

ICSOM Governing Board Minutes **8/17/02**

Attending: Jan Gippo, Brian Rood, Laura Ross, Scott Weber, Michael Moore, Fred Sautter, Mary Plaine, Jay Blumenthal, Tom Hall, Robert Levine, David Angus, Marsha Schweitzer

9:40PM Jan Gippo called the meeting to order.

Plaques for Stephanie Tretick, Cindy Lewis and a real plaque for Florence Nelson to replace the cardboard she received last year.

Medical Committee Appointments (Resolution #2) – Robert Levine, chair and Scott Weber. One-year appointment, questions for orchestras will be via MAL calls.

EMF – Brad Buckley has resigned as chair. A new chair must be appointed. New chair will be appointed after EMF Fact Report and Survey have been distributed and returned. It was recommended that the surveys be returned to ICSOM and then sent to the AFM. Once surveys are returned and tallied Chairperson will consult the Governing Board and approve the new chair.

SSD/Steering Committee – Jan will contact new ROPA President and OCSM/OMOSC President to select topics for discussion and then set up a meeting date with Janice Galassi, SSD Director. Janice made a brief appearance at the meeting and said she would notify the board when the Internet ratification packets are ready for distribution. Janice agreed communication must improve.

ConcertWorks – An ICSOM representative needs to be appointed to ConcertWorks board. Robert Levine will put together an explanation of ConcertWorks before action is required.

Strike Fund Trustees – Motion #11 in 1997 states the Governing Board selects 2 trustees from participating orchestras of the AFM-EPF. David Angus and Herb Winslow have expressed interest in continuing to serve. Appointments approve. President is strike fund liaison. Canada also has issues with the strike fund – orchestras that do not qualify for strike fund can apply for the Theater Defense Fund but the Pamphlet B Agreement now includes a no-strike-no-lockout clause, which could deplete contributions. There is also an issue concerning the suggestion that musicians receiving payment from the strike fund be required to participate in strike action on behalf of their orchestra.

Sphinx – 3-year contract, 2 years left. \$4,500 per year from Mendelssohn Fund (we need to give the name of this fund visibility) divided amongst the 9 semi-finalists (senior division in 2002.) Brian will investigate and report.

Minorities – Concern raised about how ICSOM is addressing minority presence in orchestras. Philanthropic giving is given many times for social, not artistic reasons and many board members and donors have social agendas. Our orchestras have a lack of diversity. We must

discuss audience perception, education of the public, and how the impact of the lack of racial diversity in our orchestras could impact our orchestras (as it did in Detroit a few years ago.) ICSOM's money, now directed toward the Sphinx project, is being used to try and train the pool of players who will one day present themselves for auditions.

Troubled Orchestras – There are not too many problems right now but they are on the horizon. Our role is to identify the problem orchestras and provide support (onsite if necessary.) MALs are directed to keep their ears open. Canadian Orchestras (Calgary has been identified) may have a few problems this year. ROPA has San Jose. San Antonio continues to have problems. Scott Weber's recommendation (Resolution #14) could help. ICSOM can offer support.

Committees and Oversight:

- **MALs** – Conference evaluation form not distributed this year so MALs will include questions in their first calls to delegates. MALs will communicate to delegates to keep in touch.
- **Directories** – changes were recommended prior to the Conference. Further discussion.
- **Membership Committee** – Secretary (chair), President and one appointed board member (Jay.) Last time requirements were changed for membership was 1984. Task force to discuss the mission and type of orchestras represented in ICSOM and recommendations will be formulated for further discussion.
- **Conductor Evaluations** – A committee questionnaire was filled out about usage. Task force to remain in place. Concerns are about lack of ownership and legal restrictions. Many don't use it. Suggestion that each delegate submit a season brochure to keep track of which conductors conduct which orchestras each season. Michael Moore agreed to administer evaluations this season.
- **Conference Site Committee** – Tom Hall (chair), Laura Ross, Lynn Rosen, Bruce Ridge appointed to find site by October. Tom has the bulletin to solicit an appropriate site, the proposals should be submitted by October 1. The decision should be published by November. Agenda discussion should be early and substantive resolutions should be made available to delegates at the beginning of the Conference to read and discuss. Susie Levine's (CTS Travel) participation discussed.
- **President's Council** – this could be a good forum to bring orchestras together for open discussion about differences in media, etc.

