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

CRESCENDO



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NUMBER 1



PRESIDENT'S REPORT

Andy Morris

It is unfathomable that we are 2 years into a live music moratorium. Nearly everyday I take a look at our operations and see members paying their membership dues and even better paying work dues. Now the cynic might see that as just looking out for the financial security of the TMA. That is one of the roles of the Board. However, when I see a name I recognize paying dues it literally fills me with hope for our members and a fulfilling sense of community.

The act of paying your dues is one of fellowship and acknowledging we are each individually part of something greater. The shared experience of being a musician literally brings us together to share our skills and contributions so we may all benefit. It is in many ways selfless.

I know it may feel like a reluctant obligation to keep working under your contract, accessing a P2 visa or a paid way into a pension plan but it really is something bigger than all those things.

We moved our offices this week. As I took down a 50 pound plaque honouring a guy I never met, and 30 pictures of previous presidents going back to the 1880's I felt a profound sense of continuity and history. There is even a handwritten minute book from the last century showing John Drake came in and paid a fine for undercutting another musician in an un gentlemanly way... twenty five cents he owed.

All of this speaks to the pride and dignity the TMA has brought to their members for over a century. There are an agreed set of rules and obligations our membership crafts and updates as times change that provide a framework for how we work and engage as professionals deserving of respect and a voice.

As musicians we pay our dues, literally \$49 a quarter, but we also pay dues. We know for example the second we book a holiday trip, we will get called for a gig the same dates. We tend to only remember the wrong notes or missteps when thinking back on our careers, and not remember all the righteous grooves we laid down. We know even if we are the best there is on any given day, there are no guarantees in this lifestyle that will mean work. As they say, you are only as good as your last gig. That is also paying dues. That is what we share.

If any of this resonates with you I have a favour to ask.

Consider giving back by joining the Board of directors or a committee. We are down a few members and we have a unique chance to bring in some new blood half way through a term and give new members a chance to see how rewarding service to your membership can be. We are especially interested in recruiting members with Board experience, business experience, labour experience, jingles, film and media, legal knowhow and fundraising. Most importantly, if you do NOT see yourself reflected in the current board, consider joining us. We need your voice. If you are interested please email cgray@tma149.ca and put "I want to be a board member" or something equally clear in the subject line. Thank you for your support and the opportunity to serve you.

Warmest regards
Andy Morris



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

NOTICE TO MEMBERS
TORONTO MUSICIANS' ASSOCIATION
GENERAL MEETING
VIDEO CONFERENCE
FRIDAY FEB 25th 2021, 11:00 a.m.

By Zoom Videoconference

**Topic: TMA 149 Zoom General Meeting
Feb25, 2022**
**Time: Feb 25, 2022 11:00 AM Eastern
Time (US and Canada)**

Join Zoom Meeting
<https://us02web.zoom.us/j/85659681612>

Meeting ID: 856 5968 1612

Find your local number:
<https://us02web.zoom.us/j/85659681612>

Notice is hereby given that a General Meeting of the Toronto Musicians' Association will be held by Zoom Videoconference on Friday February 25, 2022 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 General Meeting of Friday December 17, 2021 held by Videoconference and published in the February 2022 issue of Crescendo
- President's Report
- C.E.O. Report
- Vice President's Report
- Treasurer's Report
- Committee Reports
- Presentation of Cards to Life Members and 25/50 year pins
- New Business
- Commemoration of recently deceased Members
- Adjournment

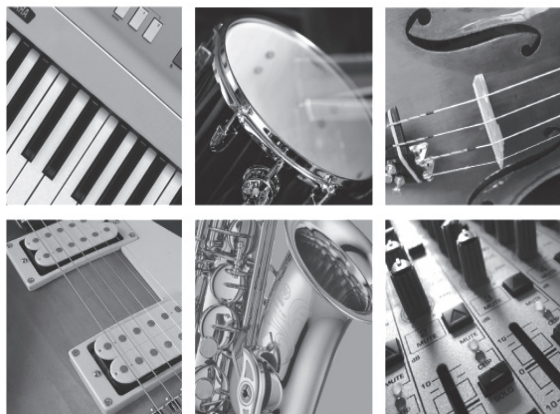
**TMA 2022 GENERAL
MEETING DATES**

**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**



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VICE PRESIDENT'S REPORT

Dr. Rea Beaumont

On January 24, 2022 Statistics Canada released a report summarizing the financial impact of COVID-19 on performing arts companies in 2020. It states that, even with government subsidies, “industry revenues declined by a record \$783.8 million from 2018 to \$1.8 billion in 2020, falling to their lowest level since comparable data became available in 2014.”

The report acknowledged that the “bounce back” will vary in different sectors of the performing arts, “as evolving conditions during critical operating dates and limited opportunity for in-person events for most of 2021 will likely push any appreciable recovery to a later time.” The full report is available at: <https://www150.statcan.gc.ca/n1/daily-quotidien/220124/dq220124b-eng.htm>

This prolonged state of uncertainty and shortage of work has resulted in serious financial issues for the sector. The Government of Canada recently introduced the Canada Worker Lockdown benefit for eligible employed and self-employed workers, in order to provide temporary relief for several months at \$270 per week after taxes.

