



# UNA VOCE

## May 2000 Vol.7 No.3

- The final report from last summer's conferences. Rob McCosh on the AFM 1999 Convention in Las Vegas.
- The 2000 OCSM Conference – Calgary, August 16 – 20.
- Insert - News from the Symphonic Services Division
- *They Loved to Play* – a new book from Murray Ginsberg
- [www.ocsm-omsoc.ca](http://www.ocsm-omsoc.ca)
- The entertaining, colourful ... parsimonious Eddy Bayens retires as Secretary-Manager of Local 390, Edmonton on July 1. Eddy gets a send-off from OCSM 1<sup>st</sup> V.P. Edie Stacey.

### Eddy Bayens

Where does one begin to try to summarize the contribution that Eddy Bayens has made to improve the musician's lot in life? For those of you who might not know of him, he has been the tireless Secretary-Manager of Local 390. Conductors, General Managers, Presidents of the CBC and AFM have come and gone, yet Eddy has served the musicians of Edmonton for well over 30 years. His dedication has had a far-reaching positive effect on **all** musicians who work under agreements in Canada.

Living through the Nazi occupation of Holland made an indelible impression on Eddy. This dark episode in history could have been a convenient excuse to moan about being dealt a bad hand in life. Instead, Eddy learned at a very early age the things that are truly important and the value of putting one's needs second in order to help others. The consequence of an individual's actions can be great harm or great good. He found the least way to harm others was by making music and began studying violin, clarinet, bassoon and double bass.

Eddy came to Canada in 1953 as a member of the Canadian Army and lived in Calgary before settling in Edmonton. He ran the gamut playing in the Army's PPCLI Band, the CPO and ESO. He even played an 11 year stint on electric bass of 6 nights a week in the clubs of Edmonton. During the 1950's, Eddy started out in the double bass section of the ESO and when an opening became available in the bassoon section, he moved over to the Principal Bassoon position. He was a full-time member of the ESO until the late 1970's. He performed with the ESO to open the Northern Alberta Jubilee Auditorium in 1955 and remarkably, 42 years later, performed with them for the opening of the Winspear Centre in 1997. Even today, he is rounding out the bottom of the ESO's bassoon section – not an easy task!

Eddy was there in the early years of OCSM; organising musicians made the AFM recognise and address the unique needs of orchestral musicians which eventually led to the formation of the Symphonic Services Division of the AFM. In the late 1960's when Eddy became Secretary-Manager, he thought that after a few years of sorting out the office's filing and finances that he would move on to something else. His skill at negotiating contracts on behalf of ESO musicians was recognised early and over the years he has been integral in the negotiation of the National CBC Agreement. He is President of the Canadian Conference of the AFM and serves on the Law Committee. You might even mistake him to be a lawyer until you realise that he is far too practical, wise and compassionate.

Eddy's mantra: "Watch the pennie\$ and the pound\$ will take care of themselves" has helped to make the Edmonton Musicians' Association one of the most efficient, effective and financially sound Locals on the continent. Eddy's knowledge and advice is often sought by the Canadian and NY Offices of the AFM. Edmonton members pay the lowest work dues yet receive top-notch service.

In recent years, Eddy has been involved with the Canadian Conference of the Arts, and Chairs their Music and Sound Recording Division. He is also Chair of the

Cultural Human Resources Council. Eddy travels monthly to Ottawa volunteering his time and sharing his expertise with these government agencies.

We have been very fortunate to have Eddy in our Community of Musicians. His warmth, wit, wisdom and ability have shown us first-hand what it means to look after each other. Eddy has always gone above and beyond what is in a Job Description. Eddy will continue his work for the CCA and CHRC but is retiring as Secretary-Manager of the EMA on July 1, 2000.

Eddy, we will continue to seek your advice and, we will endeavour to maintain your legacy of commitment and advocacy. We wish you every success and happiness in the challenges that lie ahead. On behalf of all the Members of the ESPA and OCSM, our sincere thanks for all of your efforts.

Eddie Stacey, Chair  
Edmonton Symphony Players Association

---

### **Night and Day**

If the 92<sup>nd</sup> AFM Convention in 1997 could be characterized as “night” because of the anger and frustration felt by many of the delegates with the increasing deficit and stymied legislation, then the 93<sup>rd</sup> by contrast showed at least the beginning of daylight with an improved fiscal outlook and the passing of a number of reform resolutions and recommendations.