Other:

- Discussion about beginning healing the rifts. There was discussion about accountability of the delegates – are they their orchestra's leaders?
- Before leaving Robert recommended the board talk a lot, find a night once a week to have an ongoing dialogue.
- Question about frequent flyer miles. Officers are paid so little, or not at all in the case of MALs. Suggestion made that ICSOM policy is set that individuals may keep their miles. No action taken.
- Tom Hall addressed the question of who should keep the archives. He has used them for the 40-year history but many documents have disappeared as we became computerized. He has looked into donating them to a library but ICSOM would lose possession, they would only have

access. (Someone suggested the Meany Center.) Minutes need to be digitized as *Senza Sordino* has been. Robert is interested and will also continue to maintain orchestra-L.

- A historical guest at Conference would be a nice tradition to continue each year to connect with the past. Henry Shaw and Bob Coleman were suggested.

- Resolution #10 to formulate recommendations to honor the memory of George Zazofsky.

Tom Hall is interested in assisting.

- Honorarium for Tom Hall discussion

- Honorarium for Robert for his continued maintenance of orchestra-L and archivist discussion

- Resolution #4 (Bauers database) –AFM anticipates cost of \$250,000. Chairperson will talk to Ron about the recommendation. Topic for the Steering Committee discussion?

- Resolutions 5 & 7 will be mailed to delegates for ratification along with new roster (ASAP.)

- Governing board will try to talk twice a month.

Resolution Actions:

1 – Tallying of EMF results: resolution will be sent to delegates with fact report and survey

2 – Medical Committee: Robert and Scott appointed

3 – Dr. Mark Grant study:

4 – Ron Bauers financial program: topic for Steering Committee

5 – Officer raises: to be sent to orchestras for ratification

6 – Executive Committee changed to Governing Board: amend bylaws for new distribution

7 – Ex. Comm. to Governing Board change (\$): to be sent to orchestras for ratification

8 – Term limits: tabled, further discussion?

9 – Founding member Conference recognition: no action required

10 – Honoring George Zazofsky: no action taken yet, Tom Hall interested

11 – SSD Director appointment: no action taken

12 – AFM-EPF Trustee recommendation: further information required, Talk to Len, RMA, if it goes further, action must be taken to submit AFM Bylaw change by April 1, 2003

13 – ICSOM Bräumeister – no action required

14 – Scott Weber's financial network recommendation: no action taken, Scott make presentation to Governing Board?

15 – Conference site: Tom Hall (chair), Laura Ross, Lynn Rosen, Bruce Ridge. Proposals received by Oct. 1, site announced Nov.

16 – Chairperson reports – defeated

17 – EMF Committee - withdrawn

First Conference Call – Tuesday, September 10 at 10:00PM (eastern)

Adjourned 12:30AM

Governing Board Conference Call Minutes
September 10, 2002 - 10PM Eastern/9PM Central

Jan Gippo, Brian Rood, Laura Ross, Marsha Schweitzer, Jay Blumenthal, Michael Moore, Mary Plaine, Fred Sautter, Lenny Leibowitz

Lenny reported on the San Antonio negotiations and a second ratification vote on September 11 due to voting irregularities during the first vote.
Laura mentioned Tulsa's temporary shutdown.