The ongoing situation has caused significant stress and anxiety. Please know that, if needed, professional help is available 24/7 from: The Unison Fund: 1-855-9UNISON (www.facebook.com/UnisonFund/) Toronto Distress Centres: 416-408-4357 or 416-408-HELP (www.dcoqt.com) Canadian Mental Health Association 1-833-456-4566 (<https://cmha.ca>) Emergency Services 911

To help alleviate financial burdens, especially those due to illness, the TMA offers 3 benevolent funds: HEW (Health, Education & Welfare) for illnesses lasting up to 12 weeks, MAF (Member Assistance Fund) for illnesses lasting 13 weeks or longer, LMBF (Life Member Benevolent Fund) for Life Members to provide

financial assistance with TMA membership dues

TMA members can also apply for the AFM Lester Petrillo Memorial Fund for Disabled Musicians through the TMA, although it is administered by the AFM International Secretary-Treasurer's office in New York.

The year 2022 celebrates a decade since the inception of the Member Assistance Fund Committee and ten years in my role as Chair. The Fund has evolved from helping TMA members in need pay their annual membership dues, to providing up to 24 weeks of financial assistance for eligible applicants with long-term illness.

The TMA's benevolent funds were featured in International Musician (October 2020) as a working model for other Locals to emulate, due to its innovative structure. When researching other benevolent fund models ten years ago, many of the national and international organizations were tasked with adjudicating applications and examining the applicants' financial history. As that outlook did not align with the TMA, the MAF Committee developed Operational Guidelines to specify the eligibility and application process.

In January 2015, a number of TMA members donated their performance fee to support the fundraising tribute concert held at the Panasonic Theatre, in memory of former TMA Executive Director Jim Biros. Thank you for doing so. Proceeds supported the MAF and PAL (Performing Arts Lodge). Now sustained by a percentage of Work Dues from the TMA General Fund and donations, the MAF Committee has extended the duration of assistance it can offer, especially for members with serious illness. The TMA Benevolent Fund Policy & Procedure guiding document continues to incorporate minor updates. Thank you to fellow MAF Committee members Secretary Charlie Gray and Doriann Forrester for their ongoing work, compassion and dedication to helping members.

Questions on MAF: Vice-President Rea Beaumont rbeaumont@tma149.ca

All application forms, Questions on HEW: Dennis Passley, TMA Membership & Contracts Coordinator dpassley@tma149.ca

Questions on Petrillo Fund: Secretary Charlie Gray cgray@tma149.ca

Rea Beaumont





CC of M DIRECTOR'S REPORT

Debi Sander Walker

I am a longtime member of the Toronto Musicians Association and have served as a Director on the TMA Board since 2009. I have learned so much and it has been an exciting ride. In recent years I have been honoured to be representing the Toronto Musician's Association, Local 149, as a Director on the Board of the Canadian Conference of Musicians. We represent all the Locals across Canada. I have met so many new and very dedicated musicians -- we understand that working together accomplishes so much more than standing alone. As a union we don't think just about ourselves, we think we! There are a lot of exciting and challenging things happening in our music world. We are trying to understand this "New Normal" and how it mixes with our "Old Normal" ... it's like a music MASHUP! People miss live music so much -- we are very important and valuable. The

value that live music brings is life itself. Music is so powerful that it can relieve stress and take your mind to a better place. That's a good thing since we are stuck in the middle a pandemic.

One of my brothers lived with a lot of pain for years and before he passed away he said: "The medical field with their pain meds got it all wrong. Music can ease my pain, like Pink Floyd's 'Great Gig in The Sky'. That song comes up and meets my pain and then calms it right down." It's like magic. As a singer, I have experienced that magic many times.

In our music world we don't say "I am going to work", We say "I am going to play." Sometimes I think musicians are just big kids who don't want to stop playing. But we do work hard, we rehearse, we keep developing our craft to the best and then do it all again. We love what we do so much and that is a life gift we can share.

