

REGINA MUSICIANS ASSOCIATION LOCAL 446 – AFM

Constitution and Bylaws

Revised: January 26, 2025

Constitution

Article 1: Name

The organization shall be known as the **Regina Musicians Association, Local 446, American Federation of Musicians of the United States and Canada**, hereinafter called the Association.

Article 2: Object

The object of Local 446, American Federation of Musicians of the United States and Canada shall be to unite all professional musicians for the purpose of:

- Elevating and bettering the economic status, social position and general welfare of its members
- Negotiating collective bargaining agreements with employers on behalf of its members
- Providing assistance in contract administration and enforcement for the protection of its members
- Resolving grievances, disputes, and controversies among locals, members, and employers
- Encouraging and training local officers in representing their members
- Advocating the interests of members and local unions to the public and governments
- Encouraging, promoting, supporting, and developing audiences for the preservation, enjoyment, and appreciation of performances by professional musicians.
- Further, Local 446 shall adhere to the mission statement of the American Federation of Musicians of the United States and Canada (hereinafter called the AFM), as found in their bylaws.
- In the event an Association constitution article or bylaw conflicts with the one expressed by AFM, the AFM prevails.

Article 3: Officers

Section 1: Executive membership

The officers of the local shall consist of a President, Vice-President, Secretary/Treasurer, three (3) executive board members, and a Sergeant at Arms.

Section 2: Eligibility for executive positions

To be eligible for nomination to the office of President, Vice-President, or Secretary/Treasurer, a member will have served on the executive board for a minimum of one year.

Section 3: Eligibility for executive board membership

In order to be eligible for nomination to the executive board, a member shall have been a member in good standing of the local for a minimum of six months.

Section 4: Length of terms for officers and executive board members

Subject to the following provisions, one-half of the board shall be elected at the annual general meeting, or at any special meeting of the regular Members called for the purpose of election of directors.

The term of office for the president, vice-president, secretary/treasurer, executive board members, and sergeant-at-arms shall be approximately two (2) years, starting from the date of the meeting at which the Director is elected, until the second annual general meeting next following. Approximately half of the board should be due for election or re-election each year.

Section 4.1

When vacancies occur on the board during a term of office, those vacancies may be filled by an appointee selected by the board. The appointee shall hold office until the next annual meeting, at which time the appointee or another shall then be elected to complete the remaining term.

Section 5: Removal from office

Should any board member fail to attend two meetings in the fiscal without just cause, they may be removed from office if so agreed by a majority vote of the remaining members of the board.

Section 6: Nominations and elections

Members in good standing shall be eligible to cast one (1) vote for each directorship open for re-election or election.

Section 1.1

A notice soliciting nominations for executive board positions and outlining the elections process shall be distributed to members by mail or email at least 15 days in advance of the closing date for nominations.

Those interested in standing for nomination shall confirm their interest in writing to the local office, indicating which position(s) they wish to run for. The closing date for nominations may be in advance of or on the date of the annual general meeting at which elections will be held.

Section 1.2

Where allowed under national bylaws, and by motion from the executive board, an online voting protocol may be arranged allowing members to vote in advance of the annual general meeting. Members would be notified of this process prior to each AGM.

Section 6: Emeritus positions

Board members emeritus may be selected from those board members who have served with distinction and excellence. These are honorary, non-voting and advisory positions on the board, nominated and elected by the executive board. A board member emeritus shall not be subject to any attendance policy counted in determining if a quorum is present.

Article 4: Membership

Section 1

All capable instrumentalists, vocalists, and any others who render musical services of any kind for remuneration, and who are not less than sixteen (16) years of age shall be eligible for membership. Members must also be citizens of Canada or the United States, a landed immigrant in Canada, or eligible to work in Canada.

Section 1.1

Applicants between the ages of sixteen (16) and eighteen (18) shall be designated as minors and shall only be received into membership with parental approval and such minors will abide by the bylaws and fulfill all of the laws of the AFM.

Section 2

Application for membership must be made on the application form furnished by the local or head office (online).

