

# CRESCEMDO

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

MAY 2020  
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NUMBER 2

## Foreword from President Cara:

*My President's article was written on March 13, 2020.*

*For us in Canada it marked the beginning of what has become an unprecedented world crisis.*

*I felt compelled to write my thoughts on that day, and chose to have it published as such to describe my view at the beginning of this pandemic, and therefore reflects my initial reaction.*



## PRESIDENT'S REPORT

Linda Cara

As I write this article in mid March we find ourselves facing a global event whose impact may be unprecedented. Covid-19 completely changed everyday lives, perhaps in ways we were not completely prepared for, nor could have predicted. News feeds were changing hourly. Our everyday routines, in some cases, came to a halt.

While many with unrelenting faith and positivity reassured with the adage, "this too shall pass..." I found myself becoming more and more devastated watching the impact on musicians' lives. For many members, especially in the freelance scene, keeping careers in motion at the healthiest of times can be challenging. Now, faced with this pandemic, we saw livelihoods impacted more than I can recall, even considering the SARS episode.

The flurry of emails from all Locals indicated to me we were facing a situation to which clear answers were not readily available. Finding direction and an assemblance of

a move forward was almost impossible with the condition of this pandemic, particularly in not knowing when the trending curve would flatten. The newly adopted concept of social distancing, while critical in the moment, brought to my mind two very concerning thoughts; what would recovery look like for our musicians in all live sectors, and most importantly when would we expect such. The layers of uncertainty brought on by this event was something I never could have anticipated during my Presidency.

To this, I will say, the leadership, recommendations and implementations brought forth by our Executive Director Michael Murray, our staff, and Board was extraordinary. I witnessed and participated in a team forging through uncharted territory, where direction could and would change in a minute.

Our bottom line was to keep lines of communication open and deliver transparency to membership while working within the measures brought forth by our leaders, who themselves, were scrambling to respond. We decided we needed to get ahead of this and consider avenues towards potential aid and

support to membership, not just within AFM but researching such at the Federal level.

At the time of this article, this unprecedented momentum was undoubtedly still in conceptual mode. We monitored directives by the CFM, sometimes on an hourly basis, trying to process their continual strategies in the effort to collectively work together and gain a hold towards a path of resolve.

I hope by the time this article is published, we have surpassed the apex of this event. I hope that recovery is in motion. I hope the government will have figured out and imparted aid apropos to circumstance. I hope the public will make a concerted effort to support live music, from our orchestral and symphonic concerts, to our theatre shows, to our night clubs, bars and all events with live music.

Overall, health was paramount, and my hope was that members, their families and loved ones were able to overcome this and that we all were able to mitigate the impact of this wave through proactive measures.

Linda Cara  
President

## OFFICIAL NOTICE OF MOTIONS

### Annual General Meetings May 29, 2020

**Motion to Approve Meeting by Videoconference – To be approved at the TMA149 Annual General Meeting AND the TMA149 Building Corporation Annual General Meeting.**

That the business of TMA and the TMA Building Corporation customarily executed through in person general meetings be executable by videoconference using the motion making, voting and call for recognition technology available, and that when general meetings are held by videoconference only members attending using a computer or mobile device that can access the motion making, voting and call for recognition technology available shall be recognized, be able to make motions, and be able to vote on motions.

### Motion to Approve Suspension of Late Penalties and Reinstatement Fees

That Articles 14 — (1)(c),(2),(3),(4) and (5) of the TMA By-Laws are suspended retroactive to March 20, 2020 until a date allowed for by the AFM International Executive Board or until the Board of Directors reinstates these Articles, whichever is sooner, thereby allowing suspended or expelled members to be reinstated by simply paying for quarters missed without penalty.

**IN THIS ISSUE...** President's Report 1... Executive Director's Report 2... Notice of Electronic General Meetings 2... Notice of Annual General Meetings 3... Draft Minutes 3 & 4... Financial Reports 5-11... MAF Committee 13... MPTF Committee 13... Musician of the Year & Lifetime Achievement Awards 14-15... Member Information 16-18...



**EXECUTIVE DIRECTOR'S  
REPORT**  
*Michael Murray*

**To Our Members,**

What an unprecedented time in your careers and in the history of the TMA. Pat Simmonds, publisher of this *Crescendo* put it best: "Founded in 1887, the TMA and its members have persevered through the Spanish Flu, two World Wars, the Great Depression, the 2008 Financial Crisis, SARS and enumerable other shocks to local, regional, national and global society and economy. We will persevere through Covid-19."

That being said it will not be easy and we will need to stick together in solidarity in order to minimize the damage Covid-19 will do to our collective economic, social, physical and mental health.

We know you are looking to the TMA for leadership in these regards. So far we have enacted increased communications, including regular e-blast updates and virtual town halls. We have been instrumental in launching SaveLiveArts.ca, a call out to government, for immediate assistance in this crisis. Some of those goals have already been achieved including the now updated Canada Emer-

gency Response Benefit which through our collective effort and the response of government can support our membership through these troubled times.

We have prepared to bring our general meetings online and we hope you will support these measures, then get comfortable with the technology at our practice meeting and attend our first electronic general meeting. At that meeting the board will move a proposal for the suspension of late fees and reinstatement fees until this crisis is over, and staff are already doing whatever they can to follow these guidelines to alleviate economic pressure on members.

We have worked with you to make reasonable arrangements with engagers for cancelled concerts and seasons and we have tried wherever we can to get a fair deal for working musicians.

We have made sure that those suffering from a Covid-19 diagnosis are supported through our benevolent funds.

Despite these efforts we know it is not enough. We are going to continue on a number of fronts. We will continue to dig deep and look at the costs of membership. We are ahead in this work as we achieved yet another year of decreases to operating expenses in 2019

and have prepared for this difficult time by ensuring efficiency and prudent spending and saving.

We will continue to support the goals stated at SaveLiveArts.ca and see how we can work with the Federation and other partners to expand our networks and influence.

We will move forward and look to organize the work that is still happening as well as the work that is most likely to return first when restrictions begin to be lifted.

We will look to hold new online sessions for you to learn about relevant union related and general music industry topics so that you can firm up your practice ahead of a reopening of our music economy.

We will continue to look for a new partnership and home for TMA for 2022, albeit with a different set of goals knowing the new reality we are living in.

We will make it through together and we all need to take advantage of this time to ensure we are more professional than ever, and ready for a new reality and for a time when live music can again be a regular part of our lives.

In Solidarity,  
**Michael**

**PARTICIPATION DETAILS FOR ANNUAL GENERAL MEETINGS, MAY 2020**  
**To be held electronically by Zoom Videoconference**  
**Test Meeting to familiarize members with Zoom**

**TMA149 Test Meeting to Familiarize Members with Zoom**

**Time: May 22, 2020 11:00 AM**

**Join Zoom Meeting by Computer or Mobile Device to Listen, View and Participate**

<https://zoom.us/j/94252501662> – Meeting ID: 942 5250 1662

**Join by Telephone to Listen but not View nor Participate**

+1 647 558 0588 • +1 647 374 4685

*Only those joining by Computer or Mobile Device with the ability to use the raise hand and vote functions shall be recognized, make and second motions and vote on motions.*

**TMA149 Annual General Meetings**

**Time: May 29, 2020 11:00 AM**

**Join Zoom Meeting by Computer or Mobile Device to Listen, View and Participate**

<https://zoom.us/j/94753856135> – Meeting ID: 947 5385 6135

**Join by Telephone to Listen but not View nor Participate**

+1 647 374 4685 • +1 647 558 0588

*Only those joining by Computer or Mobile Device with the ability to use the raise hand and vote functions shall be recognized, make and second motions and vote on motions.*



## DRAFT MINUTES

### TORONTO MUSICIANS' ASSOCIATION GENERAL MEETING SANDERSON LIBRARY FRIDAY, FEBRUARY 21, 2020 at 11:00 a.m.

Chair of meeting: President Cara  
Secretary of meeting: Charlie Gray

The meeting was called to order by President Cara at 11:12 a.m.

Secretary Gray then conducted the Roll Call of Officers:

**Present:** Cara, Gray, Sander Walker, Shiels, Mosher, Simmonds, Murray

**Regrets:** Dillard, Morris, Sandals, Beaumont, Spurgeon

President Cara then welcomed the members present, declared that a quorum had been reached and read the following two Motions:

**MOTION #1:** *M/S (Sholzberg/Macmillan)* "that the Agenda of the TMA General Meeting of Feb 21, 2020, as published in the May 2020 issue of *Crescendo* be adopted" **CARRIED**

**MOTION #2:** *M/S (Vangraff/Alli)* "that the Draft Minutes of the TMA General Meeting of Friday Dec 13, 2019, as published in the January 2020 issue of *Crescendo* be approved" **CARRIED**

### President's Report

President Cara thanked the members present for attending and acknowledged all the new members who were present. She told the new members to feel free to reach out to herself, the Board of Directors, Executive Director Michael Murray and our staff at any time with questions or concerns. Cara stated that this is her third year as President of the TMA and is shocked at how quickly this past year has finished, she believes the organization has been on course with many significant and positive changes, the work of the entire team. Whether the Board was contributing time to be involved on a committee or task force, reviewing bylaws, representing TMA on Conference Boards and Conventions along with providing valuable input at our monthly Board Meetings... "this team, Board, Executive Director and all staff have made me look good, I couldn't do what I do without their support." Cara concluded her report by saying members' input is always welcome and the support she has received from members at large has been so incredibly appreciated... "I soldier on." **CARRIED**

### Canadian Conference Delegates

Secretary Gray then initiated the Nomination and Election of Delegates and Alternates to the Canadian Conference to be held in

Montreal, PQ, from June 26th to June 28th, 2020. We begin by confirming President Cara as a Convention delegate by virtue of Office, as per Article 69 (1), and as required by U.S. Department of Labor stipulations, her name must appear on the ballot for Delegates.