"Music is life itself." Louis Armstrong

Debi Sander Walker

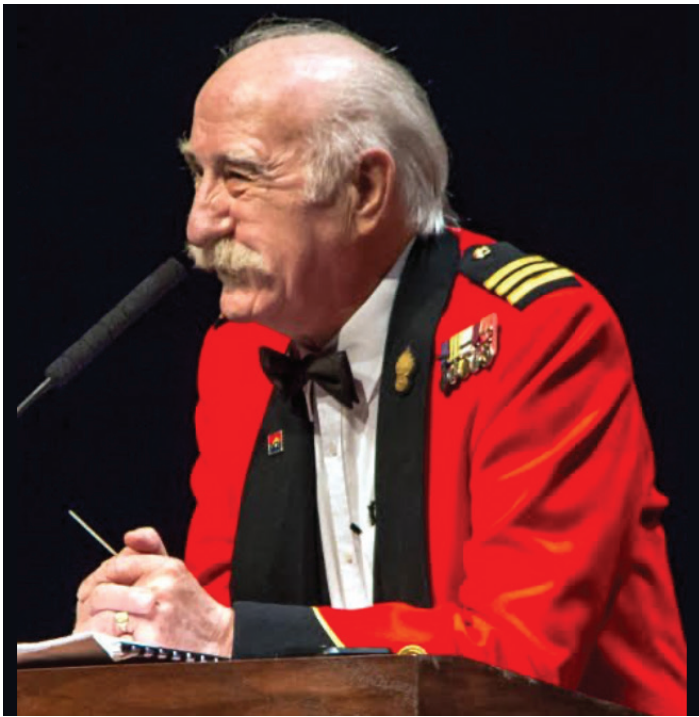
Director, Canadian Conference of Musicians'

TMA Vaccination Policy for Office Entry

FEBRUARY 1, 2022

This policy applies to all TMA/CFM members, TMA staff, Board of Directors and guests. Since the onset of the pandemic, the TMA/CFM has taken the necessary health and safety measures to ensure everyone who enters our office remains safe. Vaccination has proven to be one of the most effective tools in the response to COVID-19. Therefore, we have implemented the following vaccination requirements:

Starting February 1, 2022, TMA will require that all CFM members, TMA staff, board, and guests who wish to enter the office be fully vaccinated. Proof of vaccination QR code and identification is necessary and non-compliance shall result in denial of entry. The only permitted exceptions will be accommodations based on certified medical contraindication or discrimination based on creed. This new policy follows public health guidance to ensure the safety of everyone. For anyone not fully vaccinated, all TMA services continue to be available by contacting a member of our staff by phone or e-mail. As of February 1, 2022, the vaccination requirement, with proof, consists of two doses of COVID-19 vaccines from Pfizer-BioNTech (Comirnaty), Moderna (SpikeVax), Astra-Zeneca (Vaxzeria) or Covishield, or a combination of these vaccines with the second dose being administered at least 14 days prior to entry to the TMA office.



Robert Allan Herriot

Aug 25th, 1931 - Dec 19th, 2021

By Doriann Forrester

The world became a little smaller on December 19th, 2021, with the passing of Canadian music legend, Bobby Herriot. The following touches on his prodigious accomplishments: Born in Edinburgh, Scotland, Bobby received his formal musical education at The Royal Military School of Music (Kneller Hall), Royal College of Music and Royal Academy of Music and served in the Regimental Bands of The Royal Dragoons and Royal Horse

Guards. In 1957, Bobby joined the Royal Canadian Air Force where he served in Edmonton's Tactical Air Command Band and Ottawa's RCAF Central Band. In 1960 he was transferred to the NORAD Band in Colorado Springs.

After leaving the Forces in 1966, Bobby performed in Vancouver as a freelance musician and lectured at UBC's School of Music. Always in demand as a conductor, adjudicator, clinician, music arranger and renowned trumpet soloist, Bobby continued his successful musical career throughout Canada and the U.S. Moving to Toronto in the early 1970's, Bobby performed with Howard Cable, Rob McConnell, Guido Basso, Dave Woods, Buddy Rich, Stan Kenton, Xavier Cugat, Lionel Hampton, Peter Appleyard, Boss Brass and more. He led his own popular dance band and became Director of Music for the 7th Toronto Regiment, Royal Canadian Artillery Band. Bobby retired from the Canadian Forces with the highest rank ever achieved by a musician, Lieutenant-Colonel. He also conducted many community bands including Thornhill and Hamilton concert bands.

Bobby is the past President of the Toronto Musicians' Association, and VP from Canada for the AFM. Nancy Neal, former personal secretary for Bobby at the TMA says, "Bobby led us, the longtime staff, through our years from innocence to worldliness during which time we learned how not to be wimps and to stand up for ourselves and be strong. He was the person who got us unionized, and he was probably the funniest person I ever knew. Working for him was wonderful."

He served as advisor to Canadian performing arts agencies and is the recipient of many national and international music awards including the Canadian Band Association National Band Award, recognizing his significant contributions to music, music education and the business of music.

Bobby survived and thrived in the music biz by wearing many hats, subsequently touching many lives. He made sure to tell us young musicians that it's the Music Business, with the emphasis on Business, because being the best musician out there didn't mean a damn thing if you weren't ever heard...

The following are some fellow musicians favourite Bobby Herriot memories: (we could fill the whole Crescendo with these stories...)

On adjudicating music festivals with the late Bram Smith Jr: "the band that was playing was just awful-but we never wanted to start an adjudication with negative comments...the only positive comment we could come up with, you all have very nice shoes..."

Mike Lawson: "Bobby returns to England for a reunion of the Blues and Royals. On entering the guard shack, he was asked by the duty Corporal what his rank was on retirement. Bobby replied "Lieutenant/Colonel", whereupon the Corporal said, "Oh F*%# Off, you musicians are always messing about." Bobby pulled out his ID showing that he was indeed a L/Col. The Corporal shot to his feet and stood at attention. The others in the shack said, "OMG, he just told L/Col to F*%# Off."

