describe the nominee's achievements or contribution to music:

Your name: _____ Signature: _____

Telephone: _____ Date: _____

15 Gervais Drive Suite 500, Toronto, ON M3C 1Y8 Tel: (416) 421-1020 Fax: (416) 421-7011

TMA149 Member Discounts 2021-2022

You will be required to show your membership card at these businesses



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angela.Permaul@microsoft.com

DRAFT MINUTES
TORONTO MUSICIANS' ASSOCIATION
GENERAL MEETING
TMA149 - by Zoom Video Conference
Friday, Oct 22nd 2021 at 11:00 AM

Chair of meeting: Acting President Andy Morris
Secretary of meeting: Charlie Gray

The meeting was called to order by Acting President Morris at 11:06 a.m.

Morris then welcomed the members present, declared that a quorum had been reached, stated that we were recording the meeting to assist in Minute-taking and requested the Roll Call of officers.

Secretary Gray then conducted the Roll Call of Officers:

Present: Acting President Morris, Vice President Beaumont, Acting Treasurer Simmonds, Secretary Gray, Directors: Shiels, Sander Walker, Mosher

Regrets: Barnow

Morris then put forward the following two Motions:

Motion 1: M/S (Morris/Sholzberg) "that the Agenda for the Friday Oct 22, 2021 General meeting as published in the October 2021 issue of Crescendo be amended to reflect Presidential change, Treasurer change and change in name from Executive Director to Chief Executive Officer, and the published Agenda be approved as amended" CARRIED

Motion 2: M/S (Morris/Allt) "that the Draft Minutes of the TMA Annual General Meeting of Friday May 28, 2021, held by Videoconference, as published in the October 2021 issue of Crescendo be approved" CARRIED

Morris then introduced Ray Dillard who has resigned as President and requested to speak to Membership directly.

Dillard began by extending condolences to Director Debbie Sander Walker over her recent loss, wishing her all the peace she can find in this challenging time adding that the membership and board appreciate Debbie's participation in this meeting. Dillard then reiterated that he has resigned as president of this incredible organization, a difficult decision that has been brewing for over a month primarily because of several family issues that require his time. Dillard then thanked the Membership for placing trust in him for a number of years in this role, and that he has enjoyed guiding this organization through some crazy times, noting that we lost Jim Biros, Dan Broome became ill, the issues throughout the Covid era, and we lost our second Executive Director, followed by hiring another which Dillard is very excited about. Ray thanked everyone for their support through all of this and gave accolades to the current Board, suggesting that the more the Membership stays connected to the Board the better the Board will be. In conclusion, Ray stated that our city is resilient but has been through a lot with more bumps on the road ahead. Dillard stated that he is very excited over the hiring of Kiana Eastmond and the leadership she brings to the table in conjunction with our incredible staff which puts us in very good hands. Dillard stated that his decision to step down

may seem abrupt, but he took his time making this decision, stating it was the only choice he had. Ray thanked everyone for their understanding and support stating that he hoped to remain a strong and viable part of the TMA for many years to come and an asset to the Board, leadership, staff, and membership when appropriate. Dillard then turned the meeting back to Andy Morris.

Morris then spoke on behalf of everyone present stating that Ray's dedication to musicians in our city goes back decades and we cannot thank Ray enough for his service.

Secretary Gray then stated that at a Special Board Meeting on this past Wednesday of October 20, three changes to the TMA Board occurred:

(1) Andy Morris was nominated and elected as "Acting President" until such time as the membership could be informed of this change (which is today), TMA bylaw 65(1) allows the Board of Directors to make this change and the newly elected President Morris will hold the office until the next General Election.

(2) Pat Simmonds was nominated at the Special Board Meeting on October 20, 2021 and appointed as Acting Treasurer. This nomination will be confirmed by TMA Membership at our December General meeting.

(3) President Morris then addressed the change in name of the operational head of our organization from Executive Director (E.D.) to Chief Executive Officer (C.E.O.). The board is authorized to make the change and that the decision was vetted through TMA Counsel Michael Wright. We will present a bylaw amendment at the December meeting to confirm the change.