The federation operated in the black in 1997 with a surplus of \$344,000 and in 1998 with a surplus of \$625,000. Although it is hard to pinpoint why the dynamics of the two conventions were so different, the '99 “love-in” may at least in part be attributable to the surpluses. The resolutions (which come from Delegates, Players’ Conferences and Officers) and recommendations (which come from the International Executive Board IEB – the governing body of the AFM) that were presented arose primarily through the work of, or reaction to, the Investigative Task Force. The ITF, itself a product of the frustration at the '97 Convention, was comprised of Local Officers and members of the Player Conferences. The ITF came up with a number of leading reforms which the Player Conferences discussed and voted on at the 1998 Unity Conference in Las Vegas and were then presented to the '99 Convention. While some did not pass and others were watered down through amendments it is safe to say that the AFM has taken some significant steps towards being a true union.

### ***Steps Forward***

The IEB changed the definition of a symphony orchestra so that more Locals would be paying Federation work dues. This will impact primarily OCSM and ROPA orchestras as most of the ICSOM Locals already are remitting the dues. The purpose of this, at least in the view of the Player Conferences, is to better fund the Symphonic Services Divisions in the U.S. and Canada. For Locals claiming financial duress, a phase-in period was added to the legislation.

The IEB also tightened language that affects musicians who play in more than one Local by requiring a member to join only the Local that: 1) is their primary residence or; 2) that requires Local membership in its collective agreement. Previously, Locals were forcing musicians who played in two or more Locals to join each Local and pay the corresponding per capita dues.

The AFM Strike Fund was amended to be more inclusive and equitable. Prior to the Convention the premium was the same for everyone but the benefits were higher for those earning higher weekly salaries. Now both the premium and benefits are tiered according to weekly salaries. The Theatre Defense Fund was also amended to allow symphony orchestras to join which don't qualify for the AFM Strike Fund.

A non-ITF proposal to include the requirement of Locals to pay the cost of sending delegates to the respective conferences of the Recording Musicians Association (RMA) and Theatre Musicians Association (TMA) was passed.

An ITF resolution to disallow contractors on Local Boards was amended to Personnel Managers only. However, the resolution was also referred to the IEB to investigate “the effect of the economic power of contractors on the legal, political and economic rights of union members.” President Steve Young assured the Convention that the effect of contractors on Boards would be monitored very closely. A related ITF resolution passed which will help protect members from retaliation by Local Officers who are brought up on charges by members.

The legislation that allowed the AFM to recoup the cost of collecting claims against members was deleted.

A non-ITF resolution passed that will give Locals more equitable representation at the AFM Convention based on their size. Another non-ITF resolution established the mechanism by which the AFM may be merged with another international union.

Another key resolution of the ITF was the creation of Conference Regional Boards. After a good deal of time spent in committee, this resolution was

---

withdrawn with the assurances of President Young that a separate task force would be created to investigate how best to integrate the Player Conferences and rank-and-file into the governance of the Federation.

Finally, the U.S. pension fund board is now required to include one rank-and-file member as appointed by the AFM President.

### **Step Backward**

In an amazing sleight-of-hand, the Convention was told that it didn't have the authority to require the Canadian pension fund to have a rank-and-file member appointed.

The ITF resolution to end active life membership was defeated. The concern of the ITF was that "life members pay reduced membership dues but still receive all membership privileges, which sometimes places political control in the hands of those who are not paying 'full freight'".

The creation of a student membership by OCSM-OMOSC was also defeated. This, along with the ITF resolution to move the AFM headquarters out of New York, was not supported.

Two other significant resolutions were defeated that dealt with universal Federation work dues and equal work dues for all live engagements. The latter was known as the Halifax resolution after that Local imposed higher work dues for symphonic work than for other live work. This dues increase however was overturned in a Federation board hearing.

### **Significant Steps**

Legislation passed that bears attention was a procedure for a Millennium membership drive. The IEB has not yet announced when such a drive will take place but must give the Locals three months notice. The intent is to attract new members with a one-time special low initiation fee.

The Convention passed legislated salary increases for the President, Vice-President from Canada and Secretary-Treasurer with a 3% increase last August 1, plus the average of the percentage increases in the U.S. "All Urban Consumers" price index.

There were other interesting items of business besides dealing with the recommendations and resolutions which take up the bulk of the Convention's time. Other than the governance task force mentioned above, the Federation has committed itself to a task force for freelancers; a health and welfare task force for freelancers; and building a coalition in U.S Congress to develop legislation for collective bargaining agreements for freelancers.

All in all, the 93<sup>rd</sup> Convention may not have been the "love-in" that I stated, but a number of significant reforms passed in one form or another. We must work hard to see that the trend continues.

*Rob McCosh, OCSM President*

(The next AFM Convention will be in the summer of 2001.)