Agenda items:

- 1. Treasurer** – *Michael Moore did not participate in this portion of conversation since he was under consideration for the position.* Additional candidates suggested for consideration: Deborah Torch (San Antonio), Marilyn Rife (San Antonio), Dan Zoellers (San Antonio), John Koen (Philadelphia). Board approved the one-year appointment of Michael Moore as Treasurer. Upon Michael's return to the conversation there was discussion about hiring a CPA. Michael will examine ICSOM's finances and make a recommendation about dues status, job description and presenting a budget.
MAL candidates suggested to replace Michael: John Koen (Philadelphia), Steve Lester (Chicago), Richard Levine (San Diego), Clara Markham (Louisville), Bruce Ridge (North Carolina), Nancy Stutsman (Kennedy Center), David Waters (Houston), Bruce Wittrig (Dallas), Dan Zoellers (San Antonio). Following discussion it was decided to offer the one-year position to Richard Levine (who had been next in line during the MAL elections in 2001.) - [Richard accepted position on Wednesday.]
- 2. Resolution #1 (filling out the EMF Survey)** – [MSC – Jan/Brian] That ICSOM Secretary should receive the surveys first. She will copy them and then forward the originals to the AFM. These details will be included in the first ICSOM mailing.
- 3. EMF** – no chair currently. We will wait for survey results to have a specific discussion about chair and committee appointments. There will be general discussion about whether the Electronic Media chair will appoint the committee members or if it will be done in tandem with the Governing Board.
- 4. MAL reporting and assignments** – MALs will file written reports and send them to the entire Governing Board. There was discussion about changing the MAL assignments of some orchestras, particularly redistributing the large orchestras. To be discussed further.
- 5. Medical Committee** – Original participants in discussion consisted of Lenny Leibowitz, Chuck Olton (ASOL), Florence Nelson (AFM), Bill Moriarity (chair/Local 802), and Robert Levine (ICSOM). They had discussed forming a

task force to research the possibility of gaining access to a Universal health care plan. Resolution #2 required the Governing Board to appoint members to that task force. Robert Levine and Scott Weber were appointed in August. Since Scott has resigned as Treasurer, it was agreed someone from the Governing Board should serve on this committee. [MSC Jan/Laura] Appoint Mary as Board representative.

- 6. 2003 Site Selection** – Lynn Rosen (Utah) & Bruce Ridge (North Carolina) have agreed to serve on committee with Laura Ross and Tom Hall. Notice has been posted on Orchestra-L and will go out in first mailing.

[Fred had an appointment and had to leave the discussion]

- 7. Software issues** – Officers need to purchase software to do their jobs.
- 8. Honoraria** for: Tom Hall as Conference Coordinator, Susan Levine as Conference and Travel assistant and Robert Levine as ICSOM Archivist and maintaining Orchestra-L was discussed. We will evaluate our financial position and discuss during next call.
- 9. icsom.org for officer e-mail** – [MSC Jan/Mary] Not to use if it can't be completely secure. Jan will talk to Robert to see if @icsom.org can be secure; if not, we won't use the addresses.
- 10. Other business** –
 - Dave Angus & Herb Winslow agreed to continue serving as strike fund trustees. Janice Galassi and Florence Nelson have been notified.
 - Signed copy of Sphinx agreement will be sent to Jan.
 - New officer bios for website needed. Send to rtl@icsom.org.
 - Mending fences is now something Jan can concentrate on.
 - MAL send out notice to orchestras for volunteers for Resolution #3, Dr. Mark Grant study. Mary will look into this and report back to Board. Some suggested asking emeritus members to participate.
 - George Zazofsky memorial - Tom Hall & Lenny are appointed to work on this.
 - AFM-EPF trustee – Laura, Jan, and Fred to investigate and make recommendations.
 - Discuss delegate status of Governing Board members in future call.
 - Letter from *Musical America* about Orchestra-L postings without permission. We will ask for permission when Lenny writes them a letter.
 - Michael and Lenny will investigate Directors & Officers insurance.
 - Question about *Senza* duties being spread out a bit. Laura has agreed to take over mailing list. To be discussed later.
 - Conductor evaluations – Bill Buchman out of country.

Tuesday October 15 - 10 PM Eastern/9PM Central next conference call.

