



Spring 2026

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MPM Directors & Executive

President:

Charmaine Bacon

Vice-President:

Victoria Sparks

Secretary-Treasurer:

Nicole Lafrenière

Executive Board:

MJ Dandeneau

Chris Fensom

Greg Gatien

Boyd MacKenzie

Rodrigo Munoz

Jeff Presslaff

Music Professionals of Manitoba

208-383 Provencher Blvd.

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Fax: 204.943.5029

info@musicprosmanitoba.ca

OFFICE HOURS:

Monday - Closed

Tues. to Thurs. - 9:00 - 3:15

Friday. - 9:00 - 12:00 Noon

Appointment Needed



Notice of Annual General Meeting

Friday, April 24, 2026 at 12:30 p.m.

via Zoom

Agenda: Vote on Rates (to become effective January 1, 2027)

Notice of Board Recommendations

Motion: Increase all rates 2.5% to the nearest .25 on all performing fees.

To register for the Annual General Meeting, send an email to
info@musicprosmanitoba.ca

by April 23, 2026, at 3:00 p.m. to receive
the link to the Zoom meeting.

Memberships must be in good standing to attend.

So much news to share in this issue!

We celebrate our Local's JUNO nominees and winners, the ratified 2026 to 2030 Memorandum of Understanding with Rainbow Stage, and Brandon University School of Music's 120th Anniversary. We thank past president Janice Finlay and honour Ron Paley for whom there will be a Tribute Concert and Scholarship Fund in May. We are now a proud affiliate member of the Manitoba Federation of Labour. We are excited to have been allotted \$32,459 for the next fiscal year by the Music Performance Trust Fund, through which our members received funding for more than 55 concerts in schools, university, daycares, festivals, band camps, community centers, seniors' homes, and medical facilities this past fiscal year.

We are also sharing important information regarding an NDA Workshop *Can't Buy My Silence* for musicians, MPTF Scholarships, a Banff Forum fellowship, CRA services to help with your taxes, and updated P2 Visa news.

Next year will be the **Local's 125th Anniversary**, so stay tuned for celebrations!



Words of Gratitude to Past-President Janice Finlay

We would like to acknowledge Janice Finlay, who resigned last fall from her job managing member profile uploads on the website. Along with this responsibility, Janice has made many valuable contributions to Local 190. Since joining as a board member in 2013, she went on to serve as Vice-President and eventually as President from November 2019 until her resignation in December 2021.

During her time as President throughout the COVID-19 pandemic, Janice demonstrated exceptional dedication and genuine concern for musicians' well-being—both professionally and personally. Her semi-monthly emails helped keep members informed, connected, and supported during an incredibly isolating time. Many will remember her thoughtful messages of encouragement, practical recipes, tips for managing food costs on a tight budget, and guidance on accessing income supports such as CERB.

Alongside former Secretary-Treasurer Kelly Komadowski, Janice played a key role in strengthening the Local's financial position. Working together with Kelly and Karin Carlson, she was also instrumental in redesigning the Local's website.



In addition, she served on several committees within the Local executive and, with the help of Kelly and Victoria Sparks, helped organize a Christmas Mingle for members.

Janice, your leadership, professionalism, and compassion have left a lasting and meaningful impact on our Local.



WELCOME New and Reinstated Members

New Members

Samantha Ballard	Liana Nadurak
Jocelyne Baribeau	Sophie Reimer-Epp
Réal Comeault	Clair Tang
Brady Dyck	Colleen Zwarych

Reinstated Members

Renz Adame	Takayo Noguchi
Cary Denby	Jeremy Penner
Janice Finlay	Matthew Walden
Bryn Herperger	Jim Warner
Cody Iwasiuk	

Resigned Members

Alex Adaman	Niles Madison
Marleau Belanger	Garrett Malenko
Michael Diehl	Julie McIntyre
Martha Durkin	Vaughan Poyser
Stephen Hamilton	Emma Quackenbush
Justin Hickmott	Caterina Sgro
Yuri Hooker	Joseph Tritt
Levon Ichkhanian	Brian Wurch