Gray then stated that Debi Sander Walker now sits on the Canadian Conference Board and must be nominated as a Delegate to hold that position. In light of this, Gray began by nominating Debi Sander Walker as Delegate to the conference and Sander Walker accepted the nomination. Executive Director Murray was then nominated from the floor (Macmillan) and accepted the nomination as Delegate. Secretary Gray and Director Shiels were then nominated as alternate Delegates (Simmonds/Mosher) and both accepted their nomination as alternates. There were no other nominations and Gray stated the Nomination and Election of Delegates was completed and closed.

### Executive Director's Report

Murray began by reporting that we recently organized a new TMA agreement with Souleppper Theatre Company, 2020-22 Seasons. This was ratified unanimously by the newly organized unit; currently considering and developing new organizing projects. 'Tonic Online' continues to develop with the

## NOTICE OF ANNUAL GENERAL MEETINGS 2020

### TMA BUILDING CORPORATION ANNUAL GENERAL MEETING

**Friday, May 29, 2020 at 11:00 a.m.**  
**by Zoom Videoconference**

Notice is hereby given that the Annual General Meeting of the Toronto Musicians' Association, Local 149 Building Corporation for 2020 will be held by Zoom Videoconference on **Friday May 29, 2020**, for the purposes as listed in the Agenda below and of transacting any other business as may properly come before the meeting.

**PLEASE NOTE: all members of the TMA are also members of the TMA Building Corporation**

**AGENDA:** Roll Call of Officers • Approval of Meeting held by Videoconference • Adoption of the Draft Minutes of the Annual General Meeting of May 31, 2019 as published in the Spring 2020 issue of *Crescendo* • Report of the Directors • Presentation of the Financial Statements for the fiscal year 2019 • Adoption of the Financial Statements & Treasurer's Report • Appointment of Auditors for 2020 • Election of Directors for 2020-2021 • Adjournment

### TORONTO MUSICIANS' ASSOCIATION ANNUAL GENERAL MEETING

**Friday, May 29, 2020 at 11:30 a.m.**  
**by Zoom Videoconference**

Notice is hereby given that the Annual General Meeting of the Toronto Musicians' Association for 2020 will be held by Zoom Videoconference on **Friday May 29, 2020**, 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 Meeting held by Videoconference • Approval of Draft Minutes of the TMA General Meeting of Friday February 21, 2020, as published in the Spring 2020 issue of *Crescendo* (copies available at meeting) • President's Report • Treasurer's Report • Presentation of the Financial Statements for 2019 and the Auditors' Report • Appointment of Auditors for 2020 • Motion to Approve Suspension of Late Penalties and Reinstatement Fees • Executive Director's Report • Committee Reports • New Business • Commemoration of recently deceased members • Adjournment

first tool being Member dues renewal. Led by Treasurer Andy Morris, the plan is to develop member contract entry next. The Web Task Force plans to hold a Focus Group of Members early in 2020. Musicians' Platform Coop has been put on hold until 2021.

The Music Committee is still waiting for its' best lead to develop regarding new TMA office space, that being ACTRA Fraternal Benefits Society. We should hear by April 2020 about this 1000 Yonge St location. A survey will go out to better understand Membership's needs and desire for space.

#### **Ongoing Local Negotiations:**

- Music Stage Company
- Toronto Symphony Orchestra
- Stratford Festival (starting later in 2020)
- Drayton Entertainment

#### **National and International Negotiations:**

(2019 Completed)

- Motion Picture and Television Film
- CBC

(Ongoing)

- CMPA (Canadian Media Producers Association)
- Live Television
- SRLA (Sound Recording Labour Agreement)
- Pamphlet B (Touring Musicals agreement)

(2020 Upcoming)

- Commercial Agreements

#### **Membership Initiatives:**

- Launched Arts & Entertainment Plan
  - Health & Dental Plan for Members
- P2 Visa Advocacy

- ED Murray named to Resolution 8 Committee
  - Local 547 Sec-Treasurer Doug Kuss calculated estimated costs of P2 Visas to Canadian Musicians every year to be approximately \$1,000,000
  - Potential goal: Have Canadian Government foot the bill
- Launched Forum for Members to Discuss New Membership Policy for Members over 75 Years of Age
- Login to member side of TMA149 website — go to last page under Membership tab

Membership numbers have increased, currently at 3,089. 2019 Budget projects a \$34,427 surplus. Estimates could vary based on investment earnings at year end and year end work dues reporting, but expenses are more predictable and are expected to be in line, or if anything lower than target. Audit field work has been completed and the 2020 Budget projects an \$89,057 surplus.

#### **Staff Changes:**

- Dennis Passley is interim Membership & Contracts Coordinator, Recruitment and Retention
- We are currently recruiting for a Membership & Contracts Coordinator, Scheduling, Events and Communications (March 5 deadline)
- Nancy Neal is retiring after 41 years on March 13, 2020
- Dawn Rodriques is retiring after 51 years on March 31, 2020
- Judy Mitsuki is retiring after 43 years on April 3, 2020

**MOTION #3 (from the floor):** *M/S (Barrett/Vangraft)* “that long-term TMA employees retiring receive an Honourary Membership in the TMA.”

#### **MPTF Report:**

Jay Boehmer stated that TMA149 has used up the entire allocation of funds but that surplus funds have come available, the total being \$32,269. Total performances to date 2019/2020 is 99, last year's total was 86. Boehmer also mentioned a grant of \$10,000 for Educational Performances funded 100% by MPTF. Allocations for the coming year begin May 1st and are usually passed to the locals at the end of April. (see: MPTF column for more detail)

At this point President Cara initiated the presentation of Cards and Pins. Life Membership Cards were received by Marianne Carefoot, Martin Loomer, Roberto Occhipinti and Rob Gusevs. 50-Year Pins were received by Brian Allen, Jose Shapero, Al Shiner, Maribeth Solomon, Bruce Cassidy and Dan Stapleton. 25-Year Pins were received by Justin Abedin, Rob Gusevs, Richard Moore and Randy Vancouver.

There was no New Business.

President Cara then commemorated our recently deceased Members by observing a moment of silence.

**MOTION #4:** *(Solomon)* “that the meeting adjourn.”

The meeting adjourned at 1:00 p.m. 🏠



## **DRAFT MINUTES**

### **TORONTO MUSICIANS' ASSOCIATION, LOCAL 149 BUILDING CORPORATION ANNUAL GENERAL MEETING SUNDAY MAY 31, 2019, 11:00 a.m.**

Chair of the meeting: President Linda Cara  
Secretary of the meeting: Charlie Gray

Cara announced that we had a quorum and then invited Secretary Gray to conduct the Roll call of Officers.

**Present:** President Cara, Vice President Dillard & Secretary Gray

**Regrets:** Treasurer Andy Morris.

Cara stated that these four aforementioned officers constitute the Board of Directors of the Corporation, and also that all TMA members are also members of the Toronto Musicians' Association Building Corporation. President Cara then put forward a

couple of Motions in need of adoption:

**MOTION #1:** *M/S (Macmillan / Vangraft)* “in conformity with Section 15 of the Corporation's By-Law No. 1, the members waive any additional notice of requirement and declare this meeting to be the Annual General Meeting of the Membership of the Toronto Musicians' Association, Local 149 Building Corporation for 2019 (reviewing 2018).” **CARRIED**

**MOTION #2:** *M/S (Alli/ Sholzberg)* “that the Draft Minutes of the General Meeting of the Toronto Musicians' Association, Local 149 Building Corporation held on May 25, 2018 as published in the Spring 2019 issue of *Crescendo* be adopted.” **CARRIED**

Executive Director Michael Murray introduced Alex Briganti from our Auditors 'Hogg Shain & Scheck' and then proceeded to give the Treasurer's Report and summarize the Report of the Auditors for the fiscal year 2018 as published in the Spring 2019 issue of *Crescendo*.

**MOTION #3:** *M/S (Murray/Panchyshyn)* “that the Treasurer's Report be adopted.” **CARRIED**

**MOTION #4:** *M/S (Murray /Boehmer)* “that we accept the Financial Statements for 2018 as published in the Spring 2019 edition of *Crescendo*.” **CARRIED**

Murray then stated that in conformity with Section 3 of the Corporation's By-Law No.1, the present Board of Directors is automatically retired.

**MOTION #5:** *M/S (Macmillan/Sholzberg)* “that the following members, who are Trustees of the Toronto Musicians' Association: Linda Cara, Ray Dillard, Andy Morris & Charlie Gray be elected Directors of the Corporation, to hold office until the next Annual General Meeting of the Corporation, or until their successors have been elected, subject to the provisions of By-Law No. 1 of the Corporation.” **CARRIED**

**MOTION #6:** *(Vangraft)* “that we adjourn.” **CARRIED** 🏠

# FINANCIAL REPORTS

## Toronto Musicians' Association, Local 149 Building Corporation Financial Statements For the Year Ended December 31, 2019

### INDEPENDENT AUDITOR'S REPORT

To the Members of Toronto Musicians' Association, Local 149 Building Corporation

#### Opinion

We have audited the financial statements of Toronto Musicians' Association, Local 149 Building Corporation (the "Corporation"), which comprise the statement of financial position as at December 31, 2019, and the statements of revenues and expenses and changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Corporation as at December 31, 2019, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

#### Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Corporation in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with those requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Corporation's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Corporation or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Corporation's financial reporting process.

#### Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis

of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

*Hogg, Shain & Scheck PC*

Authorized to practise public accounting by the  
Chartered Professional Accountants of Ontario

Toronto, Ontario  
April 25, 2020

### Statement of Financial Position As at December 31, 2019

	2019	2018
<b>Assets</b>		
Investments (Note 3)	\$1,661,113	\$1,449,721
<b>Liabilities</b>		
Accounts payable and accrued liabilities	\$ 5,534	\$ 5,414
Due to Toronto Musicians' Association, Local 149 American Federation of Musicians (Note 4)	839,465	806,375
	844,999	811,789
<b>Net Assets</b>		
Unrestricted	816,114	637,932
	\$1,661,113	\$1,449,721

### APPROVED ON BEHALF OF THE BOARD

 Director

 Director

### Statement of Revenue and Expenses and Changes in Net Assets Year Ended December 31, 2019

	2019	2018
<b>Revenues</b>		
Realized gain on sale of investments	\$ 5,792	\$ 57,561
Income distribution	38,741	38,181
Unrealized gain (loss) on investments	166,859	(79,459)
	211,392	16,283
<b>EXPENSES</b>		
Interest expense (Note 4)	15,258	31,579
Administration fees – Toronto Musicians' Association Local 149 American Federation of Musicians (Note 4)	9,509	9,509
Professional fees	4,501	4,499
Investment management fees	3,942	3,621
	33,210	49,208
<b>Excess (Deficiency) Of Revenues Over Expenses</b>	178,182	(32,925)
<b>Net Assets – Beginning Of Year</b>	637,932	670,857
<b>Net Assets – End Of Year</b>	\$ 816,114	\$ 637,932

**Statement of Cash Flows**

For the Year Ended December 31, 2019	2019	2018
<b>Operating Activities</b>		
Excess (deficiency) of revenues over expenses	\$ 178,182	\$ (32,925)
Item not affecting cash:		
Unrealized (gain) loss on investments	(166,859)	79,459
	<b>11,323</b>	<b>46,534</b>
Changes in non-cash working capital:		
Accounts payable and accrued liabilities	120	23
	<b>11,443</b>	<b>46,557</b>
<b>Investing Activity</b>		
Purchase of investment units	(44,533)	(95,743)
<b>Financing Activity</b>		
Advance from Toronto Musicians' Association, Local 149 American Federation of Musicians	33,090	49,186
<b>Net Change In Cash</b>	-	-
<b>Cash – Beginning Of Year</b>	-	-
<b>Cash – End Of Year</b>	\$ -	\$ -

**Notes to Financial Statements**

Year Ended December 31, 2019

**1. NATURE OF OPERATIONS**

The Toronto Musicians' Association, Local 149 Building Corporation (the "Corporation") is incorporated under the laws of Ontario. The original purpose of the Corporation was to maintain a building and other investments for the members of the Toronto Musicians' Association, Local 149. The Corporation is exempt from income tax under paragraph 149(1)(l) of the Income Tax Act.

**2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**Basis of presentation**

These financial statements are the representation of management and have been prepared in accordance with Canadian accounting standards for not-for-profit organizations in Part III of the CPA Canada Handbook.

**Revenue recognition**

Income from the investment is recorded when earned. The income is earned throughout the year based on distributions from the mutual fund, which can include capital gains, dividends, and interest.

**Financial instruments**

The Corporation initially measures its financial assets and financial liabilities at fair value. The Corporation subsequently measures all its financial assets and financial liabilities at amortized cost, with the exception of investments which are measured at fair value.

The financial liabilities measured at amortized cost include accounts payable.

3. INVESTMENT	2019	2019	2018	2018
	Cost	Market Value	Cost	Market Value
MFS Moderate Fund 88,457.54 units (2018 – 85,867.78 units)	\$987,680	\$1,015,369	\$958,405	\$873,619
MFS Conservative Fund 60,106.68 units (2018 – 58,668.63 units)	636,075	645,744	620,817	576,102
	\$ 1,623,755	\$1,661,113	\$1,579,222	\$1,449,721

**4. RELATED PARTY BALANCES AND TRANSACTIONS**

Amounts due to the Toronto Musicians' Association, Local 149 American Federation of Musicians (the "Association"), which is under common membership control, are unsecured with no specific repayment terms. During the year, the Corporation paid administration fees of \$9,509 (2018 - \$9,509) to the Association. In addition to the administration fee the Corporation also paid \$15,258 (2018 - \$31,579) of interest on the balance owing to the Association. These transactions are in the normal course of operations and are measured at the exchange amount, which is the amount of consideration established and agreed to by the related parties.

**5. FINANCIAL INSTRUMENTS**

The Corporation is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the Corporation's risk exposure and concentration as of December 31, 2019.

**Market risk**

The Corporation is exposed to fluctuations in equity markets on its investments which are invested in income funds consisting of fixed income instruments and stocks of various publicly traded entities.

It is management's opinion that the Corporation does not have significant exposure to interest rate, currency, credit or liquidity risks on its financial instruments.

**6. SUBSEQUENT EVENTS**

Subsequent to the year end, on March 11, 2020, the World Health Organization characterized the outbreak of a strain of the novel coronavirus ("COVID19") as a pandemic which has resulted in a series of public health and emergency measures that have been put in place to combat the spread of the virus. The duration and impact of COVID19 are unknown at this time. It is not possible to reliably estimate the impact that the length and severity of these developments will have on the financial results of the Corporation in future periods. The Corporation continues to closely monitor and assess the impact on operations.

As a result of the unprecedented COVID-19 pandemic and the related stock market downturn, the Corporation's investment portfolio has suffered a decline. On December 31, 2019, the investment portfolio had an unrealized gain of \$166,859. On March 31, 2020, the investment portfolio had an unrealized loss of approximately \$90,688. The Corporation has established a target mix of investment instruments designed to achieve an optimal return within reasonable risk tolerances while preserving capital. It is the opinion of management that the impact on the investment portfolio will be mitigated as the world's economies return to their normal levels.



Where the Music Begins

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MUSICAL INSTRUMENTS

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# FINANCIAL REPORTS

## Toronto Musicians' Association, Local 149 American Federation Of Musicians Financial Statements For the Year Ended December 31, 2019

### INDEPENDENT AUDITOR'S REPORT

To the Members of Toronto Musicians' Association,  
Local 149 American Federation of Musicians

#### Opinion

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In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at December 31, 2019, and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

#### Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Association in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with those requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

#### Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness

of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

*Hogg, Shain & Scheck PC*

Toronto, Ontario  
April 15, 2020

Authorized to practise public accounting by the  
Chartered Professional Accountants of Ontario

### Statement of Financial Position

As at December 31, 2018	2019	2018
<b>Assets</b>		
<b>CURRENT</b>		
Cash and cash equivalents (Note 3)	\$ 595,719	\$ 564,145
Cash held in trust (Note 4)	281,176	299,483
Accounts receivable	195,895	133,781
Prepaid expenses	12,912	5,356
	<b>1,085,702</b>	<b>1,002,765</b>
<b>CAPITAL ASSETS (Note 5)</b>	<b>88,066</b>	<b>66,730</b>
<b>Due From Toronto Musicians' Association, Local 149 Building Corporation (Note 12)</b>	<b>839,465</b>	<b>806,375</b>
	<b>\$2,013,233</b>	<b>\$1,875,870</b>
<b>Liabilities</b>		
<b>CURRENT</b>		
Accounts payable and accrued liabilities	\$125,934	\$176,193
Funds held in trust (Note 4)	281,176	299,483
Deferred revenues (Note 7)	164,189	152,901
	<b>571,299</b>	<b>628,577</b>
<b>Net Assets</b>		
<b>INVESTED IN CAPITAL ASSETS</b>	<b>88,066</b>	<b>66,730</b>
<b>INTERNALLY RESTRICTED:</b>		
Benevolence	5,657	2,574
Member Assistance Fund	19,818	19,620
Health, Education and Welfare	39,730	44,080
Contract Defence	15,000	15,000
<b>UNRESTRICTED</b>	<b>1,273,663</b>	<b>1,099,289</b>
	<b>1,441,934</b>	<b>1,247,293</b>
	<b>\$2,013,233</b>	<b>\$1,875,870</b>

### COMMITMENT (Note 10)

#### APPROVED ON BEHALF OF THE BOARD

 Director  
 Director

**Statement of Changes in Net Assets**  
Year Ended December 31, 2019

	Invested in Capital Assets	Internally restricted for Benevolence	Internally restricted for Member Assistance Fund	Internally restricted for Health, Education and Welfare	Internally restricted for Contract Defence	Unrestricted	2019	2018
<b>NET ASSETS – BEGINNING OF YEAR</b>	\$ 66,730	\$ 6,330	\$ 17,620	\$ 49,055	\$ 15,000	\$ 964,711	<b>\$1,065,660</b>	\$1,017,702
Excess (deficiency) of revenues over expenses	(27,465)	(3,756)	2,000	(4,975)	–	208,421	<b>181,633</b>	47,958
Interfund transfer (Note 6)		6,078	–	–	–	(6,078)	–	–
Additions to capital assets	48,801	–	–	–	–	(48,801)	–	–
<b>NET ASSETS – END OF YEAR</b>	\$ 88,066	\$ 5,657	\$ 19,818	\$ 39,730	\$ 15,000	\$1,273,663	<b>\$1,441,934</b>	\$1,247,293