Minutes of October 15, 2002 Governing Board Call
10:00 PM Eastern/9:00 PM Central

Jan Gippo, Brian Rood, Laura Ross, Michael Moore, Marsha Schweitzer, Jay Blumenthal, Richard Levine, Mary Plaine, Fred Sautter, Len Leibowitz (joined call at 9:35PM)

I Officer Reports

Chairman's Report

Jan missed a scheduled a meeting with the Cleveland Orchestra committee but will reschedule for the end of month and hopes also to talk to Chicago committee as well.

Jan attended the RMA Conference Oct 12 & 13 in Los Angeles. Richard Totusek is no longer the Secretary. The RMA's meeting included topics about their tax status and about orchestras with EMG's that could potentially take motion picture work away from commercial musicians if their management is not charging the full amount from a filmmaker. There are also Special Payments concerns attached to this. A project for the San Francisco Ballet was discussed with reference to a non-signatory company that is "shopping around" for a better rate – the Austin Symphony turned them down because they would only agree to work under the Motion Picture Agreement. The AFM can stop this project by insisting that the orchestra follow AFM guidelines as specified in their CBA. Our members should be reminded that all electronic media language must be approved by the AFM prior to ratification. We can also begin working on a resolution for the 2003 ICSOM Conference that would ask orchestras to firewall the use of EMGs for certain commercial work that is covered under other AFM agreements.

Jan met with the LA Phil committee. Meredith Snow, the ICSOM Delegate, has been asked to research the historical aspect of one orchestra, one vote and will write a report. This report can be discussed at the Conference next year in discussing the way ICSOM functions and the reasons why.

Jan also met with Tom Lee and they discussed the possibility of a meeting of the recording orchestras. This would be a good chance for orchestras with diverging opinions to meet and talk together.

Jan asks that the Governing Board begin submitting topics for the midwinter meeting and the 2003 Conference.

President's Report

Brian is still searching for a signed copy of the Sphinx Agreement and is trying to assure that ICSOM has a greater presence in their public relations.

Michael Moore has agreed to oversee the conductor evaluations this year. The task force assembled in Ottawa to research the conductor evaluation program will be convened soon.

Brian is working with the MALS to update Fred Zenone's delegate duties outline that was printed in the June 2001 issue of Senza Sordino. Marsha stated that it and many other articles about ICSOM were in that issue and perhaps we could consider re-issuing it. There was a suggestion that perhaps 3 or 4 people who seem to be exceptional delegates write a paragraph or two of introduction to the recycled issue and it could also be included in the Delegate Handbook.

MALs are requested to remind delegates that they should post all messages (not just bulletins but things like Jan's letter in the first mailing.)

Secretary's Report

Laura raised questions about who should receive mailings. Currently only delegates, officers, Tom Lee, Florence Nelson, Janice Galassi, and the Players' Conference Secretaries receive mailings. Laura will e-mail all the IEB members and SSD staff to see if they want to receive hard copies of these mailings or just e-mail. This also led to a discussion about mailings to local officers and to non-delegates who come to the ICSOM Conference and do not receive any conference information. This will be further explored in a conversation with Tom Hall and relayed back to the Governing Board. We are trying to improve our communication and make some necessary changes.

Another issue was the cost of duplicating the settlement bulletins. It was pointed out that should a delegate desire extra copies they can be downloaded from the website. *[MSC Fred Sautter/Mary Plaine]* **There will be one hard copy (colored) of each bulletin sent to the delegates from this point forward.**

There was a discussion about ballots sent concerning resolutions #5 & 7. A ballot was sent out but the delegates need only send the results, not the actual ballots. MALs will contact their delegates to make this clear.

Treasurer's Report

Michael announced that the new accounts have been set up. Mary pointed out that Michael's estimate of expenses did not include about \$12,000 for directories (since they were not printed last year, they were not an expense in last year's budget.) There was a question of whether we might have to request a dues increase (we do not appear to have any new members on the horizon and it has not been raised in 5 years.) Len will look into drafting a resolution for the 2003 Conference.

