

# Your Pension Benefits Newsletter

DECEMBER 2003

## MISSION STATEMENT

*To prudently administer the Plan in order to provide the best possible benefits for its members and beneficiaries*

*Included in this issue:*

**Canadian Musicians Mourn The Loss of J. Alan Wood**

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## CANADIAN MUSICIANS MOURN THE LOSS OF J. ALAN WOOD

It was with profound sadness that the Fund announced the passing of Chairman, J. Alan Wood on November 28, 2003.

Space simply does not allow us to print the entire list of his credentials, awards and accomplishments.

Mr. Wood's musical career started at the tender age of 5 as a drummer with the Riverdale Salvation Army Boys Band. It culminated with his musical directorship of the Royal Canadian Army Service Corps militia band, resigning in 1960 with the rank of Captain. During this period he performed with Howard Cable's orchestra, the Toronto Symphony and was a judge and clinician for brass sections of drum corps. During World War II he served in the R.C.A.F. and spent nearly four years in England and Europe.

In 1960, he was elected President of the Toronto Musicians Association, a position he held until 1980. During this period he was elected Vice President of the American Federation of Musicians and was an international board member until retirement in 1991. He opened the first Canadian office of the AF of M in 1980.

Mr. Wood was the recipient of many awards including the Centennial Medal

(1967), the Queen's Silver Jubilee Medal (1978), and the Diplome D'Honneur (1997)

There is no musician in Canada who has not benefited from Mr. Wood's lifelong commitment to the betterment of their lives.



Nowhere is that better illustrated than here at the AFM-EPW Fund (Canada). The Fund was the jewel in his leadership crown. J. Alan Wood chaired the Board of Trustees of this Fund from 1965 until the day he died. As recently as November 4, 2003 he chaired his final trustees' meeting.

Under his guidance the Fund established its base of operations in Canada and grew from \$3M in assets in 1972 to just under \$500M at the time of his death. A staff of one has grown to ten. Pensioners numbered 18 in 1972 and we now have 1500 pensioners and beneficiaries receiving benefits. So many

members are now living their retirement lives with dignity due in large part to J. Alan Wood's commitment to this Fund.

J. Alan Wood has left an indelible stamp on the Fund, its' members and the staff here at the Fund office. To say he will be missed and never forgotten is an understatement. His presence will be forever felt .

## PENSIONER / BENEFICIARY INCREASE

The Trustees are pleased to announce an increase for pensioners and beneficiaries.

There will be a 2% increase effective January 1, 2004 for all pensions in effect on December 31, 2003.

We wish to remind all plan members that the Plan rules do not provide for automatic increases on an annual basis. Fortunately, the Fund's investment returns have made it

possible to provide ad hoc increases to our pensioners and beneficiaries over the last few years. This has been in addition to the Plan's ongoing benefit improvements.

Keep in mind that the trustees must exercise fiduciary responsibility to ensure that all benefits promised can be delivered. This may not always include an increase for existing pensioners.

## WELCOME NEW TRUSTEES

The Fund welcomes new employee trustees, Bobby Herriot and Gerard Masse.

Robert (Bobby) Herriot is the recently elected Vice-President from Canada. Gerard Masse is the President of the *Guilde des Musiciens du Quebec*. Bobby and Gerard bring a wealth of Local officer experience to their positions. We are confident that they will represent their constituencies most capably.



Robert (Bobby)  
Herriot



Gerard Masse

## JUDY HAIDINYAK RETIRES

After 20 years of serving the members, pensioners and beneficiaries of the Fund Judy has decided to join husband Cy in a well deserved retirement.

So many of you over the years have come to know Judy in her position as assistant to Humbert Martins, Manager, Pension Benefits. We have all benefited from Judy's meticulous attention to detail.

On behalf of the Trustees and members we thank Judy for her commitment and dedication to the Plan and its' members. We wish you and Cy all the best in your future plans which we are told includes travel to exotic places! **BON VOYAGE!**

Effective January 1, 2004, Mrs. Dale McDonald (formerly in data processing)

will be assuming the role left vacant by Judy's retirement. We welcome Dale to this new challenging position and thank everyone for their patience allowing Dale time to become accustomed to the responsibilities of this position.



Judy  
Haidinyak

## IMPORTANT NOTICE Re: Pension Contribution Negotiations

We have had to return a number of cheques these last few weeks which had been incorrectly forwarded to our office as pension contributions. As a result, we feel it is necessary to remind you of procedures to follow where pension contributions for engagements are not covered by Collective Bargaining Agreements (CBA) or Local tariffs and scales.

If contributions are covered by a CBA or Local tariff or scale then the Fund office accepts these contributions when remitted by the employer. However, we recognize that in some cases there may not be a CBA or applicable Local tariff or scale.

Under very specific and limited circumstances, the Fund may be able to accept contributions for members if they are negotiated with the employer and there is a proper local engagement contract that provides that pension contributions are being paid by or on behalf of the employer.

These contributions must be pursuant to the scales of the AFM or affiliated locals. Forms and wording have always been available for this purpose.

*When remitting on behalf of an employer leaders must write on the cheque "on behalf of employer" underneath their signature. The leader must also provide the Fund office with a copy of the local engagement contract wherein the employer has clearly agreed to remit pension contributions and has authorized the leader to remit the contributions on his/her behalf.*

*We remind you that pension is to be provided for all musicians on the contract. Pension is a percentage of scale and the percentage is to be the same for all members on the contract.*

This procedure has been in place for many years now. If there are any questions please contact the Fund Office.

*Your Pension Benefits Newsletter* is published by the Board of Trustees of the AFM-EPW Fund (Canada).

*Board of Trustees*

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## COMING SOON

As the Fund Office completes the installation of their new data processing system we look forward to better serving the members, pensioners and beneficiaries.

Early in 2004 we will be implementing electronic funds transfer (EFT) for benefit payments. You will no longer have to rely on the postal system to get your pension cheque. Benefit payments will be credited to your designated bank accounts on the 1st. day of every month. All recipients of a monthly benefit will receive a form, to be completed and returned to the Fund Office, allowing us to provide this service.

We will also be implementing our own website. We anticipate that the website will be an invaluable communications tool for all of us.

We thank everyone in advance for their patience shown while we undertake to implement these beneficial services.

## DISCLAIMER

Every effort is made to ensure the accuracy of information contained in this newsletter. In the event of any differences in interpretation between this newsletter and the official Rules and Regulations of the Plan, the official Rules and Regulations of the Plan will apply.