

Autumn 2025

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MPM Directors & Executive President:

Jeff Presslaff

Vice-President:

Victoria Sparks

Secretary-Treasurer:

Nicole Lafrenière

Executive Board:

Charmaine Bacon

MJ Dandeneau

Chris Fensom

Greg Gatien

Justin Hickmott

Boyd MacKenzie

Music Professionals of Manitoba

208-383 Provencher Blvd.

Winnipeg, MB R2H 0G9

Phone: 204.943.4803

Fax: 204.943.5029

info@musicprosmnitoba.ca

NEW OFFICE HOURS:

Monday - Closed

Tues. to Thurs. – 9:00 - 3:15

Friday. – 9:00 - 12:00 Noon

Appointment Needed



From President Jeff Presslaff

This is my last message to the membership as I'm stepping down at the end of this term, which expires December 31. As much as I have enjoyed serving the Local in this capacity, and as happy as I am with our progress over the last four years, the time has come to pass it on.

The most compelling reason to relinquish the post now is that I am living full-time in Montreal. This prevents me from doing too many things that I believe are important to the office. Mostly, I can't show up at gigs and get to know everybody better, answer questions and help in whatever way I can. There are also other tasks that would be much better accomplished in person. Some of these have required other board members to step in, and that has become unsustainable.

I am pretty sure the organization is in better shape now than when I was elected — not that I think I had all that much to do with it; almost anything would be better than what we faced during Covid. But there are a couple of things that have evolved in the right direction that make me think there will be no problem in a change of leadership.

The first is that we are coming out of our Symphonic Services Division agreement with much better relationships within the Local and with the Canadian office. We are in a vastly better position to enter future WSO negotiations and to handle normal issues that arise. This is largely thanks to Richard Sandals at SSD and Alex Conway at the Musicians Committee. I'm very grateful to both of them.

The second is the transition to a new Sec-Treas following Kelly Komadowski's retirement. Kelly was the rock we stood on for so long, that it was frighteningly difficult to imagine finding someone to replace her. Fortunately, the administrative gods smiled on us and bestowed upon us Nicole Lafrenière, who has managed the transition beautifully. We are in good hands.

It was never my ambition to hold this position, but I was strongly encouraged to run, and the membership granted me the opportunity. When my first term ended, there was no one able to replace me. But now, we have great musician, experienced board member and generally exceptional person, Charmaine Bacon, who is willing to serve. I heartily endorse her and hope the membership will as well.

Lastly, I want to thank our terrific board. They are smart, active, diverse and engaged. The future of the Local looks very good, indeed.

COR GODRI MEMORIAL SCHOLARSHIP

Established by the Local Board in 2021, the Cor Godri Memorial Scholarship Fund was established to give a yearly award to recognize a student participating in the Manitoba Band Associations' Provincial Senior Honour Band.

Anyone wishing to donate to the scholarship fund can do so through the **Manitoba Band Association's website** by clicking on the Donate button at the top of the page. The Cor Godri Scholarship Fund is #3 in the dropdown menu. Tax receipts will be provided.



From Secretary-Treasurer Nicole Lafrenière

Since my arrival, I've been both humbled and energized by the responsibility of keeping the MPM machine well-oiled—a machine powered by the dedication and hard work of Board members and employees who came before me, dating back to 1902. I want to extend my heartfelt thanks to Kelly Komadowski, Jeff Presslaff, and the Executive Board for their patience, guidance, and invaluable knowledge during my transition into this role.

As I was told during the interview process, our Local truly is a dynamic organization with many moving parts! It's been a pleasure to meet and communicate with so many of you who have reached out with questions, concerns, or simply to introduce yourselves. My goal remains clear: to support every member—regardless of musical experience or genre—so you can focus on what matters most: making music. We're here to offer both administrative and moral support.

Behind the scenes, the AFM continues its tireless efforts to secure better working conditions and fair compensation for all musicians. As outlined on pages 6 and 7:

- A new agreement was recently ratified with the CBC.
- The Limited Pressing tariff increased from **\$50.00/hour** to **\$75.00/hour**.
- The Sound Recording Labour Agreement now includes **Health & Welfare contributions**, with a wage increase from **\$460.26/session** to **\$488.29/session**.