There was discussion about the possibility of purchasing a copier (not right now), the phone dial-up system, reimbursements, and what the status of the Directors & Officers insurance proposal is (it's taking a long time but is in the works.)

Len mentioned that both San Antonio and Buffalo might miss payroll. There was discussion about reinstating the \$2 ERF payment to build up the fund in case orchestras needed to draw from the fund.

***Senza Sordino* Editor's Report**

Marsha announced her resignation stating that a letter was coming to Jan. Jan expressed his regrets and asked her to reconsider. She said she was willing to be a resource but could not stay. She left the conference call.

There was a brief discussion about the letter (Len and Fred had seen it.) It was agreed Marsha is highly principled, and her insights would be truly missed. The Board will discuss her letter and possible candidates to replace her during the next phone call.

MAL Reports

Fred said he was halfway through his list. One orchestra was hard to contact, he will e-mail his report when done.

*** An e-mail was posted at this time about the bankruptcy filing for Calgary. ***

Jay talked about one orchestra's responses to the EMF survey (they were done prior to the AFM mailing.) He is having trouble contacting one orchestra. Jan said he would try to contact the NY Phil again after November 6 when they returned from tour to schedule a meeting.

Mary reported that she had been trying to contact an orchestra member recommended to her by the San Jose librarian for more information about efforts to save the library. The mailing about the directory went out to the delegates. She will contact Robert Levine about the directory website and the joint health committee and expects to speak to Dr. Grant this week about his study.

One of Richard's orchestras is Buffalo. Their situation was discussed further.

II Midwinter Meeting - February 24, 2003 in St. Louis (10AM – 4PM Central)

Send topics for discussion to Laura.

III Membership Committee Report – it is the recommendation of the committee (Laura, Brian, Jay) that the guaranteed annual salary be increased to \$25,000 (this is in line with CPI adjustments from 1984.) There is no recommended change to the number of members making this amount (currently 60.) This could lead to other bylaw corrections that are in line with this (dues payment levels?) The language will be drafted and posted prior to the 2003 Conference.

IV 2003 Site Selection – Vail, CO

Since no invitations have been received, Vail has been selected as the 2003 Conference site in accordance with the ICSOM Resolution stating:

Whereas, The annual ICSOM conference is a valuable tool for sharing, organizing, and experiencing trade union values; and

Whereas, Recent hosted conferences have proved valuable to the host orchestra; therefore, be it

Resolved, That the delegates to the 2002 ICSOM Conference authorize the ICSOM Governing Board to appoint a committee to identify all member orchestras interested in hosting the 2003 ICSOM conference and to submit such information to the Governing Board by mid-October, 2002; and be it further

Resolved, That if no orchestra is interested in hosting the 2003 ICSOM conference, or if such proposals are deemed unacceptable to the Governing Board, the 2003 ICSOM conference will be held in Vail, Colorado.

Tom Hall has offered his services again as Conference Coordinator. Laura will tell him of the decision during her meeting with him and ask him to serve. Laura will check schedules with ROPA and OCSM but currently the dates are August 18-23, 2003.

V Governing Board Contributions

It had been previously suggested that ICSOM donate \$1,000 to San Jose to assist with their attempts to secure the library during bankruptcy. There is no policy of ICSOM contributions

but in researching this no one remembers it ever occurring. The ROPA Bulletin has been sent. A suggestion was that all board members make a contribution and encourage others in another bulletin to do the same. A motion to send \$1,000 was tabled for further investigation.

VI TEMPO

Tom Lee and Florence Nelson asked Jan to urge our orchestras to step up and increase their contributions to TEMPO. There is only \$26,000 in the fund currently and lobbying is difficult with so little money available. Big issues are on the table – CARP/health insurance/airline travel. Jan will write a letter to be posted encouraging everyone to give \$10 per person. MALs will want to talk to the delegates to get the word out. Mary will send an e-mail detailing how they raise money in Baltimore and Washington DC.