John MacMurchy: This story combines his sense of humour, the limit to his patience, and his insistence on treating musicians with respect.

We were playing the Imperial Room for dinner and dance. A man requested a song that we didn't know. Bob apologized and said that if he had another request, we would gladly play it. The fella came back in the second set, a bit drunk, and requested the same song. Bobby

kindly said, "I'm very sorry sir, but as I told you...if you have another request...Third set the guy's back again, loaded, and tugs on Bob's trouser leg in the middle of a tune. Bob stops the band - the dance floor's packed - and is about to tell him again when the guy interrupts him and says, "Oh, you know, it goes - la la la" and starts humming some random song. At this point, Bobby thrusts his trumpet into the guy's hands and says, "Here! Play the god damn thing!" The man looked confused and a bit frightened and Bob took back his horn saying, "You see, it's not as easy as it looks", and counted in the band.

Trish Beck: While conducting the 7th Toronto RCA band at a park concert, Bobby asked the audience if they had any requests. A lady came up with her request written on a paper and gave it to him while he was conducting - Bobby never missed a beat, and when we finished, he called the next song. He turned to the audience, said the name of the tune and yes we could play it, but we don't have the music, so we will play this one which has all the same notes but in a different order!

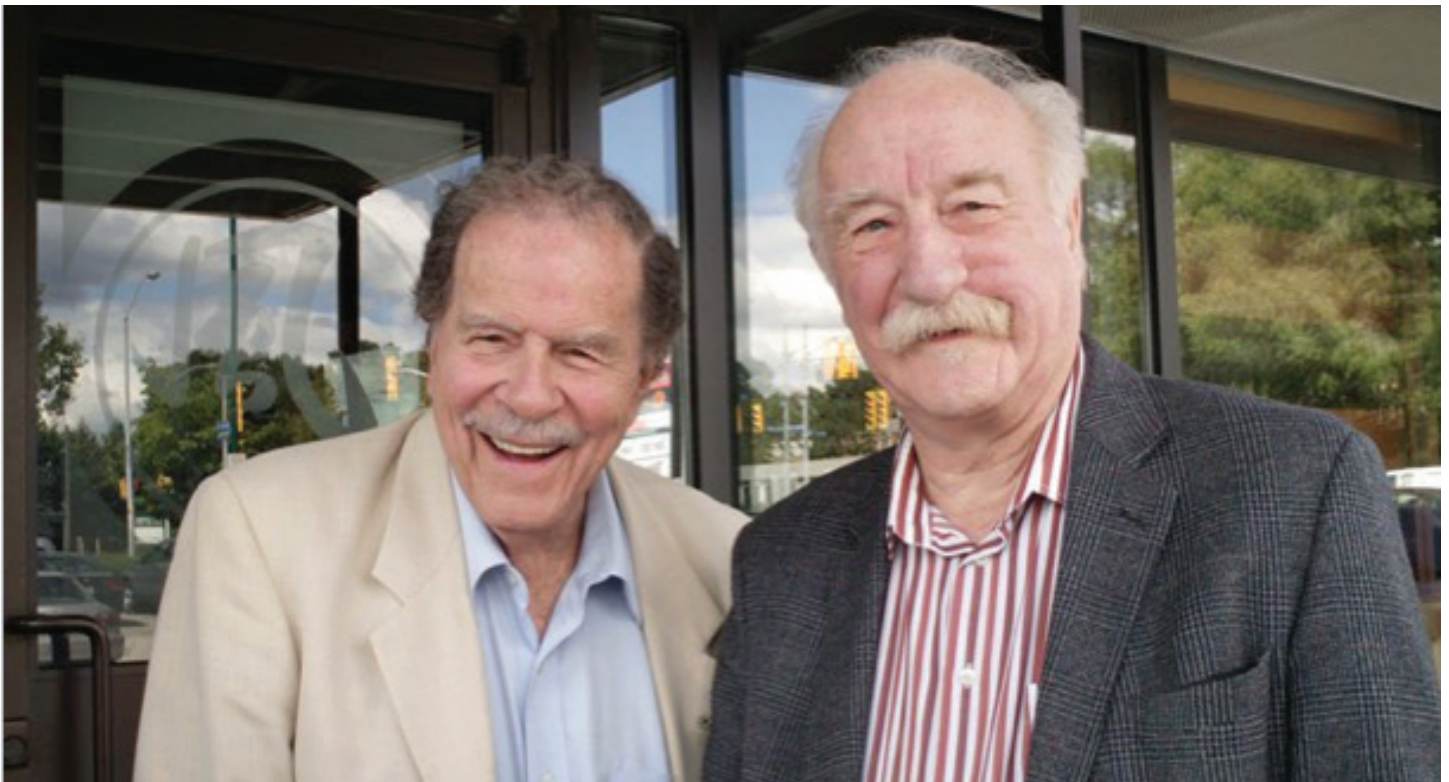
Gino Falconi: "His wonderful love of his family & especially his wife, Etta shone brightly as they enjoyed their 60 plus years of the special love match they had. Professionally his musicianship, organization, leadership & support for the many organizations he championed will never be forgotten. Whether it was a fanfare for the Opening Ceremony of the Juno Beach Centre in France or a special arrangement for the 25 Royal Canadian Military Institute Military Band Spectaculars, you could count on HLCol Herriot to produce something masterful. I will treasure the sounds of the composition 'FALCON ON PARADE' he wrote & dedicated to me in 2018."