Suspended Members

Marc Arnould	Ross Klassen
Stephen Broadhurst	Patricia Kusturok
Andriana Chuchman	Laura Loewen
Kyle Cobb	Rhiannon Madden
Charles Copenace	Jarrett McCourt
Michael Cutler	Fabio Ragnelli
Paul DeGurse	Laurel Ridd
Joyce German	Leith Ross
Ryan Guth	David Schellenberg
Jaxon Haldane	Myron Schultz
James Hamilton	Rod Slaughter
Madeline Hildebrand	R. Allen Suban
Adam Johnson	Leanne Zacharias

Expelled Members

Devon Gillingham	Eric St. Godard
Tomas Ingham	Daniel Unger

REQUIREMENTS FOR LIFE MEMBERSHIP

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

MEMBERSHIP BENEFITS

Your AFM and Local 190 membership offers **many benefits**, including a great pension plan, insurance, and discounts for a variety of products and services, such as gym memberships, art galleries, museums, NHL hockey games, electronics, beauty products, clothing and much more.

Listed here are the career-related benefits:

[Membership Benefits – Music Professionals of Manitoba, Inc.](#)

For more information on discounts for a variety of products and services, please visit [Union Savings](#)

Changed your name, address or other contact information?

- ✓ Log onto the **AFM website** and update your information.
- ✓ Advise the **Musicians' Pension Fund of Canada**.
- ✓ Advise **our office** for our database.

RESIGNATION PROCEDURE

**Moving away?
Job relocation?
Retiring?**

**Or just taking a break from the music scene?
Then please 'Resign in Good Standing'**

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 at:
204-943-4803 or info@musicprosmanitoba.ca

REMINDERS FROM YOUR LOCAL

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, along with the accompanying documents, to the Local 190 office. 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.

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

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 info:

[Freelance - American Federation of Musicians](#)

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!



IN MEMORIAM

Paul Leclair, former President of the AFM Canadian Conference Executive Board January 20, 1952 – February 16, 2026

Message from Bernard LeBlanc of the CFM: It is with great sadness that I share the news that Paul Leclair passed away on February 16, 2025, following a brief stay in hospital.

Paul's dedication to the AFM spans decades. He was first elected to the AFM Canadian Conference Executive Board in 2001, serving until 2003. After a short time away from the Board, he was re-elected in 2007. In 2010, Paul was elected Vice President of the AFM Canadian Conference, and in 2011 he became President of the AFM Canadian Conference, a role in which he served with distinction until his passing.

Paul's service to AFM Local 276 – Sault Ste. Marie Musicians Association began in the mid-1980s, and he remained a dedicated leader throughout the years. He was an active participant on the AFM Small Locals Committee and served on the MROC Board as the Canadian Conference representative. Paul's unwavering commitment, steady leadership, and deep passion for musicians' advocacy will be profoundly missed.

Link to Obituary: [LECLAIR, Paul Herve - Obituary - Sault Ste. Marie News](#)



A Guide to Flying with Musical Instruments in Canada



Prepared by The American Federation of Musicians of the United States and Canada, operating in Canada as the Canadian Federation of Musicians (CFM)

The “**Guide to Flying with Musical Instruments in Canada**” is posted on our website.

Log into the site, then click on the *Members Area* tab and choose *Travel for Musicians* from the dropdown menu or click on the link [HERE](#).

P2 VISA

For most musical work in the United States, musicians require a Classification P2 Work Permit, or other non-immigrant permit. Also see—**B1** Business class Visitor Visa, at the CFM website: [U.S. Work Permits : CFM](#).

Processing Times and US Immigration Fees

USCIS have advised that Regular Processing Times are 10 months. If entry to the United States is required in less than 10 months, see Premium Processing details below.

For **Regular Processing**, provide \$510 USD. It is recommended you submit your package at least 10 months, plus 5 business days prior to your first gig. Payment options are listed below.

For **Premium Processing**, provide 2 separate payments of \$510 USD, the other \$2,965 USD. It is recommended you submit your P2 package at least 45 days prior to your first gig. Payment options are listed below.

USCIS Fee Remittance Changes

Effective immediately 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.