New members shall participate in an orientation meeting with the Local by phone, video conference, or in person to be informed of pertinent details of membership.

Section 3

All applications for membership are subject to approval by the board of the local.

Section 4

New members may be initiated at a general membership meeting, executive board meeting, or by the secretary.

Article 5: Amendments

Section 1

The constitution, bylaws, and price list shall not be amended, except at a regular membership meeting of the local and such amendments must be filed with the secretary/treasurer at least thirty (30) days prior to the next membership meeting.

Section 2

Approval shall require two-thirds (2/3) majority of the members (*present at the meeting*). It shall be the duty of the secretary to advise all members, in writing, of proposed changes fifteen (15) days prior to the meeting at which they will be voted on.

Article 6: Income

The funds of the association shall be raised by initiation fees, membership dues, fines, and by such other means as the association shall deem necessary.

Article 7: Dissolution

Section 1

This local shall not be dissolved without obtaining nine-tenths (9/10) approval of the members present at a special meeting called for the purpose of considering such dissolution.

Section 2

All members entitled to voice or vote shall be notified a minimum of fifteen (15) days prior to such meeting.

Article 8: Officers and directors oath of office

I _____ do hereby solemnly pledge my most sacred word of honour, that I will faithfully discharge the duties of my office as (Officer) of this local during the term for which I have been elected, or until my successor is duly elected and installed;

that I will support the constitution and bylaws and rules and regulations of the Local, as may be applicable, and the bylaws of the American Federation of Musicians of the United States and Canada, and will enforce the laws thereof to the best of my ability, without prejudice or partiality.

Members oath of office

I _____ in the presence of all of the members here assembled, do solemnly promise and declare that I will support the constitution and bylaws of the American Federation of Musicians, and submit to its mandates, and obey all laws emanating therefrom.

I will support the constitution and bylaws of local 446 of the American Federation of Musicians and that of any local of which I may hereafter become a member. To all this I pledge my sacred word of honour.

Article 9: Jurisdiction

The jurisdiction of this local shall be that part of the Province of Saskatchewan lying south of a line running east and west an equal distance between this local and local 553, Saskatoon.

Bylaws

Article 1

Ignorance of the bylaws shall be no excuse for their violation.

Section 1

Three general meetings of the local shall be held per year, with an Annual General Meeting taking place within the first 90 days of the calendar year. At the annual general meeting the elections for officers of the Association, and the election of delegates to the conventions of the AFM, will take place.

Section 2

A minimum of three officers of the local, two of whom must be either the President, Vice-President, or Secretary/Treasurer, plus the members in attendance, shall constitute a quorum.

Section 3

If, at any regular or special membership meeting a quorum is not achieved, the executive board shall have the authority to act upon any items on the agenda of such meeting, with the exception of the setting of dues and work dues.

Section 4

Executive, General, and Special Meetings may be held in person, by teleconference or videoconference (electronically), or in any combination thereof at the discretion of the Executive Board or President, provided that every member is so advised of the format in the meeting notice. The format chosen must allow for participants to hear each other and participate in real time.

Where secret ballot voting is permitted under AFM Bylaws, electronic voting may take place through a secure online voting platform. When not in conflict with public law or AFM Bylaws, however, the members present in an electronic meeting may, by unanimous consent, waive the Local's secret ballot requirement and vote by roll call and/or a showing of hands.

Article 2: Duties of the Officers

Section 1: Duties of the President

It shall be the duty of the President to preside at all meetings and enforce a due observance of the constitution and to call special meetings when petitioned by fifteen (15) members, or on the recommendation of the executive board.

Section 1.1

The President shall appoint all committees unless otherwise ordered, and cast the deciding vote in the case of a tie, shall be an ex-officio member of all committees, and be exempt from dues while holding office.

Section 1.2

By virtue of their office, the President shall be a delegate to conventions of the American Federation of Musicians and the Canadian conference, when authorized to attend. In order to comply with international regulations, a vote must be held to confirm this status.

Section 1.3

The President acts as spokesperson for the association and is its chief administrative and executive officer.