Bandleader: Royal York, Old Mill, Royal Winter Fair, CNE... Highest ranking musician in the Canadian Forces, President of the TMA and AFM VP for Canada, Trumpeter and Trumpet soloist with his own Getzen trumpet model named after him, Composer, Arranger, Conductor, Husband to Etta & father to his kids, teller of tall tales and copious jokes...

Survived by his wife of 67 years, Etta Herriot, children Jackie, Rick and Yvonne, 4 grandchildren and 8 great grandchildren.

He will be remembered and missed.

Assembled by Doriann Forrester – TMA board as director when Bobby was president. My apologies to the many wonderful stories I missed!



Bobby with lifelong friend Howard Cable

NEW MEMBERS

Steven Lourenco
Guitar

Ava Shadmani
Violin

Daniel Villareal
Bass

Joseph Brosnan
Bass, Guitar, Vocals

Danielle MacMillan
Vocalist

Emily Misura
Violin, Cello, Guitar, DJ

Miles Lenehan
Vocalist

Katie Ryan
Bass

Tom McGreevy
Guitar, Vocals

Christopher Di Genova
Drums

Zaid Khan
Guitar, Vocals

Owen Fedchenko
Bass

Duane Gibson
Vocalist

Chhavi Nanda
DJ, Vocals

Marcus Walker
Guitar, Bass

Ella Coyes
Vocals, Guitar

Christopher Boucher
Librarian, Composer, Piano

Kate Carver
Piano

Stephen Bennett
Drums

Jonathan Stuchbery
Lute, Guitar, Vocals

Kara-Lis Coverdale
Piano, Conductor, DJ, Violin

Justin Zoltek
Bass, Guitar, Vocals

Isaac Teague
Bass

Mishael Eusebio
Vocals

Ondrej Golias
Bassoon

Rachel Bobbitt
Vocalist

Zack Elliott
Vocals, Guitar

Emily Belvedere
Harp

Gordon Wright
Composer, Drums, Producer

Justice Der
Guitar, Bass, Keyboards

Eamon McGrath
Guitar, Bass Drums, Keyboards

Owen McClausland
Bassoon, Vocals, Violin

Virginia Frigault-MacDonald
Clarinet

Ryan Faist
Vocals, Guitar

REINSTATED MEMBERS

Andrew Moljgun
Valerie Li
Julian Brindley
Evan Lewis
Brett Carruthers
Daniel Brielmaier
Mike Duffield
Craig Moffatt
Arden Schofield
Savannah Simpson
Antony George Cook
Ivana Santilli
Jason Brum

RESIGNED MEMBERS

Gennaro (Gino) Montanaro
Charna M Matsushige
Derrick James Mehaffey
John Calabrese
Larry Ernest Potter
Marcus Allan Manhas
Mark J Promane
Paul Edward Brennan
Hans J.f. Preuss
Tristan Avakian
Will McDowell





MPTF COMMITTEE

Jay Boehmer

TMPTF is currently accepting additional applications for live streams (100% funding) on a case-by-case basis until the end of the fiscal year (April 30th), or until funds are exhausted. Local 149 has already used up our annual allocation of \$95,800. This year's total number of performances or live stream events to date is 88.

With the Music Performance Trust Fund providing 100% funding for live streams, our allocation has been depleted much more quickly than usual. The TMA is looking at creating a quarterly budget for 2022/23 in order to stretch our allocation over 12 months. With some performances being cancelled and some locals unable to use their allocation, MPTF is able to offer additional funds to all AFM locals. To date, we have accessed \$4,600 above and beyond our allocation.

It remains unclear as to what the funding model will be for the coming fiscal

year which commences May 1, 2022. MPTF traditionally provides 50% of the cost of the musicians including scale wages, pension and HST. Since the start of the pandemic, they have been providing 100% funding for live stream events. (A sponsor is still required in order to accept the cheque from MPTF.) I anticipate that live streaming on the MPTF Facebook page will continue in 2022 and our annual allocation will likely increase. There should news from MPTF to share sometime in April or May.