**Statement of Operations**  
Year Ended December 31, 2019

	2019	2018
<b>REVENUES</b>		
Work dues (Note 9)	\$ 807,699	\$ 811,828
Annual dues	640,524	666,329
Admission fees	39,805	39,405
Contract service fees (jingles)	39,419	54,243
Contract fees	36,293	22,092
Temporary membership fees	24,196	23,937
Administration fees – Toronto Musicians' Association, Local 149 Building Corporation (Note 13)	9,509	9,509
Miscellaneous	9,465	3,901
Grant revenues:		
Canada-Ontario Job Program	9,363	–
Ontario 150	–	31,151
Canada Summer Jobs	–	9,596
Member assistance revenues		
– Internally restricted for Member Assistance Fund	3,236	2,000
Life Member benevolent fund revenues		
– Internally restricted for Benevolence	50	–
	<b>1,619,559</b>	1,673,991
<b>EXPENSES</b>		
Salaries, honoraria and benefits (Schedule 1)	750,372	809,835
Per capita taxes (Schedule 2)	187,256	180,863
American Federation of Musicians' share of work dues (Note 8)	145,592	150,834
General and administrative (Schedule 3)	138,851	142,217
Rent (Note 10)	92,374	92,374
Membership development (Schedule 4)	69,431	100,095
Amortization of capital assets	27,465	20,057
Finance charges	18,579	19,074
Sick benefits – Internally restricted for Health, Education and Welfare	4,350	4,975
Membership expense – Internally restricted for Benevolence	3,045	3,756
Sick benefits – Internally restricted for Member Assistance Fund	3,038	–
	<b>1,440,353</b>	1,524,080
<b>EXCESS OF REVENUES OVER EXPENSES BEFORE INTEREST</b>	<b>179,206</b>	149,911
Interest income (Note 13)	15,435	31,722
<b>EXCESS OF REVENUES OVER EXPENSES</b>	<b>\$ 194,641</b>	\$ 181,633

**Statement of Cash Flows**  
Year Ended December 31, 2019

	2019	2018
<b>OPERATING ACTIVITIES</b>		
Excess of revenues over expenses	\$194,641	\$181,633
Item not affecting cash:		
Amortization of capital assets	27,465	20,057
	<b>222,106</b>	201,690
Changes in non-cash working capital:		
Accounts receivable	(62,114)	(16,767)
Prepaid expenses	(7,556)	83,438
Accounts payable and accrued liabilities	(50,259)	30,967
Funds held in trust	(18,307)	71,947
Deferred revenues	11,288	3,861
Memberships' claims	–	(9,127)
	<b>(126,948)</b>	164,319
Cash flows from operating activities	<b>95,158</b>	366,009
<b>INVESTING ACTIVITIES</b>		
Purchase of capital assets	(48,801)	(73,843)
Increase in due from Toronto Musicians' Association, Local 149 Building Corporation	(33,090)	(49,186)
Cash flows used by investing activities	<b>(81,891)</b>	(123,029)
<b>INCREASE IN CASH</b>	<b>13,267</b>	242,980
<b>CASH – BEGINNING OF YEAR</b>	<b>863,628</b>	620,648
<b>CASH – END OF YEAR</b>	<b>\$876,895</b>	\$863,628
<b>CASH CONSISTS OF:</b>		
Cash and cash equivalents	\$595,719	\$564,145
Cash held in trust	281,176	299,483
	<b>\$876,895</b>	\$863,628

**Notes to Financial Statements**  
Year Ended December 31, 2019

**1. NATURE OF OPERATIONS**

The Toronto Musicians' Association, Local 149 American Federation of Musicians (the "Association") is an association whose membership is comprised of musicians and whose objects are to secure improved conditions for members through collective bargaining negotiations and other economic initiatives, and to contribute to the well-being of the community at large. The Association has union status under the Ontario Labour Relations Act and is therefore exempt from income taxes under section 149(1) (K) of the Income Tax Act.

**2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**Basis of presentation**

These financial statements are the representation of management and have been

prepared in accordance with Canadian accounting standards for not for profit organizations in Part III of the CPA Canada Handbook.

**Revenue recognition**

The Association follows the deferral method of accounting for dues and fees. Work dues, annual dues, contract service fees, contract fees and other revenue are recorded as revenues upon performance of the related service. All revenue is recognized when collection is reasonably assured. Dues and fees received in advance are recorded as deferred revenues until such time as they are earned.

Interest income is recognized on a time proportion basis.

**Restricted net assets**

Net assets which are internally restricted for benevolence are amounts received by way of donations that can only be disbursed for dues for lifetime members who require financial assistance in order to pay their annual dues.

Net assets which are internally restricted for health, education and welfare are for the purpose of providing financial assistance to pay sick benefits for disabled, ill or incapacitated members.

Net assets which are internally restricted for member assistance are for the benefit of members at the discretion of the Member Assistance Fund Committee.

Net assets which are internally restricted for contract defence are for the purpose of guaranteeing scale fees on engagements performed by members of the Association and providing financial relief to members when a purchaser of musical services fails to make payment for a contracted engagement.

**Financial instruments**

The Association initially measures its financial assets and financial liabilities at fair value. The Association subsequently measures all of its financial assets and financial liabilities at amortized cost.

The financial assets subsequently measured at amortized cost include cash and cash equivalents, cash held in trust and accounts receivable. The financial liabilities measured at amortized cost include accounts payable and funds held in trust.

**Cash and cash equivalents**

The Association considers all cash and highly liquid investments purchased with an initial maturity of 90 days or less to be cash and cash equivalents.

**Capital assets**

Capital assets are stated at cost less accumulated amortization. Capital assets are amortized over their estimated useful lives at the following rates and methods:

Computer equipment	20%	straight line method
Computer software	20%	straight line method

The Association regularly reviews its capital assets to eliminate obsolete items.

**Foreign currency translation**

Foreign currency accounts are translated to Canadian dollars as follows:

At the transaction date, each asset, liability, revenue and expense is translated into Canadian dollars by the use of the exchange rate in effect at that date. At the year end date, monetary assets and liabilities are translated into Canadian dollars by using the exchange rate in effect at that date. The resulting foreign exchange gains and losses are included in operations in the current year.

**Contributed gifts**

The work of the Association is supported by donated gifts in kind. If their fair value can be reasonably estimated, these amounts are recorded in these financial statements at their fair value at the date of contribution.

**Use of estimates**

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements, and the reported amounts of revenue and expenses during the reporting year. These estimates are reviewed periodically and adjustments are made to revenues and expenses as appropriate in the year they become known. Such estimates include the collectability of accounts receivable and useful life of capital assets. Actual results could differ from those estimates.

**3. CASH AND CASH EQUIVALENTS**

	2019	2018
Unrestricted cash	\$ 331,734	\$ 303,640
Short-term investments	168,173	165,836
Article 95 cash	70,337	70,337
Member Assistance Fund restricted cash	19,818	20,949
Life Member Benevolence restricted cash	5,657	3,383
	<b>\$ 595,719</b>	<b>\$ 564,145</b>

The short-term investments comprise four term deposits (2018 – four) and one (2018 – one) GICs bearing interest at 1.4% (2018 – 1.4%), maturing between January 2, 2020 and January 31, 2020 (2018 – between January 2, 2019 and January 31, 2019).

**4. CASH HELD IN TRUST**

	2019	2018
Funds held in trust	\$ 129,705	\$ 185,515
Funds held for Toronto Symphony Orchestra Players' Association	89,627	57,070
Funds held for Stratford Festival Musicians' Players Association	61,844	56,898
	<b>\$ 281,176</b>	<b>\$ 299,483</b>

**5. CAPITAL ASSETS**

	Accumulated Cost amortization		2019 Net book value	2018 Net book value
Computer equipment	\$ 14,680	\$ 9,960	\$ 4,720	\$ 7,656
Computer software	142,196	58,850	83,346	59,074
	<b>\$156,876</b>	<b>\$68,810</b>	<b>\$88,066</b>	<b>\$66,730</b>

**6. INTERFUND TRANSFER**

In 2019, the Board of Directors approved an interfund transfer of \$6,078 to the Benevolence fund from the unrestricted fund.

**7. DEFERRED REVENUES**

Deferred revenues at December 31 consist of the following:

	2019	2018
Grant revenues:		
Ontario Arts Council	\$ 9,000	\$ 9,000
American Federation of the United States and Canada	5,000	–
2019 annual dues	–	140,280
2020 annual dues	145,200	3,386
2021 annual dues	4,989	235
	<b>\$164,189</b>	<b>\$152,901</b>

**8. AMERICAN FEDERATION OF MUSICIANS' REMITTANCES**

The American Federation of Musicians is entitled to 0.55% of symphonic employment scale wages, 1.75% of electronic media scale wages excluding sound recordings, and 1.5% of sound recordings wages earned by the Association's members. It is also entitled to per capita taxes of \$12.50 for each life active member and \$16.50 for each regular, youth and student active member on a quarterly basis.

**9. STRATFORD MUSICIANS ASSOCIATION – LOCAL 418 REMITTANCES**

The Stratford Musicians' Association - Local 418 is entitled to 1% of Stratford Festival employment scale wages earned by the Association's members to be remitted upon receipt of related work dues. This amount has been shown on a net basis as part of work dues.

**10. COMMITMENT**

The Association leases premises under a long term lease that expires on January 31, 2022. Future minimum lease payments as at year end are as follows:

2020	\$ 92,374
2021	92,374
2022	7,698
	<b>\$192,446</b>

**11. EMPLOYEE FUTURE BENEFITS**

The Association contributes to a multi-employer pension plan, the Musicians' Pension Fund of Canada, with the expense for this plan equal to the Association's required contribution for the year. Pension expense for the year totaled \$60,424 (2018 - \$65,666).

The pension plan is a defined benefit plan to members as retirement benefits are based on the member's contributory service, however the plan is considered to be a defined contribution plan to the Association since contributions are limited to amounts contractually agreed and the Association is not required to fund actuarially determined funding deficiencies that may occur.

**12. FINANCIAL INSTRUMENTS**

The Association is exposed to various risks through its financial instruments and has a comprehensive risk management framework to monitor, evaluate and manage these risks. The following analysis provides information about the Association's risk exposure and concentration as of December 31, 2019.

*Credit risk*

Credit risk is the risk that one party to the financial instrument will cause a financial loss for the other party by failing to discharge an obligation. The Association's cash and cash equivalents, accounts receivable, and amounts due from Toronto Musicians' Association, Local 149 Building Corporation are subject to credit risk. The Association limits its exposure to credit risk by maintaining cash and cash equivalents with major financial institutions. Management does not believe its exposure to credit risk is significant with Toronto Musicians' Association, Local 149 Building Corporation due to the Corporation's credit worthiness. This balance is also supported by investment holdings. There was no impairment allowance recorded against accounts receivable.