Section 2: Duties of the Vice-President

It shall be the duty of the Vice-President, in the absence of the President, to perform the duties of the President's office. The Vice-President shall be exempt from dues while holding office.

Section 2.1

By virtue of their office, the Vice-President shall be an alternate and/or additional delegate to the conventions of the AFM and CFM, when authorized to attend. In order to comply with AFM regulations, a vote must be held to confirm this status.

Section 3: Duties of the Secretary/Treasurer

It shall be the duty of the Secretary/Treasurer to ensure that correct records are kept of the meetings and proceedings of the local, and to monitor the accounting and financial processes of the local.

Section 3.1

Answer all communications

Section 3.2

Keep a true account of the local and its members

Section 3.3

Present the year-end financial statements to the executive board within ninety (90) days of the fiscal year-end

Section 3.4

Prepare certificates of membership, collect initiation fees, fines and dues and report every meeting

Section 3.5

Issue notices of all special meetings

Section 3.6

Counter sign all vouchers

Section 3.7

Perform all duties pertaining to their office

Section 3.8

At the expiration of their term, the Secretary/Treasurer shall transfer all books, papers, documents, or other property belonging to the local to their successor in office

Section 3.9

They shall keep on record a list of all parties whom the local decides are unfair to this association and shall post same at each meeting, along with the names of the members who are fined or suspended

Section 3.10

They shall record new resolutions or amendments to the bylaws or price list and shall notify all members of said amendments or resolutions. They shall notify delinquent members at their address appearing on the books of the association fifteen (15) days before suspension for non-payment of dues takes effect.

Section 3.11

They shall be paid monthly the sum as set by the local

Section 3.12

They shall be exempt from dues while holding office

Section 3.13

The duties of the Secretary/Treasurer's position may be filled on a contract basis by a consultant or office manager, at the discretion of the executive board.

Section 3.14

The length of contract, if this is done, shall be no longer than three (3) years at which time the contract will be either concluded or an offer made for a renewed term.

Section 3.15

A consultant or office manager hired to perform the duties of Secretary/Treasurer shall be bound by the same policies and code of conduct as the board.

Section 3.16

By virtue of their office, they shall be a delegate to the conventions of the AFM and the Canadian Conference when so authorized to attend. However, in order to comply with international regulations, a vote must be held to confirm this status.

Section 4: Executive board meetings

The executive board shall consist of the President, Vice-President, Secretary-Treasurer, and three members, to be elected by ballot.

Section 4.1

A majority of executive board members shall constitute a quorum for executive board meetings

Section 4.2

Executive board meetings shall be called at the request of any one member of the board.

Section 5: It shall be the duty of the executive board to supervise and control all of the affairs and interests of the local.**Section 5.1**

The executive board shall investigate all charges against a member or members for alleged violation of any matters, which, in their opinion, affects the interests of the local.

Section 5.2

The executive board shall render decisions and enforce all penalties provided. However, in cases where the constitution or bylaws under which the investigation or charge is made specifies the penalty to be expulsion, or when, in the opinion of the executive board, the seriousness of the violation warrants expulsion, they shall, if their finding is "guilty", so report to the next general membership meeting of the local, with any recommendations they may, at their discretion, feel to be appropriate.

Section 5.3

The executive board shall have full power to act on any matter pertaining to the local.

Section 5.4

The executive board shall decide whether any particular engagement is competitive or otherwise.

Section 5.5

The executive board shall report in writing their actions to the general membership meeting of the local.

Section 5.6

Members of the executive board shall be exempt from dues while holding office.

Section 5.7

If, in the prosecution of a charge laid by a member of this local, the executive board is of the opinion that said member acted maliciously or from trivial or vexatious motives, the board has the power to prefer a charge against such a member which shall be dealt with in the manner prescribed under the current bylaws of the American Federation of Musicians of the United States and Canada.

Section 5.8

No decision of the executive board can be modified or revoked except by appeal (see related Article) to the vice-president from Canada or failing that, an appeal to the Canadian Conference.