President Morris then began by reiterating that our previous Executive Director resigned early in 2021, and acknowledged that many of the Board contributed at that point to take on the workflow that had been created and that they stepped up in incredible ways. We knew from experience that the search for an Executive Director is not a quick process, nor should it be, and can take three to six months. Morris then thanked Daniel Weinzweig (son of famous Canadian Composer John Weinzweig) and his company Searchlight, a recruitment firm that specializes in the Arts Sector across Canada. The Search Committee was Chaired by Steve Mosher and included Members Rosina Kazi, Shane Kim, Nicola Treadgold, and himself; Andy thanked them individually and collectively for exceptional work noting the process took many months.

Replacing the title of Executive Director (E.D.) with Chief Executive Officer (C.E.O.) is a topic that came up with the Bylaws Committee many months prior. As we looked at the AFM and CFM bylaws, we realized there is no mention of E.D. but there is of C.E.O. We wanted to align our bylaws with theirs, but it was also acknowledged by everyone present that our job is to put our best foot forward for the TMA. When sitting at the table across from TSO, Ballet, Opera, Sony Music, Universal Executives, the Jingle Industry, major Theatres etc., we will need to have the most powerful front for our organization. It is simply a stronger position when a C.E.O. is sitting

across from a C.E.O. rather than E.D. Searchlight initially suggested that what we were looking for was a C.E.O. We found a fantastic candidate and we hired Kiana Eastmond, but we wanted to move forward and give this person the title of C.E.O. The one technical issue is our by-Law refers to that position as Executive Director. So, after more discussions with the Bylaw Committee, and follow up with our Lawyer, what I propose today is that we adopt the term Chief Executive Officer (C.E.O.) moving forward from today in practice and in communication, and we will adjust the housekeeping of that bylaw as the Bylaw Committee brings those amendments forward. Nothing has changed in the job description or the contract between the TMA and this person, simply a title change which means a great deal in our ability to sit at the table with the A-level people we need to talk to. As we gradually see our members begin to go back to work after what has been a devastating period for live music, there was never a more important time for such a change.

There is no Motion at this time, just a notification that it is a reasonable expectation for the Board to make that change and we will be proceeding with the technicality of the name change at a future date when we bring those bylaw changes to our Membership. Morris then answered questions from the floor and then introduced Kiana Eastmond as C.E.O. of the Toronto Musicians' Association. Andy then turned the floor over to Kiana noting that this has been a remarkable time for us in that as we get back to work following the pandemic and we begin to see Membership rise and contracts come in, there is an opportunity to press reset in our relationships with Club Owners, Festivals etc. and everyone is ready for that conversation on both sides of the table. With great pleasure let me introduce Kiana Eastmond the new C.E.O. of the TMA.

Kiana Eastmond C.E.O. began by stating her short time with Ray Dillard was phenomenal and as sad as she is to see Ray leave, she is very happy to have Andy step into the President's role, noting that both Ray and Andy mentored her over the past six weeks. Kiana said she doesn't need to explain what she does or where she comes from as it is within Crescendo. Kiana stated she is very happy to be here and comes from very corporate music spaces and over the lockdown she spent a lot of time on Committees: Private, Municipal and Federal who all talked about how do we make sure that Musicians are sustainable. Ironically what was left out of the conversation was Musicians; the emphasis being venues, organizations, presenters etc. being sustainable. At the core of every question that I presented was how we are making sure that Musicians are fundamentally equipped to become sustainable as it doesn't just happen by creating a lot more work or opportunities. There is a system there that needs to exist, and musicians need to understand in order to make sure that they are working in equitable spaces in order to get to the places that they need to professionally.

"As I continue to learn about what the Union does and has done in previous decades, I realized this is exactly where I want to be, it is exactly where change can happen. I think the conversation needs to be refocused on what the Union is doing, what we have the capacity to do and the kind of things we've done already. In every room I've been in people talk about how well the Symphony has figured out how to treat and care for its musicians and I think there is a little bit of disconnect between that community and the rest of the music community. I look forward to bringing the learnings from our collective agreements, our bargaining practices and all of our other agreements to the rest of the music community