*Liquidity risk*

Liquidity risk is the risk that the Association encounters difficulty in meeting its obligations associated with financial liabilities. Liquidity risk includes the risk that, as a result of operational liquidity requirements, the Association will not have sufficient funds to settle a transaction on the due date; will be forced to sell financial assets at a value, which is less than what they are worth; or may be unable to settle or recover a financial asset. Liquidity risk arises from accounts payable and accrued liabilities, and commitments.

The Association continues to focus on maintaining adequate liquidity to meet operating working capital requirements and capital expenditures. The Association's cash and cash equivalents are sufficient to meet current liabilities as they come due.

*Currency risk*

Since the Association collects work dues and makes purchases denominated in United States dollars, it is exposed to currency risk due to fluctuations in foreign exchange rates. The Association does not use derivative instruments to reduce its exposure to currency risk.

Balances denominated in foreign currencies (shown below in Canadian dollars) that are considered financial instruments are as follows:

	2019	2018
Cash	<b>\$64,576</b>	\$69,159

The exchange rate used at December 31, 2019 is 1.2988 (2018 - 1.3642) Canadian dollars per United States dollar.

It is management's opinion that the Association is not exposed to significant market, interest rate or other price risk on its financial instruments.

**13. RELATED PARTY BALANCES AND TRANSACTIONS**

The Toronto Musician's Association, Local 149 Building Corporation (the 'Corporation') is incorporated under the laws of Ontario, for the purpose of maintaining a building for the members of the Toronto Musicians' Association. The Corporation is exempt from income tax under paragraph 149(1)(l) of the Income Tax Act and its accounts are prepared in accordance with Canadian accounting standards for not-for-profit organizations.

Amounts due from the Corporation, which is under common membership control, are unsecured and non-interest bearing, with no specific repayment terms. The Association has agreed not to demand repayment before January 1, 2021.

In fiscal 2018, the Association received administration fees of \$9,509 (2018 - \$9,509), recorded at their exchange amount, from the Corporation. In addition to the administration fee, the Corporation also paid \$15,435 (2018 - \$31,722) of interest on the balance owing to the Association.

The Corporation's financial position, results of operations and cash flow are summarized as follows:

	2019	2018
<b>Assets</b>	<b>\$1,661,112</b>	\$1,449,721
<b>Liabilities</b>		
Accounts payable and accrued liabilities	5,533	5,414
Due to the Association	<b>839,465</b>	806,375
	<b>844,998</b>	811,789
<b>Net Assets</b>	<b>\$ 816,114</b>	\$637,932
<b>Revenues</b>		
Realized gain on sale of investment	5,792	57,561
Income distribution	<b>38,181</b>	38,181
Unrealized gain (loss) on investment	<b>166,859</b>	(79,459)
	<b>211,392</b>	16,283
<b>Expenses</b>	<b>33,210</b>	49,208
<b>Excess (deficiency) of revenues over expenses</b>	<b>\$ 178,182</b>	\$ (32,925)
<b>Cash inflow (outflow) from</b>		
Operating activities	<b>\$ 11,443</b>	\$ 46,557
Investing activities	<b>(44,533)</b>	(95,743)
Financing activities	<b>33,090</b>	49,186

There are no significant differences in accounting policies from those followed by the Association.

**14. COMPARATIVE FIGURES**

Some of the comparative figures have been reclassified to conform to the current year's presentation.

**Salaries, Honoraria and Benefits (Schedule 1)**

Year Ended December 31, 2019	2019	2018
Board honoraria and staff salary expense	<b>\$575,972</b>	\$624,161
Employee benefits		
A.F. of M., E.P.W. Fund (Canada) Officers, Executive Board and applicable staff (Note 10)	<b>60,424</b>	65,666
Employees' group insurance	<b>54,173</b>	56,601
Canada Pension Plan	<b>15,967</b>	18,524
Compensation training	<b>13,236</b>	22,647
Parking	<b>9,757</b>	7,651
Recruitment and retention	<b>8,593</b>	1,438
Employment Insurance	<b>6,701</b>	8,470
Registered Retirement Savings Plan	<b>5,549</b>	2,103
Employer Health tax	-	2,574
	<b>\$750,372</b>	\$809,835

**Per Capita Taxes (Schedule 2)**

Year Ended December 31, 2019	2019	2018
American Federation of Musicians (Note 7)	<b>\$179,133</b>	\$172,568
Federation initiation fee	<b>3,965</b>	2,990
Toronto and York Labour Council	<b>2,442</b>	2,442
Ontario Federation of Labour	<b>1,716</b>	1,716
Canadian Conference	-	1,147
	<b>\$187,256</b>	\$180,863

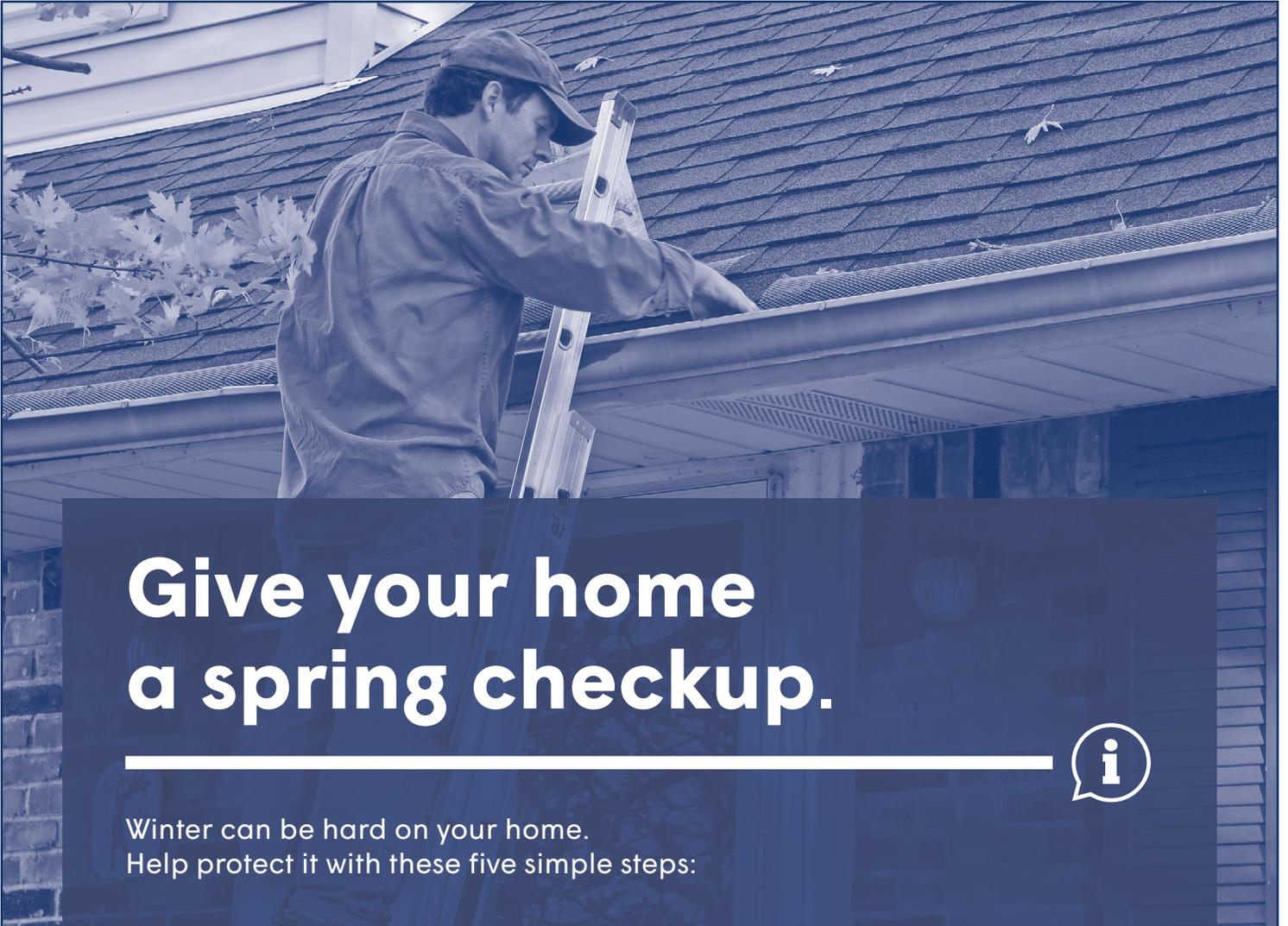
General and Administrative Expenses (Schedule 3)	2019	2018
Year Ended December 31, 2019		
Legal:		
Member contract negotiations and defence	\$ 34,404	\$ 23,589
Retainer and internal	711	5,314
Convention and travel	24,039	13,690
ACA/Review Board (50% CSF)	21,050	28,500
Audit	20,778	20,800
Postage	7,770	5,884
Fax, telephone and internet	7,632	9,756
Office and printing*	6,267	23,907
Gas, mileage and local travel	4,200	5,056
General board and management:		
Director and officer liability insurance	4,043	4,120
Foreign exchange loss (gain)	3,628	(5,529)
Website	1,849	1,295
Furniture and contents insurance	1,365	1,969
Miscellaneous	1,115	1,463
Consultant	-	2,403
	<b>\$138,851</b>	<b>\$142,217</b>

Membership Development Expenses (Schedule 4)	2019	2018
Year Ended December 31, 2019		
Crescendo:		
Crescendo (Newsletter) production	\$18,636	\$ 18,915
Crescendo (Newsletter) postage	7,110	8,161
Crescendo advertising revenues	(3,890)	(4,604)
Scholarships and donations	11,250	13,200
Members event entertainment:		
Christmas party	4,111	4,216
Entertainment	2,585	3,864
Christmas luncheon	1,307	719
MPF committee	7,200	6,040
Special Project	6,042	42,545
Membership and Communications Committee	5,310	2,403
Work action and strike	4,389	-
Professional development	1,500	375
Organizing	1,396	-
Members, life and seniors	1,285	3,311
Committees	1,150	950
Deceased members	50	-
	<b>\$69,431</b>	<b>\$100,095</b>

\* Decrease in office and printing is due to one-time expenses resulting from an accounting and database system transition which occurred in 2018.