In May, the 2024–2028 Winnipeg Symphony Orchestra Collective Agreement was ratified with support from Richard Sandals at the CFM and Alex Conway of the WSO Musicians Committee.

The Federation has also launched important new initiatives:

- The **Freelance Musicians Association**, to give independent musicians a stronger collective voice.
- The **#NotMe app**, which empowers members to report workplace harassment safely and confidentially.

When I attended the Canadian Conference in August, AFM President Tino Gagliardi, Vice-President from Canada Allistair Elliott, and CFM Executive Director Liana White spoke at length about one of the most pressing issues facing Canadian musicians: the P2 Visa process. Their teams are actively engaged in negotiations with the U.S. government to improve access and reduce barriers. Additionally, the CFM continues to lobby for more comprehensive benefits for freelancers in Canada, including a living wage and Employment Insurance (EI) access.

These are promising and progressive steps, and I look forward to keeping you updated on more developments in the months ahead.

A few important reminders...

Health Benefits for AFM Members: Have you checked out the new affordable health care option available to members and their immediate dependants? Underwritten by AFBS, The Arts & Entertainment Plan is sympathetic to artists' needs. For more info, visit (<https://www.aeplan.ca/guest>), call 1-800-387-8897 or email admin@aeplan.ca.

Payments to the Local: When sending a payment (annual dues, pension, work dues etc.) to the Local, please include **details of who the payment is for and where it should be applied**. Some e-transfers and cheques we receive are from someone or a business other than the Local 190 member, which sometimes makes proper allocation of the payment near to impossible.

Pension Contributions: Contributions to the Musicians' Pension Fund of Canada, for work completed in Manitoba, **must be sent to the Local 190 office** along with the accompanying documents. Contributions must be in the Pension Fund's office **no later than the end of the next month** following the engagement. Please keep in mind that the Local 190 office requires time to process the document, verify scale fees and forward these to the Fund.

Finally, I encourage you to consider becoming more involved in your union, such as participating in Local committees and General Meetings, or joining the AFM Freelance Musicians Association.

United, we have a more powerful voice!

BOARD MEETING ATTENDANCE

As of October 22, 2025

Charmaine Bacon – 7/12
MJ Dandeneau – 6/12
Chris Fensom – 10/10
Greg Gatien – 3/12
Justin Hickmott – 7/10
Nicole Lafrenière – 6/6
Boyd MacKenzie – 11/12
Jeff Presslaff – 12/12
Victoria Sparks – 11/12

Have you been asked to be on a recording, to contract or lead a band? Contact our office to check on local minimum fee requirements and to get the proper AFM contract. Don't sell yourself short!



Notice of General Meeting—November 6, 2025, 1:30 p.m. via Zoom

Registration, by sending an email to info@musicprosmanitoba.ca, is required.
 Once your membership is verified, you will receive an email with the Zoom link.
Registration deadline is November 5, 3:00 p.m.

Agenda:

- To accept Nominations for President and Delegate to the AFM Convention and Canadian Conference. (See below for nominations procedure).
- To accept Motions that will be voted on at the General Meeting in January:
 - To delete Constitution **1.4.b)** as this is no longer a requirement according to the AFM bylaws.
 - To amend Bylaws Section **2.1.d)** so that the financial statements are laid before the January General Meeting. This is to provide sufficient time for the accountant to prepare year end statements.

***Nomination papers should be emailed to info@musicprosmanitoba.ca
 no later than noon, October 31st, 2025.**

***To register for the General Meeting, send an email to info@musicprosmanitoba.ca
 by November 5, 2025, at 3:00 p.m. Memberships must be in good standing to attend.***