and the broader music community. One exciting thing for me is that Hamilton has just passed a minimum wage for musicians in partnership with the city and that is one of the things I want to attack here, our relationship with the City of Toronto and how they support the expectation for musicians to get what they deserve and live a dignified life. And so, my team, small but mighty, at the TMA I have to give praise to their doing an incredible job of carrying on the work of filling out contracts and keeping people happy working from home during lockdown and figuring out how to do that without an Executive Director, getting a new C.E.O. and now they have a new President and Treasurer! There is so much newness that is happening and one of the things I'm most proud of already being a part of this organization is the fact that we genuinely care about our mission and our mandate, and we all collectively work towards that. One of the best things I'd love to see moving forward is getting to know all of you much better. I'm coming into this space as a learner and I didn't prepare a speech or have a bunch of things written down, actually what I did was I came with a blank piece of paper so that I could write down everything that I heard, everything that you wanted to share to make sure that every day that we wake up working as a team at the TMA, and are representing the needs and concerns of our musicians. So, thank you so much for the opportunity to be here to represent you, if you would like to meet with me one on one, some of you have reached out and thank you for that, I am very happy to take as many meetings as I need to, and make sure that I am hearing all of the stories, and all of the advice from all of you. I am sure all of you can create a much greater picture of the work that needs to be done here at the TMA. That's my hello, my email is available on the web site, I am really looking forward to working with this Board and my new President Andy Morris... so yes, that's me."

President Morris then introduced Vice President Rea Beaumont noting that Rea really stepped up during these last few months: Government Relations, Bill C10, regional and international electronic agreements, our point person between the Federation and the TMA, while continuing with Member Communications, Outreach and Town Halls.

VP Dr. Rea Beaumont began her report said she was assigned Michael Murray's role in several areas, represented the TMA in CFM National Media Negotiations, Canadian Media Producers Association, and several caucuses ongoing. The Town Hall in particular I had the pleasure of co-hosting with MPTF Administrator Jay Boehmer and Director Steve Mosher who spoke on Health and Safety Guidelines. Beaumont thanked former President Ray Dillard for overseeing that. Email Blasts such as 'links to funding resources' which we felt was important given the devastating work situation at that time (February 2021), Rea also thanked Derek Singh for distributing those. I developed and sent out a survey at the end of March to determine members priorities, we also took a supportive position on Universal Income, an extension of Unemployment Insurance. Beaumont said she was very happy to meet with many members hearing concerns about Covid19 and also Bill C10 with its many benefits to Canadians. Rea thanked the CFM for advocating on behalf of musicians. As VP, Beaumont continues as chair of the Member's Assistance Fund, and By-Laws Committee acknowledging Steve Mosher and Paul Spurgeon's and Zebulun Barnow's contributions. Updating the By-Laws has been a

three-year undertaking. The Government Relations and Advocacy with Director Sander Walker, Paul Spurgeon and Zebulun Barnow represented the TMA with other organizations. The Canadian Conference took place in September and was four delegates Sander Walker, Gray, Barnow and me. The TMA presented a Motion that was expanded, adopted and passed, which enables Union Locals to form a provincial and federal coalition. Beaumont also gave recognition to a going forward plan left by Michael Murray upon his departure. Rea said she really enjoyed Government Relations and hopes to continue in some way, giving her word that she will never stop advocating for our members. She concluded by thanking the Board at the National office and Ray Dillard for guidance and leadership. Rea said members can contact her privately Rea by email at: rbeaumont@tma149.ca

President Morris noted the passion and commitment that Dr. Beaumont brings to this organization and the Members Assistance Fund and other Benevolent Funds that Rea manages so professionally and confidentially which are real assets that help real members having real difficulties. So please reach out to Dr. Beaumont if you, a colleague, or friend are having difficulties please reach out. We do have resources here for our members and we can help.

Acting Treasurer's Summary~ Pat Simmonds introduced himself and gave an update as to where we stand in Q3 2021:

Revenue was budgeted to be down by 33% this year and will be at or slightly below that number coming in around 990,000 by year end. Within that, work dues are off by 50%.

Membership is doing better than expected and to the end of September is slightly higher than anticipated. It is worth noting this success is tempered by allowing around 125,000 in membership discounts and relief of penalties as a benefit for members. COVID relief support has been substantial but less than anticipated coming in around 155,000 to date.