VII Honoraria

Susan Levine –An honorarium (fee unset) was agreed to by the previous Governing Board and must be honored. Laura will discuss Tom Hall’s requirements for the conference next year and report back. No action taken.

Tom Hall – still no figure about honorarium amount in past years – Michael will investigate. An established procedure for future honoraria should be set. Directory publisher received an honorarium in past as well but none are designated in the bylaws. These honoraria should be put to a conference vote or put into the bylaws. None of these people volunteer for these jobs with an expectation of payment.

VIII Webmaster and Archivist

Jan will appoint Robert Levine as webmaster and archivist. Tom Hall has requested that the archivist receive his records within the next month or two.

The phone call passed the 3-hour mark.

Jan requested we consider calls twice a month since there are so many topics to discuss.

Agenda items for the next call are to include a discussion of increasing both the general fund and ERF fund dues as well as topics from 10/15 agenda not yet covered.

Robert Levine told Laura he could do another CD ROM but there would be a delay getting the actual information and there would likely be few differences from the AFM CD ROM distributed this year at the Unity Conference (in the red folders.)

There was a brief discussion about the rewritten ICSOM Cover letter for the EMF report.

Len’s secretary will forward it to Laura to make the agreed changes.

Len mentioned an interview that had been requested of him by a student regarding a paper on orchestras and Yeshiva.

Next Conference Call – Wednesday, October 23 at 10:30PM Eastern/9:30PM Central

Minutes from Conference Call 10/23/02

Jan Gippo, Brian Rood, Laura Ross, Michael Moore, Jay Blumenthal, Richard Levine, Mary Plaine, Fred Sautter, Len Leibowitz

Alternate Delegate – there was discussion about proposing a resolution that suggests orchestras elect alternate delegates in addition to their ICSOM delegates. It was suggested that we first take steps to reinvigorate the delegate's role and also suggest that other orchestra members be encouraged to attend the Conference as well. A memo to delegates encouraging their attendance and a call from their MAL asking if they will attend should occur prior to the conference mailing in the spring. If an orchestra delegate or their alternate is not coming to the conference, we need to make sure they understand what they have to do to have a voice (electing an alternate or assigning a proxy vote.)

Conference Attendance – There was discussion about the absences of some orchestras at the conference. We need to make the conference important, so the delegates will want to attend – the agenda must be sent out in a timely fashion. MALs must do what they can to encourage attendance.

National Internet Oversight Committee (NIOC) – The previous members of the NIOC were Brad Buckley, Robert Levine, Laura Ross, Debbie Newmark, Janice Galassi and Florence Nelson (it is supposed to be a 5 member committee.) Jan Gippo will talk to Tom Lee about who should be appointed as the AFM has representatives.

AFM Convention Delegate – Jay Blumenthal was the MAL appointed to serve at the last convention and Richard Levine is unavailable to attend next year's convention. Fred Sautter, Mary Plaine, and Michael Moore have been elected to attend as voting delegates for their Locals. Laura Ross is running for election. During the next MAL call to delegates they will be notified that Jay Blumenthal has been appointed as Convention Delegate.

AFM Convention Meeting – The Convention is June 23-25, 2003. Many of our orchestra members serve as delegates for their locals and it was recommended that all orchestra delegates convene during the Convention to share views on issues and candidates; however, there will be no candidate endorsements. We need to understand the issues, what's important, and to be able to speak about proposals. Tom Lee should be encouraged to place our people on committees.

Policy Book – Laura Ross will begin assembling a policy book that spells out policies for present and future governing boards. These would include reminders about resolutions, honoraria, and previous resolutions that have an impact on how we do business. We need to ask the Archivist to put our past resolutions in some order for us to see and reflect upon. Previous policies should be forwarded to Laura Ross for inclusion.

Orchestra-L: What is it, and what sort of oversight should the Governing Board have over it? There was discussion about the posting of internal Governing Board issues, whether the Governing Board should have the ability to deal with internal issues by temporarily delaying a

posting, and how to deal with potentially libelous postings. Whatever policy is finally decided, if any, would need to be posted on the website before implementation. This subject requires further discussion.