Section 5.9

When a board member of the Association performs any duty in compliance with the Constitution or Bylaws after a resolution has been passed at a meeting of the Association instructing or authorizing such performance, or, after they are instructed by the Executive Board and instructions are contained in the minutes of a meeting of the Executive Board, such officer shall be indemnified by the Association for any losses, costs, damages and expenses which the officer, their heirs, executors or administrators may suffer, pay, or sustain, by reason of their performing said duty.

Section 5.10

Members of the board who find themselves in a conflict of interest with regard to any and all business and/or deliberations of the Association must declare such conflict immediately and absent themselves from the discussion and decision-making process with respect to such interests. Further, any officers determined through a special resolution of the Executive Board to be in a conflict of interest as outlined, without beforehand having declared such conflict, shall be removed from the Board.

Section 6: Duties of the Sergeant at Arms

It shall be the duty of the Sergeant at Arms to refuse admittance to meetings of any members who are not in good standing, or to non-members who are not provided with special permission to attend.

Section 6.1

At the call of the presiding officer, the Sergeant at Arms shall expel any member whose conduct has rendered expulsion necessary (refer to Roberts rules of decorum).

Section 6.2

The Sergeant at Arms shall be exempt from dues while holding office.

Section 6.3

The Sergeant at Arms, or the business agent, if one has been appointed, has the full authority for this local to visit any and all places where musicians are performing to discuss that engagement or any other pertinent matter with the musicians, and shall report to the secretary/treasurer.

Section 6.4

All monies received by the sergeant at arms shall be handed over forthwith to the secretary/treasurer together with a statement of the facts, in connection therewith.

Section 7

Should an executive board member be absent from two consecutive general membership meetings in succession without just cause, fails or refuses, or is unable to serve after having been elected, the member shall be deemed to have resigned their position. The other executive board members shall, by majority vote, decide if the conditions of a resignation have been met.

Section 8

Officers shall be elected by secret ballot at the Annual General Meeting of the local, or by alternate voting methods specified in the bylaws.

Section 8.1

All members shall be notified by mail or email of the election at least fifteen (15) days prior to the date of this meeting, at the address provided to the local. It is each member's responsibility to keep their contact information up to date with the local.

Section 8.2

The elected officers shall be duly installed immediately prior to the adjournment of this meeting.

Section 8.3

Officers shall be elected for two-year terms.

Section 8.4

All ballots shall be destroyed following the recording of results into the minutes.

Article 3**Section 1**

The local initiation fee will be \$30.00. The federation initiation fee is \$65.00. The \$65.00 fee is due with the prospective member's completed application. The federation has decreed that these initiation fees will be waived if two or more members of one group join at the same time.

Section 2

Every member, except those specifically exempted by the bylaws, shall be assessed \$155.00 per annum effective January 1, 2014 and until such time as an increase is approved at a general meeting.

Section 2.1

Dues are payable on or before the anniversary of the date they joined each year.

Section 2.2

Members more than one (1) month in arrears shall pay a fine of \$5.00 per month. Failure to pay dues within three (3) months of the date due will result in suspension. Failure to pay dues within six (6) months of the dues date shall result in expulsion.

Section 2.3

Student or youth membership: The local shall grant youth or student membership status to those musicians who qualify for same, according to Article 9, Sections 2, 3, and 4 of the international bylaws.

Section 2.4

The Regina Musicians Association shall grant life membership status to those members who have reached the age of sixty-five (65) years and have been members in good standing of the local for thirty-five (35) years, either consecutive or non-consecutive.

Section 2.4.1

Life members shall pay dues at a rate of \$85.00 per annum, and shall retain all rights and privileges of regular members.

Section 3

The printed card or certificate of membership shall be the only passport to professional business. Members shall carry current card on all engagements and show same on demand.

Section 4

All members of the local, as a condition of membership, shall be required to pay dues based on earnings, (hereafter, called work dues) for musical services performed in a minimum amount of 3% of scale wages earned.

Section 4.1

Work fees payable on engagements generated through and contracted by the office of local 446 shall be 5% of local scale.

Section 5

All work dues shall be due and payable no later than the fifteenth day of the month following the month in which the engagement was performed.