<p><b>CORRECTION</b> – In the last issue of UNA VOCE, we gave the wrong dates for the AFM Canadian Conference. This year, the conference will be held from June 9 – 11, hosted by Saskatoon Local 553.</p>
--

### **They Loved to Play – Murray Ginsberg**

Former OCSM Newsletter and UNA VOCE editor Murray Ginsberg has written his first book. '**They Loved to Play** – *Memories of the Golden Age in Canadian Music*' was published last year by Eastend Books in Toronto.

Murray recalls the heyday of jazz and swing, as well as his years with the Toronto Symphony through interviews, reflection and a fantastic collection of photographs. Percy Faith, Robert Farnon, Mart Kenney, Oscar Peterson, Andrew Davis and Seiji Ozawa are just a few of the names that benefit from Murray's ability as raconteur.

Murray promises that a second book is on the way. Meanwhile, **They Loved to Play** is available online at <[www.eastendbooks.com](http://www.eastendbooks.com)>

[www.ocsm-omosc.ca](http://www.ocsm-omosc.ca)

If you haven't yet had a chance to visit the new OCSM website, please take a minute to do so. We've had a few problems in the start-up phase – actually, one major problem when our server dumped the entire website, along with a number of others. Since then, we've begun to restore the site and have added a number of useful links to other musicians' service organizations and agencies. Please let us know how we can improve the site by emailing the webmaster (Ken MacDonald – Hamilton Philharmonic).

---

### OCSM CONFERENCE 2000

The OCSM Conference is one of four that happens every summer. The first is the Canadian Conference of the AFM from June 9 – 11 in Saskatoon, then the Regional Orchestra Players Conference (ROPA) Conference from August 9 – 13 in Savannah, Georgia. The International Conference of Symphony and Opera Musicians (ICSOM) in Louisville, Kentucky follows the OCSM Conference from August 22 – 26. As always, there will be an OCSM representative at each of the conferences.

This year's OCSM Conference will be held at the Ramada Inn, downtown Calgary from August 16 – 20, 2000. The conference officially gets underway at 9:30 a.m. on Wed. August 16.

A pre-conference session is the Negotiating Orchestras Workshop with Florence Nelson (Symphonic Services Division – NY), Laura Brownell (SSD Canada) and Michael Wright (AFM legal counsel) which begins at 2:00 p.m. August 15. The workshop has proved to be very informative and useful to those delegates whose orchestras are currently negotiating, or entering negotiations this year.

During the past couple of years, we have experienced strikes and near-strikes that illustrate the need for expertise in telling our side of the story. 'Handling the Media' has become part of the negotiating process but is an area foreign to most musicians. We will study strategies with experts in the field.

Arts Stabilization is another hot topic and we hope to convene a round-table discussion with members of Arts groups from Western Canada where the concept has enjoyed some success.

All OCSM members are welcome to attend the meetings, you don't have to be the delegate, so if you're in Calgary please drop in.

Finally, we hope that Eddy Bayens will make an appearance at the Conference. I hesitate to say a *final* appearance, since you never know what Eddy may have in mind. We'd love to have a chance to roast Eddy, although his attendance isn't necessary for that to happen.

### OCSM-OMOSC 1999 - 2000

#### DELEGATES

Calgary Philharmonic – Mark Johnson  
COC Orchestra – Elaine Thompson  
Edmonton Symphony – Andrew Bacon  
Kitchener-Waterloo Symphony – Tony Christie  
NAC Orchestra – Francine Schutzman  
National Ballet Orchestra – Shelley Brown  
Hamilton Philharmonic – Ken MacDonald  
Orchestra London – Jack Winn  
O.S. de Montréal – Jean-Marc Leclerc  
O.S. de Québec – Simon Jacobs  
Regina Symphony – Gary Borton  
Saskatoon Symphony – Don Schmidt  
Symphony Nova Scotia – Shimon Walt  
Thunder Bay Symphony – Jeff Gibson  
Toronto Symphony – Susan Lipchak  
Vancouver Symphony – Ron Milne  
Victoria Symphony – Bob Fraser  
Windsor Symphony – Peter Voisey  
Winnipeg Symphony – Daniel Scholz

#### EXECUTIVE

President – Rob McCosh (Nova Scotia)  
1<sup>st</sup> Vice President – Edie Stacey (Edmonton)  
2<sup>nd</sup> Vice President – Steve Mosher (National Ballet)  
Secretary – Bob Sheffield (London)  
Treasurer – Steve Wilkes (Vancouver)  
Field Representative – Francine Schutzman (NACO)

#### Contact UNA VOCE:

Steve Mosher  
149 Woodington Ave.  
Toronto, ON M4C 3K7  
<smosher@interlog.com>  
www.ocsm-omosc.com

---