1. If paying by **Credit Card or ACH Debit Transaction 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> or bank withdrawal form (ACH Transaction) <https://www.uscis.gov/g-1650>. Please note for Premium Processing provide 2 separate payment forms of \$510 USD and \$2,965 USD and include it in 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](#)

AFM Administrative Fee

Regular Processing is \$125 CAD for the first person, plus \$25 CAD for each additional musicians/technicians.

Premium Processing is \$150 CAD for the first musician plus \$25 CAD for each musicians/technicians.

When changing processing type from Regular Processing to Premium Processing a **Change fee** of \$25 CAD is required.

The **P2 Replacement Letter** fee is \$50 CAD.

For more details please email Liana White lwhite@afm.org with questions on the Department of Homeland Security fee.

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 our office to confirm times haven't drastically changed.

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.

MUSIC PERFORMANCE TRUST FUND



Our Local has been awarded an allotment of **\$32,459** from the MPTF for funding from May 2026 to April 2027.

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.

MUSIC PERFORMANCE FUND GUIDELINES

Final approval from MPTF administrators in New York is required. Therefore, applications must be received by MPM 60 days before the engagement.

Points to Remember

1. Music must be the main reason for the event.
2. The concert must be free and open to the public, with no condition for admittance.
3. There must be no donations solicited before, after, or during the performance.
4. There must be no recording (video or audio) of a performance, unless Streaming Agreement completed.
5. Performance must not be used for any fundraising activity – no matter how worthwhile the project.
6. Performance must not be part of a religious service, seminar, clinic, etc.

Thanks to the Music Performance Trust Fund for co-sponsoring the engagements listed below. The MPTF sponsored up to 100% of these Local 190 musicians' fees and pension. We also thank the Co-Sponsors from each engagement. Our Local was allocated a total of **\$30,847.36** from May 2025 to April 2026.

Date	Leader/Ensemble	Co-Sponsor
February 6	Jay Stoller	U of M Desautels Faculty of Music
February 11	Jay Stoller	Grant Park High School
February 13	Danny Carroll	Holy Family Home
March 10 & 12	Fubuki Daiko	U of M Desautels Faculty of Music
March 30	Manitoba Mobile Music - Quartet	Vita Personal Care Home (Vita)
March 30	Manitoba Mobile Music - Quartet	Pavillon, Villa Youville (Ste Anne)
March 31	Manitoba Mobile Music - Quartet	Menno Home for the Aged (Grunthal)
March 31	Manitoba Mobile Music - Quartet	Cedarwood Supportive Housing (Steinbach)
March 30	Manitoba Mobile Music - Quartet	Villa Youville (Ste Anne)
April 11	Danny Carroll	River Ridge II
April 14	Manitoba Mobile Music - Duet	Menno Home for the Aged (Grunthal)
April 20	Manitoba Mobile Music - Duet	Vita Personal Care Home (Vita)
April 21	Manitoba Mobile Music - Duet	Cedarwood Supportive Housing (Steinbach)
April 21	Manitoba Mobile Music - Duet	Villa Youville (Ste Anne)
April 23	Danny Carroll	Westpark Manor
April 29	Danny Carroll	Lindenwood Terrace

MPTF Performances by Local 190 Members

Pictured (from top to bottom):
 Danny Carroll
 Jay Stoller at U of M
 Jay Stoller at Grant Park High School
 Manitoba Mobile Music Quartet



MUSIC PERFORMANCE TRUST FUND SCHOLARSHIPS

MUSIC'S FUTURE SCHOLARSHIP

SUPPORTING THE NEXT GENERATION OF MUSIC PROFESSIONALS

WHO SHOULD APPLY

Students pursuing degrees in

- Music Education
- Music Performance
- Music Therapy
- Conducting



APPLICATION INCLUDES

- Online application
- Response to an annual prompt
- Basic student information



SCAN TO APPLY OR LEARN MORE

scholar@musicpf.org | musicpf.org | [@themptf](https://twitter.com/themptf)

MUSIC FAMILY SCHOLARSHIP

SUPPORTING STUDENTS FROM MUSIC FAMILIES ACROSS GENERATIONS

WHO SHOULD APPLY

Students pursuing higher education who meet one of the following:

- A dependent of an AFM member
- A current member of the AFM

APPLICATION INCLUDES

- Online application
- Response to an annual prompt
- Union Verification
- Basic student information

The Recording Industry's



SCAN TO APPLY OR LEARN MORE

scholar@musicpf.org | musicpf.org | [@themptf](https://twitter.com/themptf)

ANNOUNCEMENTS



Music Professionals of Manitoba votes to join the Manitoba Federation of Labour

NEWS RELEASE - April 2, 2026

(Winnipeg) – Members of the Music Professionals of Manitoba Local 190 (MPM) have voted to affiliate to the Manitoba Federation of Labour (MFL), MPM President Charmaine Bacon and MFL President Kevin Rebeck announced today.