Expenses:

Operating expenses including salaries are less than budgeted as are currently unused membership development funds budgeted for this year. Agreement negotiations came in under budget and overhead is expected to be under budget. We expect a small surplus of less than \$50,000 at year end, or possibly a break-even scenario. We had been budgeting for a loss of \$164,000.

Investments have done very well to the end of September and may change the year end picture as we move forward. With no questions Simmonds handed the floor back to President Morris.

President Morris thanked Simmonds who has been in the Treasurer role for only 28 hours then stated that Membership is up in Q3 partially because the border is open anticipating that it will be 6 to 10 months before we are back to full capacity.

Committee Reports:

Jay Boehmer chair of MPTF Committee stated that things are very good with MPTF right now, our allocation for this coming year is \$95,800 (almost twice the budget of last year). Because we have been doing Live Streams it has been easy to allocate funds. We have about \$8000 remaining which has to take us to the end of April 2022, funds perhaps only lasting until the end of December. It remains to be seen as to whether MPTF has additional funds in

the new year. It has been busy at MPTF as we did a year's worth of allocations (\$40,000) in five months, which would normally be a year's worth of work. Live-Streaming at 100% will be winding down at the end of December, however there may be additional funding in the New Year. There probably won't be performances in schools for the rest of this year nor in Senior's homes. Questions about the process can be directed to: trustfund@tma149.ca

Director Amelia Shiels noted that Michael Murray did a lot of work in the Communications area, and it was a team effort taking on the work that Michael was doing, it's a big web that makes communications run, we are committed to being transparent and providing as much information as we have, being honest with each other and membership. One initiative that I am proud of which was rolled out during the summer was two brand new student scholarships. Students have been going through extremely tough times not only facing the cost of being a student but also industry uncertainty that will meet them after school. We had a good number of applications and next week you will see the winners posted online that we managed to support as an organization. I hope that we will continue to offer resources like this. Communications encompasses a great deal of work and with that comes the question of what capacity do we have for communications work. I will say that in all communications we've had great volunteers from other members of the Board, Dr. Rea Beaumont did a fantastic job representing government interests and current events to the membership, and as we look forward, we are very pleased to welcome Kiana Eastmond our new C.E.O. with her communications expertise and leadership. We can't wait to work with Kiana with full clarity and engagement from membership, so we are looking forward to good things coming.

MAF Dr. Rea Beaumont (chair) Great news, the MAF committee has a third member Doriann Forrester, she joins Secretary Charlie Gray who works behind the scenes with me on that committee. We processed several applications this year and another is in progress. Thank you to members who have donated to this fund helping members with illness which is longer than twelve weeks. Also, thanks to Les Allt who ten years ago set this up with me. Questions can be directed to: rbeaumont@tma149.ca

President Morris noted that MAF funds are very well managed and available to you not only for a medical issue, but it could also be a mental health issue or some other challenge you are facing. The Board doesn't really touch on that committee dealing with it at arm's length and holds the confidentiality of what they do extremely tightly. Morris then put a challenge out especially to members who have been working under a collective agreement during Covid and have continued to get paid to consider donating to the Members Assistance Fund of the Toronto Musicians' Association. It is going to be a tough next seven or eight months for our members, more so than it has been. CERB and CRB has ended, and many are facing real challenges and it is heartbreaking to hear of a member selling an instrument to pay rent. We are not all protected equally but we are all in this together, so any contribution to MAF will be greatly appreciated and put to good use.

(continued...)

The next thing is that we will not be returning to Gervais Drive office. Our lease is finished end of January. So, keep an eye out for an email regarding the sale of office chairs, filing cabinets or desks

Life Members, 50-year members and 25-year members:

25 year pin

Jill Vitols
Dave Bourque
Brownman Ali
Elissa Lee
Stephan Moccio
Sandy Mamane
Jani Lauzon
Julie Michels
Uri Mayer
Priscilla J.M. Wright
Sydney Eun-JIn Chun

50 year pin

Walter Mishko
Adam Timoon

Life Members

Vern Dorge (spoke)
Kim W Ratcliffe
Mike Massaro
Anthony Panacci
Steven Wallace
Christine Harrison
Robert S Carroll

with a great history. This is going out to our members prior to being donated.