Section 6

Any member who fails to report an engagement prior to the performance or fails to remit work dues within the prescribed time will be subject to a local fine of \$5.00 for each offense.

Section 6.1

Fines listed in section 10 are to be in addition to penalties imposed by the federation.

Section 7

Any member who is delinquent in their dues for three months shall be suspended. After six (6) months said member shall be expelled.

Section 7.1

Members suspended for non-payment of dues may be reinstated on payment of all back dues, fines, assessment, and the required reinstatement fee, provided that in the interim no laws of the AFM have been violated.

Section 7.2

When a member who has been suspended or expelled for non-payment of dues desires to be reinstated after more than one year, they must make application as a new member.

Article 4: Tariff of Fees**Section 1**

The minimum tariff of fees for engagements in the jurisdiction of the local shall be established by the membership from time to time at regular or special membership meetings.

Section 2

The secretary/treasurer shall maintain and make available to all members a current list of all established tariffs of fees.

Section 3

The executive board shall have the authority to establish a wage scale for any engagement for which a wage scale has not been previously established by the membership, subject to approval at the next regular membership meeting.

Section 4

No member shall perform or agree to perform an engagement for less than the applicable minimum wage scale for such an engagement.

A tariff of fees shall be attached to this document.

Article 5: Duties of Members**Section 1**

It shall be the duty of every member to refuse to perform in any band, orchestra, or group on any engagement in which any musician is not a member of the AFM in good standing.

Section 2

No member of the local shall make, accept any engagement with, furnish music to, or play with any person or persons who are in default to any member of the AFM for professional services.

Section 3

Members may have their services refused on an engagement by a leader for the following reasons:

- a) Late arrival
- b) Unbecoming conduct
- c) Improper condition
- d) Improper dress

Section 3.1

Offenders shall be reported to the executive board. If, after an investigation, the charges are sustained, the offender may be disciplined by the executive board.

Section 4

No member shall accept an engagement for less than scale wages established by the local, unless permission has been received from the executive board, through the secretary/treasurer, prior to the engagement.

Section 5

A member may not be discharged from a seasonal engagement without two weeks' notice, prior to the engagement.

Section 6

Share plan engagements will be allowed in this jurisdiction unless said engagements meet the criteria set out in article 13, sections 17 and 18 of the federal bylaws.

Section 7

The business of this local shall be considered confidential and any member or members found guilty of discussing same in a public place, or within earshot of non-members shall be penalized at the discretion of the executive board.

Section 8

Any member who resigns, is erased or expelled, shall forfeit all rights and titles to funds and property of the local.

Section 9

Any member wishing to resign must do so in writing, but not until all dues and fines have been paid.

Section 9.1

Any member who has resigned in good standing and wishes to again apply for membership, must apply as a new member. It is provided, however, that if a member in the interim, conspires in any manner whatsoever against the interests of this association, the application shall be dealt with according to the laws of the federation.

Section 10

Members may play with non-members only by first obtaining permission from the executive board, the president, or secretary/treasurer.

Section 11

Any member who willfully commits any act which injures or is intended to injure a fellow member shall be deemed to have committed a breach of good faith and shall be subject to such penalty on conviction thereof as the executive board may decide.

Section 12

It shall be deemed unprofessional conduct for any member of this local to attempt in any way to have a bona fide contract made by a member of this local set aside.

Section 12.1

Except by permission of said member.

Section 12.2

To state that they have made a contract when they have not.

Section 12.3

Or make any statement with intent to hold such engagement for themselves or others, and thus, close the door to legitimate competition.

Section 12.4

Penalty for violation of this section shall be at the discretion of the executive board.

Section 13

No expense to the local may be incurred by the officers, unless authorized by the local or executive board.

Section 14

Any member accepting work in any local establishment shall have a contract for that engagement filed with the local or forfeit all protection of the local.

Section 15

No member of an orchestra or band shall be summarily dismissed by any leader or manager of such orchestra or band except for neglect of duty, or unbecoming conduct in the discharge of their duty.