Jay Boehmer

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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):

Ruth Budd
Life Member
Died: June 30th, 2021
Instruments: Double Bass, Mandolin
Admitted: June 4th, 1947

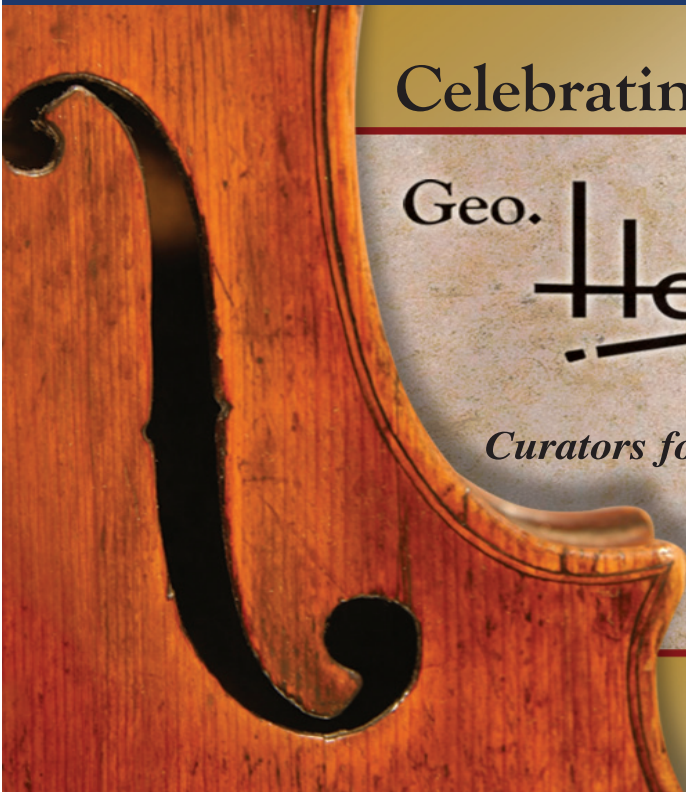
John W Milosh
Life Member
Died: Sept 8th, 2021
Instruments: Violin
Admitted: September 13th, 1983

Dick 'Syncona' Smith
Life Member
Died: Dec 2nd, 2021
Instruments: Drums
Admitted: January 5th, 1958

Dorothy L White
Life Member
Died: Dec 19th, 2021
Instruments: Harp
Admitted: May 5th, 1969

Bobby Herriot
Life Member
Died: Dec 19th, 2021
Instruments: Trumpet
Admitted: April 6th, 1976

Beverley Crompton
Life Member
Died: January 31st, 2022
Instruments: Harp
Admitted: October 8th, 1976



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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 Secretary Charlie Gray email: cgray@tma149.ca

I HEREBY NOMINATE: _____

For _____

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

Your name: _____

Signature: _____

Telephone: _____

Date: _____

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TMA149 Member Discounts 2021-2022

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



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

DRAFT MINUTES
TORONTO MUSICIANS' ASSOCIATION
GENERAL MEETING
TMA149 - by Zoom Video Conference
Friday, December 17, 2021, at 11:00 AM

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

The meeting was called to order by President Morris at 11:06 a.m. Morris then welcomed the members present stating "this is our final general meeting of this calendar year and I want to welcome everybody heartily and I appreciate you all giving your time and your attention to the business at hand." Morris then 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: President Morris, Vice President Beaumont, Acting Treasurer Simmonds, Secretary Gray, Directors: Shiels, Sander Walker, Mosher & C.E.O. Eastmond

President Morris then put forward the following two Motions:

Motion 1: M/S (Morris / Johnston) "that the Agenda for the Friday December 17, 2021, General meeting as published in the December 2021 issue of Crescendo be approved." CARRIED

Motion 2: M/S (Morris / Trembath) "that the Draft Minutes of the TMA General Meeting of Friday October 22, 2021, held by Videoconference, as published in the December 2021 issue of Crescendo be approved" CARRIED

Morris then began his report by stating "without a doubt this has been one of the most challenging years that this organization has faced, and our success is due in no small part to the board, the staff and our membership which has remained incredibly loyal. You will hear some statistics around that from the Treasurer's report. I think that's a sign that they believe in who they are as individuals and who they are as members of a community of musicians spanning every facet of this sort of work in Toronto. I think the other reason that we've managed to be successful is we understand that we're all in this together and that we have to sort of depend on each other regardless of the fact that some people have had work and some people haven't. One thing we've all had if we're here today, is membership in this organization. At the beginning of COVID we reduced our membership fees to \$49 per quarter. These discounted dues rates are available to anybody who chooses to pay four or more quarters at a time, or just simply signs up for automatic billing. It's my pleasure to tell everybody here at this meeting that we will be extending the \$49 per quarter rate until further notice. This has proven enormously successful in maintaining membership and it has more than paid for itself by keeping people engaged, we understand that the strength of this organization is about the people who are our members.

(Board Motion passed December 10, 2021: That the TMA Board of Directors recommend an extension of the Dues amendments approved at the December 2020 General Meeting. Dues will remain \$49.00 per quarter for 2022 and until further notice. CARRIED)

C.E.O. Kiana Eastmond joined the meeting and stated that January 30th is our last day at Gervais Drive and TMA149 will be moving to a temporary location at Bloor St. and Avenue Road for nine months (across from the Royal Ontario Museum). Eastmond said she just had an exciting meeting with the City of Toronto. Subjects included how do we properly respect and support musicians here in the city of Toronto. "I think of having a really big spotlight on us and being able to make sure we get our house in order is the main priority for me. How we want this membership to be valued not only by one another, but by our partners in the music space and in the music industry. And so, people are becoming very excited about the value that we bring. I think post-COVID and a post-lockdown the conversations about why agreements are important and why pension is important, getting things in order is important, at the forefront of most conversations."