SECTION 7 Local 190 By-Laws

NOMINATION OF ALL OFFICERS

1. Nomination of all officers shall be taken and closed at the General Meeting held in November whether a quorum is present or not. No member shall be nominated for more than one office.
2. Nominations of all officers shall:
 - a) be made in writing;
 - b) name the person for the office sought and be signed by three members in good standing of the Association;
 - c) be emailed to the Association office by noon on the Friday preceding the Nominations Meeting;
 - d) The nominee shall accept in writing or the nomination is forfeit;
 - e) In the case of the incumbent President, Vice-President, and Secretary-Treasurer, the office must be informed in time to print the information in the November Nomination Issue of the Vivace of the above official's intent to not accept nomination. Deadline for this information to be received by the office no later than October 1st.
3.
 - a) For nomination of President and Vice-President, candidates must have been members of the Association for a minimum of two years, and a member of the Executive Board for at least one year. For nomination of Secretary-Treasurer, candidates must have been a member of the Association and Executive Board for a minimum of one year;
 - b) Candidates for President, Vice-President, and Secretary-Treasurer must file a letter of intent to run for office, if nominated, in the Association office on or before noon, the Friday preceding nominations;
 - c) If only one candidate is nominated for any office said candidate shall be declared elected to the respective office and no election shall be required for said office/delegate;
 - d)
 - i) The Vice-President and members of the Executive Board (excluding the President and Secretary-Treasurer, who are already covered in the Constitution), shall be elected for a two-year term of office;
 - ii) The President to be elected for a two-year term, and the Secretary-Treasurer to be elected for a two-year term, starting on alternate years;
 - iii) Each subsequent term of office for the incumbent Secretary-Treasurer shall be for a period of four years.



WELCOME New and Reinstated Members

New Members	
Jace Bodner	Mick (Micah) Janzen
Elie Boissinot	John Janzen
Edward Bosnjak	Jonah Klassen Huebner
Michael Cutler	Miona Milovanovic
David Nemez	Christian Paquette
Mina Dinic	Corr Pearce
Suzu Enns	Paul Rodermond
Jacques Forest	Anica Warkentine
Devon Gillingham	

Reinstated Members	
Zack Antel	Adam Johnson
Douglas Bairstow	Douglas McArthur
Breno Barone	David McCrea
Joshua Bellen	Samuel Nadurak
Robert Burton	Gabriel Nishikawa
Rachel Cameron	Ron Paley
Marco Castillo Cunha	Ava Persaud-Soares
Chuck Copenace	Eric Platz
Paul DeGurse	Vaughan Poyser
Dan Donahue	Deverson Santos de Sousa
James Ehnes	Benjamin Stokes
John Ervin	Michael Swickis
Bede Hanley	Chris Thorsteinson
Ed Hilliard	Matthew Walden
Tim Iskierski	Beverly Wang
Paul Jeffrey	Dave Wasyliw

REQUIREMENTS FOR LIFE MEMBERSHIP

Member must be 65 years of age and must have 35 years of membership with the A.F.M.
If you qualify, contact our office.

Changed your contact information? Log onto the AFM website and update your information. This should also be done with the Musicians' Pension Fund of Canada.

2025 Membership Dues should have been received by our office by March 31, 2025.

If your full payment was not received, your membership has become suspended or expelled.

To reactivate your membership and benefits, please contact our office.

Expelled Members	
Don Amero	Brian Klowak
Stephen Arundell	Dmytro Kreshchenskyi
Dane Bjornson	Jeffrey Laird
Jonathan Challoner	Cara Luft
Liam Duncan	Kassandre-Sasha Maharajh
Micah Erenberg	Todd Martin
Paul Fotiuk	Sierra Noble
Nolan Gottfried	Peter Olaleye
Derrick Gottfried	Jordie Ouellet
Nancy Hennen	Anatol Rennie
Benjamin Hill	Drew Riekman
Jonathan Hnatishin	Lawrence Grant Simpson
Daniel Hnatishin	Matthew Stobbe

Suspended Members	
Jonathan Alexiuk	Esteban Seunarine
Paul Balcain	Kayla Solomon
Alexander Maher	Reilly Sutlic
Glen Matthews	Sasha Turgeon
Joanna Miller	Bill Wallace
John Sellick	

Resigned Members	
Andrew Johnson	Stewart Smith

RESIGNATION PROCEDURE

A member wishing to resign in good standing from Local 190, or any other Local of the American Federation of Musicians, must do the following:

1. **Send a letter of resignation to the Local (via Canada Post or email).**
2. **Pay all financial obligations to the Local, including current work dues.**

*A member who fails to obtain a proper resignation will be expelled from membership at the expiration of the period for which dues have been paid.

*Expulsion from the Local jeopardizes membership in any other Local of the AFM.