“Local 190 is proud to unite with the Manitoba Federation of Labour, recognizing that collective representation strengthens our ability to advocate effectively for our members,” said Bacon.

The affiliation decision means that the MPM will join Manitoba’s central labour body, representing the interests of more than 30 affiliated unions with 130,000 members from every sector and every region of the province. MPM will participate in MFL Committees, input into MFL policies and campaigns, and its members will be able to participate in the MFL’s educational conferences and conventions.

“The work that MPM members do help to make our province a great place to live,” said Rebeck. “Whether they work as freelance musicians playing at our favourite local venue, as music teachers helping young people harness a love of music, or in the recording studio helping to craft our next favourite made-in-Manitoba album, Manitoba’s professional musicians make memories we all cherish. We are proud that they have decided to join the MFL and make our labour movement even stronger.”



BRANDON UNIVERSITY ALUMNI: YOU'RE INVITED !!

The BU School of Music will be having a reunion on **July 3 & 4, 2026**. We will be celebrating the **120th year** of music being offered at BU (originally Brandon College). It has been 20 years since the last reunion, 50 years since the Class of 1976 graduated, and 60 years since the first student graduated from the School of Music!

Plans so far include:

- Friday, July 3 - afternoon campus tours and an evening Wine and Cheese reception
- Saturday, July 4 - afternoon concert and evening banquet

Please spread the word to all former classmates with whom you are in contact.

If you haven't already joined the BU School of Music Alumni page, please send a request and encourage your friends to do so. Let's share memories and photos and get the excitement building! A slideshow of photos will be shown during the events, and you are welcome to send your favourites to madryga@brandonu.ca

Watch for more information through emails and Facebook. See you this summer !

Reunion committee: Glenda McConnell, Kathie Gordon, Christine Penner, Paul Madryga, Sheelagh Chadwick, Greg Gatien





Rainbow Stage Memorandum of Understanding For 2026-2030

Local 190 is pleased to announce the ratification of Rainbow Stage's 2026-2030 Memorandum of Understanding on April 8, 2026.

This Memorandum of Understanding is crucial for Musical Directors in Rainbow Stage's productions.

We acknowledge our free-lance Musical Director members, Rainbow Stage staff Jacqueline Harding, Carson Nattrass and Andrea Pratt McDowell, and MPM Board members former President Jeff Presslaff and former Secretary-Treasurer Kelly Komadowsky, as well as President Charmaine Bacon and Secretary-Treasurer Nicole Lafrenière, for their collaboration in negotiating this agreement.



Banff FORUM is accepting applications for the [2026 Arne Bengt Johansson Fellowship](#).

The fellowship will provide 1-3 Canadian artists, including performers, with the opportunity to join our event in **Banff, Alberta**, from **November 5-7, 2026**. The fellowship covers all expenses for the artist to participate in the full 2.5 days of the Forum (including registration, meals during the Forum, travel to/from Banff, and hotel accommodations) and aims to integrate artists into cross-sectoral dialogues shaping Canada's future.

The application deadline is Tuesday, May 5, 2026.