**SaveLiveMusic.ca**



# Give your home a spring checkup.



Winter can be hard on your home. Help protect it with these five simple steps:

- ✓ **Check your eavestroughs** to ensure water can flow down and away from your foundation instead of seeping into your basement.
- ✓ **Aerate your lawn** to prevent soil from compacting, since this can cause flooding or pooling in your yard.
- ✓ **Inspect your roof** for cracked, buckled or loose shingles that may need to be replaced.

- ✓ **Fill small cracks in your foundation** with filler or silicone caulk and then power wash and seal the concrete.
- ✓ **Check your window frames** for gaps or leaks and seal these openings with silicone to help your A/C this summer.

Know your home is well protected with **The Personal**.

For more helpful prevention tips, visit [thepersonal.com/spring-maintenance](https://thepersonal.com/spring-maintenance)



The Personal refers to The Personal Insurance Company. Auto insurance is not available in MB, SK and BC due to government-run plans. These tips are provided for information and prevention purposes only. They are general in nature, and The Personal cannot be held liable for them. We recommend using caution and consulting an expert for comprehensive, tailored advice.



**MAF COMMITTEE**  
**Dr. Réa Beaumont**

In my last article published in the January edition of *Crescendo*, I noted this leap year's palindromic date 02-02-2020 and hoped it would be "a special year." Little did we know how the next months would evolve. With the arrival of COVID-19 there has been devastation throughout the world - to our health, our global economy and to life as we knew it. Many of us contemplate whether our daily lives will ever return to our previous, pre-pandemic 'normal,' as we cope with stressors at a new level.

Yet, at times like these our innate desire to help others comes forth with gestures — small and large — aimed at helping our community. There have indeed been many remarkable moments. We have seen communities pull together to show support for one another. People have visited elderly and vulnerable neighbours, using safe social distancing to deliver food and help offset loneliness. Families with children are learning a new version of home-schooling and spending valuable time together. Health care and other front-line personnel are working tirelessly to save lives while placing their own on hold to ensure the safety of others.

As a community of artists addressing financial losses and unknown futures, we also see remarkable gestures of outreach through streamed concerts, fundraising efforts, and continued creativity, that are intended to inspire and help us cope with this unimaginable situation.

However, we should also remember that for some individuals enormous challenges are not new. Indeed there are many people worldwide who were already facing serious health issues, financial crises and isolation.

Established before the pandemic, many charitable organizations worldwide have supported their communities. For artists, the Actor's Fund of Canada and the Unison Benevolent Fund continue to stand by artists and provide support to an unprecedented number of applicants. For unionized musicians, the Lester Petrillo Memorial Fund for Disabled Musicians provides modest financial aid to individuals on an emergency basis and should be applied for through the union local.

TMA members in good standing with long-term illness may also apply for assistance from the TMA Health Education and Welfare Fund (HEW), and TMA Member Assistance Fund (MAF). For eligible applicants, HEW covers the first 12 weeks of illness and MAF the second 12 weeks. Resulting from a two-year collaborative effort involving a Policy and Procedures Committee, MAF Committee, TMA Staff, and spearheaded by the Executive Director, the application process for these two funds was streamlined into the TMA Benevolent Fund Application and funding was increased. A letter from your Medical Practitioner is also required.

TMA Life Members who are eligible may apply to have their TMA Annual Dues paid from the Life Member Benevolent Fund.

For more information, visit the TMA website: <https://www.tma149.ca/tma-benevolent-funds-application-documents>

Please contact Membership Contracts Coordinator Dennis Passley for additional information: [dpassley@tma149.ca](mailto:dpassley@tma149.ca) (416-421-1020 x228).

Stay well, stay united.

**Dr. Réa Beaumont**  
MAF Administrator



**MPTF COMMITTEE**  
**Jay Boehmer**

MPTF has just released their budget for all locals for the coming year and I am pleased to report some good news. The allocation for the 2020-2021 fiscal year, beginning May 1, is \$53,210. An increase of 82% from last year's allocation of \$29,191.

Local 149 was able exhaust the current year's allocation as well as an additional \$2,214 for a total of \$31,405. (MPTF had some surplus funds and they encouraged me to keep sending applications to their office.) We also accessed an additional \$3,522 for the MusicianFest seniors program where MPTF contributes 100% of the cost for a select number of solo performances.

Total performances for the 2019-2020 fiscal year was 102. (Total MPTF performances for 2018-2019 was 86.) The COVID-19 virus situation complicated things greatly in my department. Seven performances were cancelled or postponed but MPTF has agreed to honour these grants. An additional four performances were cancelled outright.

The TMA was approved for a grant of \$10,000 for Educational Performances funded 100% by MPTF. We had hoped to fund 13 performances but it was difficult with the labour situation between the teachers and the Government of Ontario. We had seven performances confirmed to occur by April 30 but only one actually took place before the quarantine. Fortunately, MPTF has agreed to pay out the remaining six performances. The total grant accessed for the Educational Initiative was \$4,515.

Kudos to MPTF for their support during this time as well as Grant Manager Samantha Ramos in New York.

**Jay Boehmer**  
MPTF Administrator

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## NOTICE TO MEMBERS:

The TMA has decided to postpone nominations and the announcing of both 2019 Musician of the Year and Lifetime Achievement Award recipients until September 2020. The new deadline for submissions is September 14th, 2020. Acknowledgement and/or presentation of both awards will occur at the General Meeting of Friday, October 23rd, 2020.

## Toronto Musicians' Association Lifetime Achievement Award Criteria:

This award was created in response to member requests. There are many distinguished members in our Local for whom we have had no special form of recognition. The first Lifetime Achievement Award was presented to Moe Koffman posthumously, in 2001. It differs from our Musician of the Year Award in that it recognizes long-term achievements. The suggested criteria are as follows:

- At least 20 years membership in the AFM, and current membership in Local 149
- Significant achievement in areas of musical excellence, music education and/or public service through music
- Significant public recognition of his/her contribution to the musical community
- Nomination by a TMA149 member by letter or email stating their reasons for the nomination

Nominations should be sent to Derek Singh (Operations Manager)

email: dsingh@tma149.ca • fax: (416) 421-7011

# MUSICIAN OF THE YEAR & LIFETIME ACHIEVEMENT AWARDS

## PREVIOUS WINNERS

### LIFETIME ACHIEVEMENT AWARD

- 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

- 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
- 1998:** Peter DeSotto
- 1996:** Rob McConnell
- 1995:** Rush
- 1994:** Barenaked Ladies



## NEW MEMBERS

**James L Addis**  
352 Cranbrooke Ave  
Toronto, ON M5M 1N3  
Tel: (416) 783-5747  
*Piano, Keyboard*

**Michael Albery Powell**  
54 Shanly  
Toronto, ON M6H 1S3  
Tel: (647) 643-8118  
*Bass, Guitar*

**Cameron Alford**  
555 Queens St W  
Toronto, ON M5V 2B6  
Tel: (647) 563-7617  
*Bass*

**Ryan S Al-Hage**  
1663 Edenwood Dr.  
Oshawa, ON L1G 7Y5  
Tel: (647) 616-7979  
*Keyboard, Drums, Bass, Guitar*

**Bijan Amirkhani**  
1762 Seveemoaks Dr  
Mississauga, ON L5K 2N3  
Tel: (416) 301-6893  
*Keyboard*

**Sam Arion**  
151 Mineola Road West  
Mississauga, ON L5G 2C5  
Tel: (647) 229-0335  
*Guitar, Keyboard, Vocals*

**Anton Babych**  
1180 St. Clair Ave West  
Toronto, ON M6E 1B4  
Tel: (416) 893-9239  
*Drum Kit*

**Jeffrey J Beauchamp**  
323-380 Macpherson Ave  
Toronto, ON M4V 3E3  
Tel: (416) 964-0479  
*Bass, Vocals*

**Alexander Beraldo**  
1070 Dufferin St  
Toronto, ON M6H 4B6  
Tel: (416) 807-8798  
*Guitar, Harmonica, Banjo*

**Andrew Bisante**  
31 Northfield Crt  
Vaughan, ON L0J 1C0  
Tel: (647) 980-7448  
*Guitar*

**Timothy Bolton**  
637 Manning Ave  
Toronto, ON M6G 2W2  
Tel: (647) 893-9314  
*Vocals*

**Yolanda Bruno**  
64 Fulton Ave  
Toronto, ON M4K 1X8  
Tel: (613) 230-4396  
*Violin*

**Nicholas Burns**  
1638 Bloor St West  
Toronto, ON M6P 0A6  
Tel: (514) 757-9949  
*Vocalist*

**John Caffery**  
366 Dundas St E  
Toronto, ON M5A 2A3  
Tel: (416) 703-8307  
*DJ*

**Serhii Chekmak**  
3898 Coachman Cir  
Mississauga, ON L5N 6R3  
Tel: (647) 236-6353  
*Vocalist, Guitar*

**Heemin Choi**  
320 Avenue Rd  
Apt 102  
Toronto, ON M4V 2H3  
Tel: (902) 448-7941  
*Violin*

**Paul T Ciurea**  
40 Brandon Ave  
Toronto, ON M6H 2C9  
Tel: (416) 270-2577  
*Guitar, Synthesizer, Sampler*

**Shane R Cloutier**  
226 Aspen Ridge Dr.  
Stayner, ON L0M 1S0  
Tel: (705) 627-9771  
*Guitar, Vocals*

**John Conlin**  
15 Sunnyside Cres  
Toronto, ON M4N 3J5  
Tel: (617) 909-7245  
*Vocalist, Piano, Saxophone*

**Adolfo A De Santis**  
373 Sparrow Circle  
Pickering, ON L1V 7E6  
Tel: (416) 878-0573  
*Piano*

# 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)

**Ivan Alexander**, died November 15, 2019, age 61 • Joined August 18, 1978 • *violin*

**Norm Amadio** • Life Member, died January 21, 2020, age 91 • Joined July 11, 1948 • *piano*

**George James Walker** • Life Member, died Feb 18th, 2020, age 81 • Joined October 18, 1983 • *guitar – electric, guitar – 12-string, vocalist*