Stan Meissner
Chase Sanborn
Janusz Borowiec
Charmain Louis
Shelley R Hanson (spoke)
Ellen R Meyer
James A Macpherson
Dorothy M Pellerin
Curtis Metcalf
Tim Fitzgerald
Louise Pauls
Jill Vitols

Lawrence Gowan
Lewis John Mele
Mark McKeen Kersey
Robert Piltch
Kevan MacKenzie
Leslie Kinton

New Business:

John Trembath had a question about the Tariff off Fees starting in September and going to 2022 as to whether we were going to do something similar to last time with annual increases?

President Morris thanked John for the reminder and stated that he sees no reason why we shouldn't do the same as last time, which was basically that we built increases into the Tariff so that we keep up with the cost of living and inflation, rather than sitting with a tariff for three or four years and then play catch-up. Trembath stated that he really appreciated that and would like to see it continue.

Praise Lam had a question as to the TMA's position on Vaccine Mandates.

Morris responded that the people who hire us The Canadian Live Music Association (Theatres, Orchestras, Bars, Club & Venues), presenters almost without exception are insisting 'that if you want to come to our show, you must be double-vaccinated. And if you want to play at our show, you must be double-vaccinated. In their case it is a business/liability decision that is not negotiable. They don't have time to play around with it as they have so many other challenges one of which is they are barely able to get insurance as it is right now. It isn't about politics; we can't be in business without insurance. The rates now are up 200 to 300 percent for concerts. I sit on a Board involved in a free festival for children, and to put on a week of concerts insurance has gone up to about \$40,000 for that one week. Morris then asked Scott Harrison to comment.

Scott Harrison responded that from an operational perspective, we've cited the Ontario Human Rights Code as the basis for providing exceptions if appropriate. The Employer accepts the liability and is responsible for providing a safe workplace. We haven't adopted a specific policy from the local, but we have facilitated dialogue between the musicians and their employer, on either side of the issue as required. We've been active in formulating health and safety plans. Operationally until directed otherwise, we don't have a unique local-wide policy that applies to us.

Ray Dillard spoke as he was involved in the Pamphlet B Touring Musicians negotiations with New York with a couple other locals, "rest assured that if you are involved in any of the touring shows headed our way (about 5 in the next year and a half), that negotiation

created a very succinct and clear health & safety package unique to touring and any Pamphlet B productions".

The Members present then commemorated recently deceased Members with a moment of silence

President Morris acknowledged our long-serving Administrative Manager, **Dawn Rodriques** who passed away earlier this year. Dawn served us for more than 48 years at the TMA and she knew everything about our organization and almost every member by name. We are very sorry that she passed, and we wish her family well. Morris then continued with the names of other recently deceased members:

Jeanne Lamon
Gunther H Franke
Stuart Salmond
Robert Edwards
Victor F Bland
Moe Allan Wozniak
Dawn Rodriques

"We speak their names with fondness and respect, as fellow brothers and sisters in what we have chosen to do with our lives."

C.E.O. Kiana Eastmond made one last comment that she is sincere in asking members to reach out and connect with her.

MOTION: M (Morris) "that the meeting adjourn." (12:22 p.m.)



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(attributable or anonymous)

Complete the form in the optional section. Your suggestion will be forwarded to President Ray Dillard. All submissions will be reviewed as soon as possible.

Take advantage of this opportunity to get involved with contemporary issues, and to have a direct and confidential line with your union leadership. Let us know how you think we can better serve you and your professional needs.

www.tma149.ca

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staff of the Association are directed to register in the membership section and link to Members Forums. If you wish to remain anonymous, you must first enter your submission in the Suggestion Box (see below) under Anonymous with the request that it be published in an appropriate Forum. If deemed suitable, your submission will be subsequently posted, anonymously as requested. All submissions to Members Forums are subject to the forum rules contained in the Forums section. Submissions are vetted by one or more Moderators to ensure compliance with the rules and to safeguard members' privacy as may be requested.

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1/3 Square	5.077" x 5.077"	\$325	\$310	\$290
1/4 Vertical	2.4" x 8"	\$250	\$240	\$225
1/4 Horizontal	7.75" x 2.4"	\$250	\$240	\$225
1/6 Vertical	2.4" x 5.097"	\$175	\$165	\$155
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