Section 16

Nothing in this constitution and bylaws shall be construed as to relieve any member of all duties and responsibilities under the constitution and bylaws of the American Federation of Musicians of the United States and Canada or the laws of the Province of Saskatchewan.

Section 17

No member of this local is allowed to apply to, or negotiate with any person other than the leader, for a position as side musician.

Section 18

It shall be the duty of every member to report to the president any violation of the constitution and bylaws.

Section 19

A member who resigns from, or allows their membership to lapse in the AFM or any of its locals for the purpose of evading any of the laws of the local, or the AFM, must, if they should again apply for membership in the AFM, submit such application to the executive board of the federation (IEB), which shall determine an initiation fee to be no less than \$25.00, to be paid into the treasury of the AFM.

Section 19.1

In addition to such initiation fees as established by the executive board of the AFM, the applicant shall pay the initiation fee of the local wherein they apply for membership.

Section 19.2

Accepting a musical engagement or engagements between the date of said resignation or lapse of membership and that of re-application shall be construed as an act which had for its purpose the evasion of the laws of the AFM, or some local thereof.

Section 20

No band or orchestra composed of members of the AFM or individual members thereof shall be permitted to render services for any local function in the jurisdiction with non-members in any local of the AFM without permission of the local executive board or duly authorized official or officials thereof.

Section 20.1

Any violation of this section shall be tried in the manner prescribed by the local laws in the jurisdiction wherein said violation occurred. The penalty shall be a fine of not less than \$50.00 nor more than \$200.00.

Section 21

A local engagement is any engagement which takes place within the jurisdiction of local 446, as set out by the AFM.

Section 22

A member of the federation cannot perform with or in conjunction with suspended or expelled members or with non-members in the jurisdiction of a local of the federation on competitive engagements unless it be with the consent of the federation, or in cases wherein the laws of the federation provide otherwise.

Section 22.1

Engagements are considered competitive if musicians receive pay for their services or if the employer in the absence of free services of musicians would be obliged to pay for such.

Section 23

All engagements played by members of the federation outside of the jurisdiction of any local are so played by and with the consent of the federation, and members filling same are bound by all laws of the federation or orders and decisions emanating from the federation in connection therewith.

Section 24

In cases where special prices have been made by the executive board, the leader or manager engaging members shall notify them of the fact.

Section 25

Any member accepting an engagement from another member and failing to fulfill that engagement shall be fined the price of the engagement.

Section 25.1

It shall be deemed an equal offense for a member to take an engagement and send a substitute without the consent of the contracting member, except in case of an emergency.

ARTICLE 6: TRAVELLING MEMBERS

Travelling dance orchestras are governed by the bylaws of the AFM (articles 16, 17, 18 and 19). For full information, contact the secretary's office

ARTICLE 7: FINES, PENALTIES, ETC.**Section 1**

Any fine imposed on a member shall be paid within thirty (30) days. Failure to do so will result in suspension.

Section 2

For violation of any provision of the constitution, bylaws, or price lists not otherwise provided for herein, members are liable to a fine not exceeding \$500.00.

Section 3

No member, against whom a fine has been assessed for non-payment of dues, shall receive their membership card until such fine has been paid to the secretary/treasurer.

Section 4

Any member against whom a fine has been assessed for violation of the constitution and bylaws, and who has not been paid said fine is not eligible to work, except by permission of the executive board.

Section 5

Any member playing with a suspended or expelled member is liable to the same penalty as if playing with a non-member.

Section 6

It is the responsibility of members to promptly notify the local office of changes to their phone number, home address or email address in order to receive proper notice of meetings or opportunities.

Section 7

A member engaged cannot be disengaged, unless the engagement does not take place or by mutual agreement.

Section 7.1

Any member accepting an engagement from another member and failing to fill that engagement, shall be fined the amount of the engagement.

Section 8

Any member taking more than the number of players actually engaged and paid for shall be fined \$25.00 for the first offense and for the second be liable for suspension or other penalty as decided by the executive board.

Section 9

Sitting in will be allowed under the following conditions:

- a) The number of players on the stand shall at no time exceed the number of players on the contract for the specific engagement.
- b) Sitting in will be allowed only with the permission of the leader.
- c) Sitting in will not be permitted during intermission.