Kiana encouraged Members to reach out to her and have a conversation and will have a finalized report in the new year. She finished by saying "thank you again for the opportunity to be a part of this organization, I'm incredibly proud to represent you every day more and more, I really do feel strongly committed to our mandate and our mission because it really does help support and change lives. Every day I get a little bit better at discussing the value that we bring. But it also reminds me of the value that we need to bring in and the ways in which we definitely need to serve this membership."

It was also stated that our office furniture, filing cabinets etc. are available to members at very low prices and all the TMA contact information, emails, et cetera, are going to remain the same for the next nine months.

Secretary Gray's first piece of business was the nomination and election of delegates to the 2022 AFM Convention and Canadian Conference in Las Vegas, Nevada, which more than likely will be held by Zoom. Gray stated that President Morris was a Delegate by virtue of office. Debi Sander Walker then nominated VP Rea Beaumont who accepted the nomination. Beaumont nominated Director Debi Sander Walker who accepted the nomination. Pat Simmonds nominated Kiana Eastmond who accepted the nomination. VP Rea Beaumont nominated Director Amelia Shields as alternate, and Shields accepted the nomination. Gray noted that any member can view the AFM Convention as a non-voting observer.

Gray then then said now we have a motion to confirm Pat Simmonds as treasurer. At the moment, he is acting treasurer, which we published and went over at the previous general meeting.

Motion 3: M/S (Gray / Morris) "whereas director Pat Simmonds was appointed acting treasurer at a special board meeting on October 20th, 2021, as per TMA bylaw sixty-five, the members

confirm Pat Simmonds to hold the Office of TMA Treasurer until the next general election.” CARRIED

The third Secretary item was the motion regarding the name change from executive director to chief executive officer, which is primarily housekeeping in nature, to put it into the minutes and into the bylaws properly. Discussion and questions from membership ensued followed by the Motion.

Motion 4: M/S (Gray / Morris) “Be it resolved that Articles 53(d), 79, and 88 be amended per the additions and deletions published in the December 2021 issue of Crescendo (Vol. 71:4).” CARRIED

At this point Kiana Eastmond responded to a member’s question regarding the title change saying “everybody’s input is incredibly valid to me and there was a recent comment that said actions are more important than titles, and I absolutely want to address that because I do think that is very important. One of the things that you will see from me as we continue to work together is that a large part of the way that I work is that I want to create the new ways that we need to do things or to optimize on the way we are currently doing things. I really hope that as the year goes by, that you see, and you value the fact that the actions will be there and that you will feel really strongly and proud of the fact that this name change is happening and that I am out there representing this constituency. So, I just wanted to acknowledge you because that’s how I am with my team. And so that’s how I am with everything.”

Treasurer Pat Simmonds began his report stating “it is a bit of a summary of the year to date, rather than a monthly appraisal. For anybody who saw the federal budget update earlier this week, you’ll have noted that the incumbent government was cautious but optimistic in their outlook. Our budget is no different. It’s a cautious but somewhat optimistic outlook as we go into 2022. We are in the black, not running at a loss. I will say that our system of accounting is accrual, so we look back at our numbers from some point in the future and we’ve already started meetings with our accounting firm Hogg, Shain & Scheck and are set to begin our assessment of 2021 which will begin in March of 2022. We’re in good hands with our accounting firm, and they go through our books with a fine-tooth comb, also no small thanks to President Morris in his previous role as treasurer. It’s made vastly easier with the new software setup that we have and as Andy said, there will be some structural changes to the office, not only our physical location but also staff which will significantly reduce expenses moving forward. So, it’s very hard to say that we’ve had a great December because December is not over, but typically, this would be a very busy period for our musicians doing Christmas shows, clubs and holiday parties. People are back in the theaters, but the theaters are now endangered with the latest Covid uptick. So, what we’re going to be doing two weeks from now or even a month from now, all we can do is wait for the numbers and hope for the best. But suffice to say, we were in the black and we survived 2021 better than anybody could have thought. Our investments are doing well following the upward climb of the stock market, we’re at a pretty healthy position and I look forward to actually crunching these numbers with the accountants in the new year and presenting these reports. So that’s my Treasurer report. If anybody has any questions, fire away.”