*If you have questions, please contact us
204-943-4803
info@musicprosmnitoba.ca

2026 MEMBERSHIP DUES

REGULAR, STUDENT, YOUTH: \$200.00
 (Early-Bird \$195) or \$60.00 quarterly

LIFE: \$138.00 (Early-Bird \$135)

INACTIVE: \$88.00 (Early-Bird \$85)

Payments can be made by e-transfer,
 Visa, MasterCard or cheque.

Early-Bird deadline is January 15, 2026.

**E-Transfer is the preferred form of payment as this
 saves the Local on bank fees.
 APPOINTMENTS are required for IN-PERSON
 PAYMENT.**

2026 TARIFF OF FEES

A new Tariff of Fees comes into effect January 1st, 2026. The Tariff can be found in the Members' Area of the Local's website. Remember, these are only minimums.

If you have an engagement coming up and are uncertain as to what the minimum is, please contact our office and we will gladly assist you. If you have not completed an AFM contract and would like some help, contact us. We are here to help!

WORKPLACE HEALTH AND SAFETY

Safe Music Initiative

The Safe Music Initiative is a new organization created by musicians in Canada. Its mission is to provide musicians and music students with better protection against harassment. Like Canada's Safe Sport Program, Safe Music proposes a **National Code of Conduct** for orchestral organizations and music institutions and an unbiased, third party **OmbudsGroup** responsible for the intake of complaints of misconduct. For more info or to get involved, visit [Safe Music Initiative - WELLNESS AND LEADERSHIP](#)

#NotMe

The American Federation of Musicians of the US & Canada is proud to announce the launch of the **#NotMe** app, a secure and confidential platform designed to empower our members to report workplace misconduct such as contract violations, corruption, harassment, discrimination, bullying, ethics and compliance issues, and safety concerns.

Whether you work freelance, are a touring and traveling musician, or work in an orchestra or a theater pit—the **#NotMe** app empowers you to report incidents with the option of anonymity, ensuring your voice is heard without fear of retaliation. All reports are investigated and resolved appropriately.

Together with the newly implemented **AFM Code of Conduct**, these initiatives signify our renewed dedication to maintaining professional standards and our commitment to creating a safe and respectful environment for all musicians. More details can be found at: www.afm.org/not-me-app

MUSIC DIRECTORS

If you are contacted by an employer to act as MD/Conductor, please contact our office so we can guide you in securing the proper fees. The Local has agreements in place, and these fees and conditions must be adhered to on all engagements.

FREELANCE MUSICIANS

Through your AFM membership, you are invited to participate in the new **Freelance Musicians Association** to have a stronger voice, build power and earn a decent living. Standing together is more powerful than standing alone!

As a member of the AFM, you belong to the largest union of musicians in the world. Don't go it alone—join 70,000 musicians throughout Canada and the U.S.A. making the music industry work for musicians.

Joining is FREE! Click here for more information about the new Freelance Musicians Association.
[Freelance - American Federation of Musicians](#)



ARTISTI has replaced **MROC** as the Canadian licensing body that has been managing the collection and managing of neighbouring rights for musicians and artists

We encourage you to register with ARTISTI to ensure that your rights and royalties are protected and efficiently managed while enjoying personalized support and exclusive resources.

Click here to visit their website: [Ressources - Artisti](#). Information is available in English and French.

CONTRACTORS and LEADERS

- **DEPOSIT.** It is recommended that all contractors/leaders include a deposit (that can be non-refundable if stated) on all contracts. Should an engagement not take place, the deposit can be used towards payment for any work that has been done in preparation of the event.
- **MEMBERSHIP.** The contractor is responsible for **verifying that musicians' AFM memberships are in good standing** and for orchestral conduct at rehearsals and performances. To verify membership status, visit the AFM website or contact our Local. In all matters the contractor shall adhere strictly to the by-laws and regulations of the Local and Federation pertaining to the engagement.
- **CONTRACTS.** Before negotiating with a purchaser and preparing an LPCC, please contact our office to verify the tariff of fees, pension, and work dues. We can also help you set up a spreadsheet for calculations. Bylaw 5.2 states that all **contracts must be filed** with the office for all engagements **at least 48 hours prior to the engagement**. If this is not possible the President or Secretary-Treasurer must be notified prior to the engagement. Contracts may be emailed to info@musicprosmanitoba.ca

RECORDING MUSICIANS

- All sessions must be reported to the Local Office **BEFORE** they take place. This should be done by the leader, contractor, or signatory.
- All Letters of Adherence to the applicable AFM agreement must be approved by the CFM **prior to the first session**.
- Notification may be by mail, telephone, or e-mail, but may not be the contract for the engagement.
- Fully executed contracts must be filed with Local along with payment for the session within fifteen (15) days of the session.