**Carol McCartney** • Life Member, Toronto Symphony Alumnus, died February 27, 2020, age 88 • Joined March 11, 1957 • *violin*

**Dennis D Will** • Life Member, died May 25th, 2019, age 78 • Joined April 13, 1984 • *piano & electric piano*

**Cris Derksen**  
128 Springhurst Ave  
Toronto, ON M6K 1C1  
Tel: (647) 620-7723  
*Cello, Vocalist, Composer*

**Kayla R Diamond**  
37 Silverton Ave  
North York, ON M3H 3E7  
Tel: (647) 290-2823  
*Piano, Guitar, Vocals*

**Adam Diderrick**  
2212 Lakeshore Blvd W  
Suite 1205  
Etobicoke, ON M8V 0C2  
Tel: (226) 750-0089  
*Organ, Bass, Vocalist, Piano, Violin*

**Jeremy W Fedryk**  
145 Castlefield Ave  
Toronto, ON M4R 1G6  
Tel: (416) 487-9122  
*Production, Guitar, Drums*

**Richard A Feren**  
146b Rhodes Ave  
Toronto, ON M4L 3A1  
Tel: (416) 787-0657  
*Violin, Synthesize*

**Alexandra Fotopoulos**  
1932 Danforth Ave  
Toronto, ON M4C 1J4  
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*Piano, Vocalist, Percussion, Composer*

**Ryley J Gallwey**  
555 Brentwood Ave  
Oshawa, ON L1G 2S9  
Tel: (519) 982-3614  
*Bass-Electric, Ukulele, Mandolin*

**Owen Gardner**  
1273 St Clair Ave W  
Toronto, ON M6E 1B8  
Tel: (416) 906-1231  
*Bass*

**Brant R Garratt**  
4864 Major Mackenzie Dr  
Woodbridge, ON L3L 0B8  
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*Guitar, Vocals*

**Shervin Ghiasais**  
19 Alder Grove  
Aurora, ON L4G 7N6  
Tel: (647) 234-1576  
*DJ*

**Daniela Gitto**  
92 Sussex Ave  
Toronto, ON M5S 1K2  
Tel: (647) 200-0743  
*Vocals*

**Danielle Giulini**  
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Pelham, NY 10803  
Tel: (312) 731-4151  
*Violin*

**Conrad Gluch**  
365 Dundas St E.  
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*Saxophone, Clarinet, Flute, Oboe*

**Michael Goldchain**  
380 Macpherson Ave  
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Tel: (416) 302-2890  
*Piano, Keyboard, Synth, Guitar*

**Aidan M Goldsmith**  
13 Wallace Ave  
Toronto, ON M6H 1T4  
Tel: (514) 915-1770  
*Guitar, Saxophone, Drums, Vocals, Bass*

**Ben Green**  
2150 Summer Heights Trail  
Oakville, ON L6M 3W5  
Tel: (416) 899-7597  
*Drum Kit*

**Lydia B Habtemariam**  
66 Ashburnham Rd  
Toronto, ON M6H 2K5  
Tel: (404) 940-0759  
*Vocals*

**Travis Harrison**  
46 Bowie Ave  
Toronto, ON M6E 2P1  
Tel: (204) 869-6169  
*Double Bass*



Brian Allen received his 50 Year Pin.



Bruce Cassidy received his 50 Year Pin.



Al Shiner received his 50 Year Pin.



Dan Stapleton received his 50 Year Pin.

**Georgia Hathaway**

93 Yarmouth Rd  
 Toronto, ON M6G 1X1  
 Tel: (647) 627-8184  
*Violin, Vocals, Guitar*

**Dan Hoshoian**

149 Harvie Ave  
 Toronto, ON M6e 4k5  
 Tel: (647) 625-1867  
*Bass*

**Shin Hwang**

340 Mill Rd #804  
 Etobicoke, ON M9C 1Y8  
 Tel: (905) 869-9192  
*Vocals, Rapper*

**Juliana Iannuzziello**

102 Northdale Road  
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*Organ, Guitar, Piano, Synthesizer,  
 Keyboard, Keyboard*

**Madeleine Kay**

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**Vadym Krasnooky**

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**Jamie Kronick**

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**Joshua Bradley Lesperance**

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*Bass, Synth*

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*Vocals*

**Iain McKay**

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*Violin*

**Mitchell Milley**

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*Drum Kit, Percussion*

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**Maksym Nehodin**

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*Bass, Vocalist*

**Jack J. Neila**

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*Guitar, Drum Kit, Bass*

**Andre-Isabelle Ntibarikure**

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*Vocals*

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*Violin*

**Romtin Paydar**

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*Bass, Guitar*

**Yoda Perron**

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*Drum Kit*

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*Double Bass, Electric Bass, Guitar*

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*DJ, Drums, Guitar*

**Jason Prolas**

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**Kevin Richards**

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*Drums*

**Jonathan Rowsell**

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*Tuba Euphonium, Bass Trumpet*

**Oliver Salathiel**

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*Drums*

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**Cole Seawell**

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*Bass*

**Daniel Skeete**

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 Tel: (323) 613-4119  
*Piano*

**Caleb J Smith**

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 Tel:  
*Double Bass, Electric Bass, Guitar,  
 Piano, Drums*

**James Smith**

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 Toronto, ON M4K 1L9  
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*Piano*

**Jordan Sosensky**

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 Toronto, ON M5B 1Z9  
 Tel:  
*Guitar, Vocals*

**Alanna Stuart**

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 Tel: (647) 871-3300  
*Vocals*

**Shloimo S Sufrin**

83 Sherbourne Ave  
 Toronto, ON M5N 1Z2  
 Tel: (417) 785-1883  
*Vocals*

**Majd Sukar**

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 Tel: (647) 268-2545

**Erik Tandberg**

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 Toronto, ON M6G 2T5  
 Tel: (647) 444-0134  
*Bass*

**F. Scott Taylor**

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*Guitar, Drums, Bass*

**Julie Title**

1758a Avenue Rd  
 North York, ON M3M 3Y9  
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*Vocalist, Guitar*

**Payam Toni**

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 Toronto, ON M5C 2G3  
 Tel: (647) 718-5225  
*Violin, Piano*

**Yissell Yillian Torres**

53 Wayland Ave  
 Toronto, ON M4E 3C8  
 Tel: (647) 886-6964  
*Vocalist, Percussion*

**Kristina Uranowski**

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 Tel: (905) 706-8986  
*Vocalist, Keyboard*

**Alejandro Valdepenas**

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 Tel: (437) 688-1653  
*Violin*

**Joey Varone**

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**Michael E Vesia**

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 Mississauga ON L4Z 1K3  
 Tel: (647) 889-6354  
*Bass*

**Heng-Ling Wang**

10 Wright Ave  
 Toronto, ON M6R 1K8  
 Tel: (437) 227-6184  
*Bassoon*

**David White**

191 Bartlett Ave  
 Toronto, ON M6H 3R2  
 Tel: (647) 961-3510  
*Guitar*

**Sean L Winick**

1902-350 Webb Drive  
 Mississauga, ON L5B 2W4  
 Tel:  
*Drums*

**Jialiang Zhu**

35 Hayden St  
 Apt 904  
 Toronto, ON M4Y 3C3  
 Tel: (647) 628-5102  
*Piano*



**Jose Shapero received his 50 Year Pin.**



**Maribeth Solomon received her 50 Year Pin.**



**Martin Loomer has been awarded a Life Membership.**



**Roberto Occhipinti has been awarded a Life Membership.**

## REINSTATED MEMBERS

Gillian Barber  
Alexis T R Baro  
Christine Bougie  
Michael Buchta  
Anthony M Carone  
Andrew Dubelsten  
Philip Joseph Elliott  
Joe Ernewein  
Mark Cassius Ferguson  
Aaron Ferrara  
Thomas Gervais  
Michael Hanmer  
Devon Henderson  
Raha Javanfar  
Margaret L Johnson  
Vincenzo MacCarone  
Nicholas Marshall  
Amanda Martinez  
Elspeth Poole  
Fabio Ragnelli  
Michael Rainbow  
Arthur Roth  
Richard Smyth  
William Sperandei

Kurt Swinghammer  
Sara Taylor  
Roger D Travassos  
Kami R Van Halst  
John M Vanduzer  
Anthony Wisdom

## RESIGNED & TRANSFERRED

Anna Atkinson  
Hazel Boyle  
Jane Bunnett  
Katrina Chitty  
Stephanie Chua  
Pat Clemence  
Kirsten Cudmore  
Gerald Frederick Duligan  
John Farrell  
Gunter Franke  
Marika Galea  
Matthew Girolami  
Verne Good  
Robert Edward Graham  
Bruce Harvey  
John Hess  
Gregory Kavanagh

Janie Kim  
John Anthony Lettieri  
Frank Lill  
Michele M Losman  
Marjorie Maltais  
Paul Mills  
Wayne Jeff Nakamura  
Kyle Orlando  
Ludovic Pollak  
Matthew Rogers  
Marthe Sellars  
Chelsea Shanoff  
Chelsea Shanoff  
Maureen Squires  
Thomas Strand-Allard  
Marianne Urke-Rapson