President Morris then added that “this is the moment where we’re frantically trying to get all the documents done before

December 31st and then we can sort of lock the books down and finish the audit process with our auditors. I did have a question from some members recently around helping out other orchestras that are on strike and thought might be worth sharing with you some of the statistics of our people and what they’ve done over the last two years. 75 % of our members were typically working under at least one contract in 2019 while 32% of our members worked under a contract in 2021 to date. Now, that number will likely climb a bit because that would have been numbers to the end of October. To be honest, symphonic members saw a decline in their income of about 29 %, while theater members saw a decline of 439%. Freelance musicians actually saw a 16 % increase in their median income, but their total earnings were down by 500 %, and theatre’s total earnings were down by 4,670 % with symphonic earnings down the least 133%. When you look at those sorts of statistics, you realize that COVID has really disproportionately affected the theatre sector the worst and what we would call miscellaneous live engagements. The freelance sector came in second from the bottom with the impact being so hard on them. Those members who have the benefit of a collective agreement actually suffered as well, but not to the same depth. Although I’m sure if you ask them, it was really hard to get anybody to take a 29 percent cut in pay on average, that’s a tough thing to ask of anybody. But in the perspective of all our members, they probably fared the best. So, I just encourage you to think of your brothers and sisters when you’re thinking about how bad you’ve had it in the last two years, there’s probably members who have had it far worse and probably members who have had it way better, and that’s always been the case. We’re just all suffering a little bit now and it behooves us to sort of keep that in mind as we move forward in our policies and in our practice about how we hire one another and how we work with one another and how we support each other moving forward. So, let’s take care of each other and be careful.

Committee Reports

MAF Committee chair VP Rea Beaumont began by stating “Member Assistance Fund helps provide financial assistance for members to apply for illnesses that are 13 weeks or longer. The committee is comprised of Secretary Charlie Gray, flautist, and member at large Doriann Forrester and me as chair. I do want to thank Brandon Chui of Tafelmusik and Les Allt from the Ballet Orchestra for stepping in and serving as alternates for the committee when we have any potential conflict of interest with the application and the committee. We had more applications this year and have approved all of them so far, five and it will probably be six by year end. So that has doubled basically from last year. The good news is that more people are aware of the fund, but what worked the best was actually word of mouth. We are currently updating and simplifying the forms.”

“So, if you do know anyone who’s unwell, you can actually fill out the application form on their behalf. That’s something a lot of people don’t know and when you’re very sick, it’s the last thing you want to do. So as long as they have a doctor’s note and there’s a form for that as well, the doctor can just simply ask the question and answer the question. And the other thing is we can reimburse the cost of that doctor’s note up to seventy-five dollars and we can reimburse the annual membership dues for the TMA as well. And it’s particularly challenging for members who are severely ill, those who maybe will not recover. And it is hard for the committee to read

those applications because they are members and their colleagues, and we never want to go into any detail with anyone outside of the committee. So please do your best as help us out with outreach if you know any member who injured or is unwell including anyone who has COVID.”

President Morris thanked Dr. Rea Beaumont for her tireless dedication to this fund, for members experiencing health difficulties. “She and the other members on that committee do an incredible amount of work on behalf of our membership, I just want to say thanks”.

Morris also gave a quick tariff committee update. The tariff will be updating as per usual on September 1, 2022. Steve Mosher and John Trembath are working on revisions, and we are inviting comment, input, or any ideas for tariff changes from Membership. Please send comments or suggestions to: smosher@tma149.ca

Morris stated that for many decades, the tariff would rather languish. And it took a long time to get to a point where we actually have a yearly increase in the tariff already built in, which saves us from having to come back to the members every eight years. And so, yeah, we need a 15 percent increase just to keep up with inflation because we have an increased every year at one or two percent. So that’s a change that came in a little while ago, and I’m sure there’s more to come. But the tariff is only as good as the input we get from the members who use it.

MPTF Committee Chair Jay Boehmer said “I guess there’s good news and no news as we’ve used up our entire budget. People always get confused about our calendar year and the MPTF fiscal year, which actually continues until the end of April. It might be good having spent all our money now as there may be few or no performances happening, especially in the live situation for January and February. We were allocated almost \$96,000 in fiscal 2021 that we were allocated, and then I was able to get a little extra, so it’s almost \$97,000 that we spent. The good news is that there may be some additional funds in January. MPTF are going to review their budget early in January and then let us know, so if there’s some more money, I will certainly find homes for that. It may be necessary to send an email out to the membership, letting you know what the status is on that and whether they’re going forward with live streams or not. As we all know, right now everything is pretty gray.”

VP Dr. Rea Beaumont then said “I just wanted to say, thanks very much for the outreach that you do, that’s a big part of it and facilitating

the completion of the forms. It came up at Canadian Conference that was really a huge driving force in helping our members maintain some visibility through online performances. That was a lot of extra work at your end, so I just want to acknowledge that and say thank you so much.”

There was no New Business.

Morris: “Thank you, ladies and gentlemen, as I do every time at his point, we will have a moment of silence to commemorate our recently deceased members, we remember them fondly.”

Dick “Syncona” Smith
Teresa Lee
John Milosh

I’m always honored to be a part of this community and to think of the opportunity to play with great musicians and warm hearted, generous people. I look forward to seeing all of you in the new year.

Motion 5: (Simmonds) “that we adjourn” (12:12 pm)

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