Section 10

No member shall be allowed to play for less than the stipulated scale of this local. Members failing to comply with this section shall be fined by the executive board.

Section 11

If a member of a local is found guilty of violating a local or federation law, they have the right to appeal the verdict to the VP from Canada, and from that, to the Canadian Conference, unless it is otherwise provided.

Section 11.1

In all cases where there is an appeal of a verdict rendered on account of the violation of the local law, notice of appeal must be given and deposited within thirty (30) days, and the appeal forwarded to the VP from Canada in accordance with the rules of practice and procedure.

Section 12

Any member or members against whom an investigation or a charge is pending shall be subject to the orders of the executive board until the case is finally decided.

Section 13

Any member against whom a charge for violating any of the laws of this local or of the AFM is laid is entitled to a fair trial by the executive board and shall be given reasonable notice to appear for the purpose of defense.

Section 13.1

In case of failure to appear, except for good and sufficient reason, at the discretion of the executive board, the trial shall proceed as if they were present.

Section 14

The executive board shall have the authority to appoint a trial board to hear charges filed against any member(s). The trial board shall be bound by the rules set out above and the rules of natural justice.

ARTICLE 8: Leaders and Contracts**Section 1**

Before importing musicians, leaders must apply to the executive board to confirm that competent musicians cannot be obtained from this local. Competent local musicians must be given preference.

Section 1.1

Any violation of this section shall be subject to a fine of not less than \$50.00.

Section 2

Bidding on engagements below the local scale shall be deemed a violation.

Section 3

No member engaged as a leader or teacher of an amateur orchestra or band is allowed to appear in public with said orchestra or band, either as a performer, soloist or conductor, without permission of this local.

Section 4

Leaders or contractors must pay the member employed within ten days after the engagement. If unable to collect, they must report to the executive board. If they fail to do so, they will be held personally responsible for the amount of the engagement.

Section 4.1

It is also provided that when, in the opinion of the executive board, a contractor or leader fails to secure advance payment of equally sufficient guarantee where payment is doubtful or insecure, said contractor or leader will be held responsible to pay the other members engaged.

Section 5

Any contract, written or verbal, is valid if it can be substantiated before the executive board.

Section 5.1

A copy of all written contracts must be filed with the local prior to the engagement.

Section 5.2

Any member failing to comply with the provisions of this section forfeits the protection of this local.

ARTICLE 9: ORDER OF BUSINESS

1. Approval of agenda
2. Approval of previous minutes
3. Reports of committees
4. Financials
5. Election of officers (when applicable)
6. Unfinished business
7. New business, questions and notice of motions
8. Good of the local
9. Adjournment

ARTICLE 10: RULES OF ORDER**Section 1**

The sergeant at arms shall examine the members present and report any member not in good standing or any guest present to the President. Meetings shall be held according to the terms of the current edition of Robert's Rules of Order.

Section 2

No question shall be entertained until recognized by the chair.

Section 3

When a question is before the meeting, no motion shall be received except to adjourn, to lay upon the table, commit the previous question, to postpone indefinitely to amend, which several motions shall have precedence in the order in which they are named; the first four to be decided without debate.

Section 4

When a question has been postponed indefinitely, it shall not be acted upon again unless by a two-thirds (2/3) vote.

Section 5

Any two members may call for a division on a question before a decision is rendered.

Section 6

The yeas and nays may be called for by five members, when all qualified members present shall vote, unless excused by a three-fourths (3/4) vote.

Section 7

After a question (except one indefinitely postponed) has been decided, two members who voted with the majority may at the same meeting move for reconsideration; but no discussion of the main question shall be allowed unless reconsidered. A motion to consider the question shall not be entertained.

Section 8

Any member shall have the privilege of a secret ballot where they are personally concerned if they demand same; and any member may ask for a secret ballot on any question, and five members voting for same shall sustain the request.

Section 9

When a member intends to speak on a question, they shall rise, address the chair, confine their comments to the question, treat other members with respect, and not engage in personal attacks. Should more than one person rise at the same time, the president shall decide who is entitled to the floor.