## EXPELLED MEMBERS

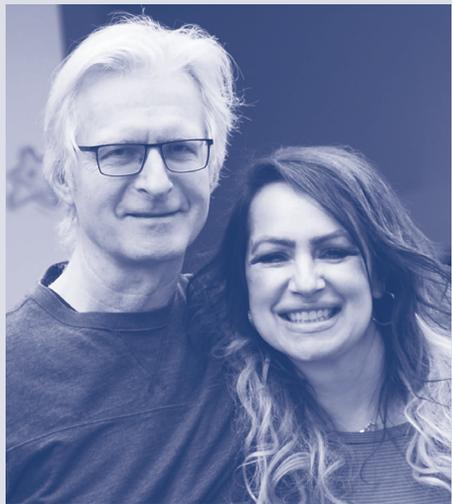
Lydia Ainsworth  
Emilie-Claire Barlow  
Martin Bernie  
Laila Biali  
Nathan Robert Brown  
Mikhail V Castro  
Ebhoji J Cato-O'garro  
Kevin E Chamberlain

Kyla V Charter  
Niket Chohan  
Simon A Christl  
Matthew A Cosentino  
Iraida Erokhina  
Jonas Feldman  
Iman Hashi  
Siham Hashi  
Andrew Heule  
Curtis Hircok  
Kevin R Howley  
Edwin Huizinga  
Sean Kennedy  
Marnie L Kersten  
Taylor Knox  
Sang Kyun Koh  
Jonathan Lachmansingh  
Liam Lachmansingh  
Trevor James Lapointe  
Matthew S Leon  
Alexandria Leousis  
Joshua W Lester  
Trevor MacLeod  
Jessica J Maxwell  
Stefanie McCarrol

Mark F Micklethwaite  
Isaac Nicoletto  
Mitchell Adrian Nugent  
Brian O'Kane  
Douglas Ryan Oliver  
James Ormston  
Dahlia Keisha Palmer  
Nicholas Perovic  
John Pittman  
Simon Poole  
Milos Popovic  
Justin Rutledge  
Simone E Schmidt  
Daniel Schwartz  
Adam J Scime  
Savannah Re Simpson  
Darren Smith  
Lara Solnicki  
Matthew Tomasi  
Stephen Varga  
Jedidiah Gray Webster  
Natasha R Whyte  
Daniel Yoo  
Tyler A Young



Marianne Carefoot (left) with President Linda Cara after being awarded her Life Membership.



Rob Gusevs received his 25 Year Pin and has been awarded a Life Membership.



Justin Abedin received his 25 Year Pin.



Richard Moore received his 25 Year Pin.



Randy Vancourt received his 25 Year Pin.

## RECIPIENTS OF CARDS & PINS

### NEW LIFE MEMBERS

Marianne Carefoot  
Michael Burke Carroll  
Chad Irshick  
Mark Anthony De Domenico  
David Archer  
Alex Dean  
Kim Deschamps  
Rob E. Grainger  
Eric Watson  
Allen David Gray  
Daniel Hill  
Leslie Kinton  
John Kolenko  
Gary Alan Kulesha  
Carlos Lopes  
Kevan B Mckenzie  
Luc Michaud  
Kenny Namak  
Roy Patterson  
Don J. Rooke  
Louis R. Bartolomucci  
John D. Sheard  
Paul H. Shilton  
Lawrence Shragge  
Tricia Balmer  
Graziano A. Brescacin  
Paul Zurin  
Jo-Ann Weisbarth  
Ivor D Picou  
John Hess  
Laura Burton  
Stephen A. Marvin  
Richard M Sacks  
Richard Sherman  
Walter Lloyd Brooker  
Charles ("Chas") Elliott  
Gino Falconi  
David Kent  
Martin Loomer  
Roberto Occhipinti

### 50-YEAR PINS

Art De Villiers  
Robert McLaren  
Brian R. Allen  
Robert Ashley  
James Kenneth Campbell

Jay Campbell  
Bruce Cassidy  
Allan J. Gardner  
Ian Guenther  
Varoujan Hagopian  
Clifford Ernest Barn Jones  
John Kay  
Myron J. Markowitz  
John Mills-Cockell  
David Cameron Monis  
David Nichol  
Gerry Norman  
Joseph Peleg  
Paul E. Read  
Bernie Senensky  
Jose Shapero  
Alan B. Shiner  
Maribeth Solomon  
Danial Alfred Stapleton  
Don W. Thompson  
Clive H. Vanderburgh  
Dorothy L. White

### 25-YEAR PINS

Justin J. Abedin  
Susan Aglukark  
Nicole Alexander  
Marcus Ali  
Peter Dominic Aylin  
Sandra Baron  
Tim Bovaconti  
William Carn  
Stephen T. Clarke  
Sanya Eng  
J. Marc Ganetakos  
Margaret B. Gillie  
Bridget Hunt  
Kathleen Kajioka  
Irshad Khan  
Jason P. Logue  
Johann Lotter  
Nina Martini-Dorey  
Richard L. Moore  
Rennie Regehr  
Carolyn Victoria Ricketts  
Benjamin D. Riley  
Ryan C.W. Scott  
Timothy Lawrence Timleck  
Randy Van court  
Patricia Wheeler  
Alyssa Wright

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All material accepted for publication in *Crescendo* and the TMA website is subject to editing in accordance with the following criteria, including but not limited to style and the dictates of space, clarity, sense, general interest and members' welfare. Submissions will be considered based on relevance and interest to the membership of Local 149. Copyright in material submitted to *Crescendo* or the website and accepted for publication remains with the author, but the Toronto Musicians' Association may freely reproduce it in print, electronic or other forms. Letters to the Editor, articles, eulogies, advertisements, etc. must be attributed only to the writer(s) involved. The editors do not necessarily agree with or support the views, opinions or comments expressed in submissions to *Crescendo* or the website. Unsigned or anonymous submissions will not be published except as noted below. *Crescendo* reserves the right to accept or refuse any submission, including advertisements, at its discretion.

Letters to the Editor (*Crescendo*) are limited to a maximum of 500 words. We reserve the right to edit letters for accuracy, brevity, clarity, good taste and legal considerations. We are unable to acknowledge receipt of letters.

*Crescendo* welcomes photos that may be of interest to members. Submit hi-resolution jpg images (300 DPI, max 5mg) by e-mail, or in hard copy (developed photos only; not printouts of digital photos). Photos will not be returned unless specifically requested by the sender. Please include caption information with all photos.

*Crescendo* submissions may be sent to:

The Publisher — *Crescendo*  
Toronto Musicians' Association  
15 Gervais Drive, Suite 500  
Toronto, ON M3C 1Y8  
e-mail: info@tma149.ca

## TMA OFFICE HOURS

All staff are working from home until further notice. Email and phone messages are checked regularly.

## SUGGESTION BOX

(attributable or anonymous)

Complete the form in the optional section. Your suggestion will be forwarded to President Linda Cara. 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

Members wishing go online (www.tma149.ca) in order to discuss issues of interest to members and to share their concerns and ideas with one another or with the Officers and professional 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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	Size W&H	1X	2X	3X
Full page	7.75" x 10"	\$775	\$740	\$700
2/3 page	5.077" x 10"	\$550	\$525	\$495
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1/3 page Square	5.077" x 5.077"	\$325	\$310	\$290
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1/4 page Horizontal	7.75" x 2.4"	\$250	\$240	\$225
1/6 Vertical	2.4" x 5.097"	\$175	\$165	\$155
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1/9 page	2.4" x 3.508"	\$125	\$120	\$110
B-Card	2.4" x 1.8"	\$65	\$60	\$55

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*Crescendo* is mailed out three weeks before General Meetings, four times a year.

For more information, or to book an ad, contact advertising coordinator Dougal & Co. Inc. Phone: 416-645-0295 or Email: tmaads@dougalco.com

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Ph: 416-421-1020 • Fax: 416-421-7011  
E-mail: info@tma149.ca • Web: www.tma149.ca

# CALL FOR NOMINATIONS

Nominations for TMA Officers to the Board of Directors for the term 2021-2023 will take place at the TMA General Meeting on Friday, October 23rd, 2020. The following is the Nomination Procedure as provided for under the Association By-Laws governing Election of Officers, subject to approval of proposed By-Law changes to enable online voting (see Official Notice of Motion, p. 3).

- Art.53 (1) The Officers of the Association shall be elected for a term of three years.
- (2) (a) Members shall be eligible to stand for election as President, Vice President, Secretary or Treasurer provided they have served on the Board of Directors and have completed two years in office.
- (b) Members shall be eligible to stand for election to the Board of Directors of the Association provided they are in good standing and have completed one year of membership in the AFM.
- (c) A member who has been expelled cannot hold office in the Association until at least two years after reinstatement.
- (3) The election of Officers shall take place on the Monday immediately preceding the regular General Meeting in December (Dec. 14, 2020) and for the purposes of these election procedures is designated as ELECTION DAY.

- Art.54 The nomination of candidates for office will take place at the regular General Meeting in October immediately preceding the election (Oct. 23, 2020) and:
- (a) shall be made in documented form,
- (b) shall name the person nominated and office sought and be signed by ten (10) members in good standing,
- (c) shall be delivered to the Secretary when called for at the meeting,
- (d) unless the nominee accepts in person or in writing, the nomination is unacceptable, and
- (e) at the conclusion of the nominations, the order of the candidates' names on the ballot will be chosen by lot.

## NOMINATION FORM

I/We the undersigned, members in good standing of Local 149, A.F.M.

hereby nominate \_\_\_\_\_

for the office of \_\_\_\_\_

of the Toronto Musicians' Association for the term of office of 2021-2023.

	Signature	Print Name
1.	_____	_____
2.	_____	_____
3.	_____	_____
4.	_____	_____
5.	_____	_____
6.	_____	_____
7.	_____	_____
8.	_____	_____
9.	_____	_____
10.	_____	_____

**Toronto Musicians' Association**  
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