NEWS - RECORDING TARIFFS AND AGREEMENTS

CFM Announces Ratification of General Production Agreement with the CBC

Toronto, ON – September 23 - 2025

The **Canadian Federation of Musicians (CFM)** is proud to announce the overwhelming ratification of the successor **General Production Agreement (GPA)** with the **Canadian Broadcasting Corporation (CBC)**. Eligible voting members endorsed the agreement, which delivers meaningful wage increases, pension enhancements, and modernized contract terms that reflect today's evolving production landscape.

Amendments were made to update definitions and protections reflective of the realities of today's media environment, including, but not limited to, new recognition for Branding Music, modernized licensing provisions, and Generative Artificial Intelligence protections. Improved working conditions have also been secured, including recognition of sustainability commitments in production practices.

"This agreement, with CBC, the national broadcaster of Canada, serves professional musicians across the country, working in both English and French Services," said **Allistair Elliott, AFM/CFM Vice-President from Canada and Director of Canadian Affairs**. "By securing fair wage increases including pension, and modernized protections, we've ensured that musicians contributions are both recognized and respected. At a time when the arts and media industries continue to evolve, these gains represent stability and sustainability for professional musicians across the country."

For more information, please visit: www.cfmusicians.org

Facebook: <https://www.facebook.com/158376390868196/posts/4101619636543832/?d=n>

Instagram: <https://www.instagram.com/p/CN7rOuXgDrl/?igshid=19dq0xo3i24xb>

Twitter: <https://twitter.com/cfmusicians/status/1384886921588092931?s=21>

NEW RATE for LIMITED PRESSING (not to exceed 3,000 copies)

The hourly tariff has increased from \$50.00/hr to **\$75.00/hour**, leader double, Musicians' Pension Fund of Canada 12% Steward required (+10%)
Min. 2-hour session – allows 15 minutes recorded product
Track downloads are now incorporated into calculation of total units.

NEW RATE for SOUND RECORDING LABOUR AGREEMENT

REGULAR SESSION
Minimum three (3) hour call per session.
The tariff has increased from \$460.26 to **\$488.29/session**.

Musicians should also now receive Health & Welfare (H&W) directly:
\$30 for the first session, **\$25** for each additional session.
Pension and work dues are NOT assessed with H&W.

P2 VISAS

USCIS (U.S. Citizenship and Immigration) have advised that Regular Processing Times are minimum 8 months. If entry to the United States is required in less than 8 months, see Premium Processing details below. For more details, please email Liana White lwhite@afm.org

For **Regular Processing**, fees are \$510 USD payable to "Department of Homeland Security". Administration processing fee paid to the AFM is \$125 CAD for the first person, plus \$25 CAD for each additional musicians/technicians. See USCIS Fee Remittance Changes below.



For **Premium Processing** it is recommended you submit your P2 package minimum 30 days prior to your first gig. Fees are \$510 USD and \$2,805 USD, both payable to "Department of Homeland Security", plus AFM fees. See USCIS Fee Remittance Changes below.

French Work Permit: [Permis de travail :: Canadian Federation of Musicians](#)

English Work Permit: <https://cfmusicians.afm.org/services/u-s-work-permits>

P2 Visa check case status, please go to <https://egov.uscis.gov/> and insert your receipt number. There is a delay with Regular files being processed.

If you have been approved for a P2 Visa, you **must carry with you at all times a copy of the approval notice and your printed I-94 departure record**.

NOTE: AFM does not have control over the decisions U.S. Immigration makes on their processing times. Therefore, USCIS processing times may increase/decrease at any time, without notice. The AFM's suggested processing timelines are based on weekly observance of the average turnaround time from submission of application to receipt of approval. You may contact the AFM office immigration@afm.org to confirm times haven't drastically changed.