- **About the ABJ Arts Fellowship:** <https://www.banffforum.ca/abj-fellowship>
- **About the Banff Forum:** <https://www.banffforum.ca/about-us>
- **About the 2026 Forum in Banff, Alberta:** <https://www.banffforum.ca/current-forum>
- **Application Form for the 2026 ABJ Fellowship:** <https://form.jotform.com/BanffForum/abj-applications-2026> (ENG)
/ <https://www.jotform.com/build/260848003908257> (FR)

Wellness

Leadership
Incorporated
presents

Free online workshop - Misuse of NDA's that Silence Victims
by Can't Buy My Silence - designed for musicians



Monday May 4, 2026 1-2:30pm Eastern online

Dr Julie Macfarlane
Member of the Order of Canada
Distinguished University Professor of Law
Co-Founder of Can't Buy My Silence

Dr Angela Grace
Registered Psychologist specializing in Trauma
Feminist Social Justice Researcher & Advocate
Grade 10 Royal Conservatory - Piano

[Register here](#)



Want to learn more about the history of NDA's, and how their misuse impacts individual musicians, as well as music organizations?

Learn what you can do to protect yourself and others right now.

Join *Can't Buy My Silence* for this free 90-minute workshop *ONLINE*

Monday May 4, 2026 1:00-2:30pm Eastern

Designed for working and learning musicians by *Can't buy My Silence* and Wellness and Leadership Inc - [WELLNESS AND LEADERSHIP INC - HOME](#)

The **Ron Paley** Tribute Concert

featuring
the **Big
Band**

Tickets Available at

www.showpass.com/the-ron-paley-tribute-concert



Scan me!

Live @ The Burt

Burton Cummings Theatre

364 Smith St, Winnipeg

Saturday, May 23rd @ 8PM / Doors open @ 7:00PM

2026 JUNO Awards

Artists from Manitoba were nominated in six JUNO categories this year!

Shout out to JUNO nominees William Prince (Contemporary Roots Album of the Year), Sebastian Gaskin (Indigenous Artist or Group of the Year), Hayley Gene Penner (Songwriter of the Year: Non-Performer), and Karen Kosowski (Jack Richardson Producer of the Year), and Birthday Cake Records for producing several nominees and winners.

Congrats to Begonia on her first JUNO Award for Alternative Album of the Year for *Fantasy Life*, tying with Bahamas, and to first-time nominee, the Winnipeg Jazz Orchestra, for winning the Jazz Album of the Year (Group) for its album *East Meets West: Connections*.

Watch Begonia's acceptance speech [HERE](#).

For a complete list of 2026 JUNO Awards winners, go to junoawards.ca.

We look forward to the 2027 Juno Awards, hosted in Winnipeg!



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INCOME TAX TIME

CRA Liaison Officer Service - Free Tax Help for Small Business Owners and Self-Employed Individuals

Personalized support to help you save time and money

The Canada Revenue Agency (CRA) offers free, personalized support to **owners of small businesses, self-employed individuals, and those earning rental income**. The Liaison Officer service is available across Canada to help you understand your tax obligations. A visit from a liaison officer is **100% confidential**; the information you choose to discuss with a liaison officer will not be shared with other areas of the CRA.

There are two ways to access the Liaison Officer service:

1. Request a personalized visit (service is available in person, by phone or online via MS Teams)
2. Organize an in-person seminar or online webinar for your association or group

During a visit or seminar/webinar, the liaison officer will:

- help you better understand your tax obligations and possible deductions for businesses and rental operations
- answer your tax-related questions
- explain how to avoid common tax errors
- give you an overview of helpful online tools and electronic services offered by the CRA
- explain general bookkeeping concepts and best practices
- show you how to compare your business's financial performance with industry averages

If you're having a personalized visit, the liaison officer will provide recommendations on how to strengthen your bookkeeping system and offer suggestions related to your books and records.

Visit the CRA Liaison Officer Service: [Liaison Officer service - free tax help for small business owners and self-employed individuals](#)

ACCOUNTING & INCOME TAX

Milt Rhymer

member of the AFM since 1968

- Experience in Accounting and Income Tax since 1965
- Familiar with regulations and tax breaks applicable to AFM members

**MILTON D. RHYMER
& ASSOCIATES**

**1759 Main St., Winnipeg, Manitoba
Ph.: 204-338-7054**





When your show is live, anything can happen.

Insurance for professional musicians

↑ Equipment Coverage

↑ Liability

For CFM Members

Cristina Omar

Tel: 519-325-1785

Toll: 1-800-463-4700

cristina.omar@hubinternational.com

hubinternational.com

HUB

Advocacy. Tailored Insurance Solutions. Peace of Mind.