Section 10

No member shall speak more than twice on the same question, or more than once until all others have had the opportunity to speak, or for more than five minutes, unless by special permission of the president.

Section 11

The president shall pronounce the votes and decisions of the meetings on all subjects.

Section 12

A member may be called to order while speaking. At this point, the debate must be suspended and the member take their seat until the question of order is decided.

Section 13

The president may speak to points of order in preference to others, and shall decide questions of order. Any member may appeal to the meeting, which appeal must be decided without debate and objectionable words, and if required, be taken down in writing.

Section 14

After a motion or resolution has been stated by the chair or read by the secretary-treasurer, it may be withdrawn before a decision of amendment by the consent of the meeting. An amendment of the motion under consideration must be accepted by the meeting or by the mover of said motion before it is embodied in the original motion.

Section 15

Every motion shall be presented in writing by the proponent, should the chair or secretary-treasurer so desire.

Section 16

An amendment to an amendment is in order, but none further.

Section 17

No question shall be put, nor a vote taken, while a member is speaking.

Section 18

All special committees are to be appointed by the chair, unless otherwise ordered or provided for.

Section 19

No other business can be transacted at a special meeting, except that set forth in the call.

Section 20

All reports of special or standing committees must be made in writing to the meeting, unless otherwise ordered and provided for.

Section 21

Members should give three days' clear notice to the executive board of any question they desire to be brought to the attention of the meeting, except in cases of emergency which originate subsequent to said period.

Section 22

Any member not clearly understanding any of the foregoing constitution and bylaws, and wishing an explanation of same, may do so by applying to the secretary-treasurer, who shall lay the matter before the executive board at their next meeting, whose decision shall be accepted.

All previous constitutions and amendments hereto, and bylaws of the Regina Musicians Association, Local 446 of the American Federation of Musicians, are hereby substituted and are now in force

Bylaws amended January 26, 2025, Lorena Kelly/President.

ADDENDUM A

Tariff of Fees

Minimum scale of fees:

Dance and entertainment engagements in town (Regina City Limits)

\$25.00 per hour/sideman

\$37.50 per hour/leader

Minimum 4-hour call Out of Town, add 50%

New Year's Eve: double scale

Band concerts in town (Regina City Limits)

\$40 per hour/sideman

\$60 per hour/leader

Minimum 2-hour call

Out of town, add 50%

Single performer

Concert performance: \$60 per hour (minimum 4-hour call)

Club or lounge performance: \$22.50 per hour (minimum 4-hour call)

Dinner theatre

Rehearsal rate \$10 per hour (4-hour minimum, 7-hour maximum including 1 hour lunch or dinner break)

Shows: \$55 sideman, \$70 leader (3-hour maximum, unless otherwise negotiated)

Premiums for out of town and New Year's Eve shall also apply

Musicians shall not perform other tasks unless previously negotiated.

Orchestral engagement other than RSO (Travelling shows and productions)

\$90 sideman

\$135 leader

Minimum 2.5-hour call

Doubling rates shall apply, as per CBC/AFM agreement

Work dues generated through the local shall be 3% and scale wages shall be \$125 per sideman and \$175 per leader.

Schedule of fees (scale wages) amended January 22, 2023.

ADDENDUM B: Code of Conduct

Our local is committed to ensuring that meetings and any public events directly presented by our local are conducted in a respectful environment free of discrimination and harassment, regardless of an individual's race, ethnicity, religion, color, sex, age, national origin, sexual orientation, disability, gender identity or expression, ancestry, pregnancy, or any other characteristic protected by law. Behaviors such as bullying, verbal and physical abuse, and any form of intimidation will not be tolerated and those engaging in any of these actions will be asked to leave the event.

We expect all members of our local to respect and value the individual differences of their fellow members, and to conduct themselves in a professional manner while performing their work.

Concerns about a member of our local, including executive board members, should be forwarded in writing to the office to be discussed at an executive board meeting, and if necessary, escalated for obtain further advisement to the head office of the Canadian Federation of Musicians.