USCIS Fee Remittance Changes

Effective October 22, 2025 all P2 applications received in the AFM Canadian Office will require one of the following forms of payment to cover the Department of Homeland Security petition fees. The **petition costs have not changed**, only the method by which payment is issued to DHS/USCIS. Information on application requirement and fees can be viewed on the CFM website www.cfmusicians.org.

1. If paying by **Credit or Debit Card issued by a United States-based financial institution**, complete the *Department of Homeland Security Authorization for Credit Card Transactions* form <https://www.uscis.gov/g-1450> and include with your P2 application package.

OR

2. If paying by **USD-money order**, make payable to **AFM**.
Some Canadian financial institutions have stopped issuing USD Money Orders when purchased through personal banking accounts. If unable to obtain a USD money order through your Canadian institution, you may consider the following:
 - a. Obtain a money order from Canada Post or the United States Postal Service
 - b. Inquire with a trusted personal or business contact who may have the ability to assist in obtaining a money order through their Canadian financial institution.

If none of the above is possible, please contact AFM to discuss by email immigration@afm.org or call (416) 391-5161.

For more details, you may review the USCIS release here:

[USCIS to Modernize Fee Payments with Electronic Funds | USCIS](#)



Thank you to the Music Performance Trust Fund

for co-sponsoring the engagements listed below. MPTF sponsored up to 100% of these Local 190 musicians' fees and pension. We also thank the Co-Sponsors from each engagement.

2025-2026—The Local received an allotment of funds from MPTF in May. If you have a performance coming up that meets MPTF's criteria, please send us an email and we can get started on the application process. Funding amount depends on the type of engagement.

Date	Leader and Ensemble	Co-Sponsor
July 9	H. Koshiyama - Fubuki Daiko	KIDS Inc (Montrose)
July 11	H. Koshiyama - Fubuki Daiko	KIDS Inc (South Pointe)
July 21	H. Koshiyama - Fubuki Daiko	KIDS Inc (Sir William Osler)
August 7	H. Koshiyama - Fubuki Daiko	Small Scholars
August 29	H. Koshiyama - Fubuki Daiko	Macdonald Headingley Recreation District
August 12	J. Husband - Quartet of Quartets	Manitoba Band Association
August 14	J. Husband - Canadian Bacon	Manitoba Band Association
August 19	J. Husband - Canadian Bacon	Manitoba Band Association
August 6	F. Marandola - Sixtrum	Manitoba Band Association
August 14	R. Côté - Peg-City Brass 5Tet	Manitoba Band Association
August 21	R. Côté - Peg-City Brass 5Tet	Manitoba Band Association



This year's MPTF Scholarship Program received **over 300 applications** with **more than 100 scholarships** awarded to students across North America. **Our Local was represented among this year's recipients!**

Congratulations to this year's MPTF Scholarship Winners:

Grace Jeffrey, Ari Hooker, Sophie Reimer-Epp, Grace Lu, and Tayah Plett!



Here is the complete list of winners:

[Click here to visit the MPTF website](#)



MPTF Performances by Local 190 Members
Pictured: Quartet of Quartets, Peg-City Brass 5Tet, and Fubuki Daiko

ANNOUNCEMENTS



WINNIPEG SYMPHONY ORCHESTRA

Auditions

Daniel Raiskin, Music Director, announces the following auditions for the 2025-2026 season:

- Assistant Principal Cello (Dec. 10)
- Section 2nd Violin (Dec. 14)
- Principal Percussion (Dec. 15)

For more info, visit [Auditions & Careers](#)

Congratulations to Ariel Posen!

Fender has created a new signature Stratocaster, designed by and named for Local 190 member, Ariel Posen.



Photo: Ariel Posen FaceBook

To read more, click [HERE](#).



IN MEMORIAM Norman Goldberg

Local 190 is saddened to announce the passing of Norman Goldberg, a member of Local 190 for over 58 years. A guitar and bass player, Norm is remembered for his teardrop-shaped bass and for teaching at Modern Drum. We extend our deepest sympathy to his family and friends.

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Ph.: 204-338-7054**





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