Pension/Health resolutions – A joint Health Committee meeting has been scheduled for Nov. 25. The AFM, Local 802, ROPA and ASOL are all involved as well. There will be a report later.

Directors & Officers insurance policy – Officers are already bonded through 2004. There are questions about whether the exclusions in the proposed policy would invalidate it. Investigation continues.

President's Council – the council will be convened for a media discussion and invitees will include the chair or a person selected by the orchestras who can speak knowledgeably about electronic media. Brian Rood will be in attendance; Jan Gippo will moderate. As many members of the Governing Board who are able should attend.

Other business:

Jan Gippo will meet with members of the Cleveland Orchestra on October 29th and the Chicago Symphony on October 30th.

Brian Rood discussed his conversation with Marsha Schweitzer and said that she would not consider withdrawing her resignation. This led to a general discussion about how the Governing Board needs to develop its own identity, to be responsive to others, and to find ways to involve our delegates. ICSOM members do not have to come to agreement of every issue but we must hear and understand each other better than we have in the past.

This then led to a discussion of why ICSOM exists. ICSOM was created for specific reasons and we have achieved many of our goals. However, we still have issues that need to be addressed. Solidarity will best help our orchestras in trouble. There was discussion of how a mission statement could help focus peoples' energies and benefit ICSOM and its members. Our Certificate of Incorporation (which states our purpose) would be a good starting point. Vigilance is still necessary. Perhaps we need to define a new mission statement/new cause?

Senza Editor: There was discussion about potential candidates.

Next Conference Call – Halloween 11:15PM (EST)/10:15 PM (CST)

Minutes from Halloween Governing Board Conference Call
11:30PM EST/10:30PM CST

Jan Gippo, Brian Rood, Laura Ross, Michael Moore, Jay Blumenthal, Richard Levine, Mary Plaine, Fred Sautter, Len Leibowitz, Tom Hall

Tom Hall was welcomed and thanked for agreeing to serve as *Senza Sordino* Editor through the end of the 2002-03 season.

Chairman's report on travel

Jan Gippo met with the committees of the Cleveland and Chicago Orchestra to discuss the concerns these orchestras spoke about at the 2002 Conference. Media, communication and participation were at the head of the list. The discussions were very positive, with both committees being assured that communications would be significantly improved and that all points of view will be considered before any final decisions were reached. Each orchestra was interested in the President's Council/Electronic Media meeting and hope to participate.

Jan then met with Tom Hall after the Chicago Symphony meeting. They spoke about developing resolutions early and making them available, possibly mailed with the agenda before conference? Three are already in the works.

There was a discussion about resolutions that are not from the Governing Board and that are proposed from the floor. In the June mailing Laura Ross will include a resolution form, encouraging delegates to write the resolution then and send it to us in preparation for the conference or at least to use the form at the Conference.) Many things fell through the cracks this year. Some of the business should be prepared ahead of time, e.g., committee appointments and recommendations – all this hinges on conference planning.

There was some discussion about Jay Blumenthal's appointment as third delegate to the AFM Convention. Since Jay is a non-voting member, his selection does not require the same sort of Labor Department election requirements that voting delegates to the convention must follow. The only MAL who is not already attending the Convention and is available to attend is Jay. He was appointed by acclamation. This information will be sent to the delegates in a bulletin & announced in *Senza Sordino*.

Directory – we've had advertising in the past but not now. Should we consider it again? Robert Levine is setting up the website. Mary Plaine hopes it can go to the printer by Christmas. There was discussion about an online version of the directory.

There was a question about the EMF Survey. When the AFM distributes it, we will post a notice on Orchestra-L to that effect.

Electronic Media Meeting – The 10-12 orchestras who are currently recording will be invited by Brian Rood. This first President's Council will be in conjunction with the AFM. President Rood will contact the committee chairs of these particular orchestras and ask that they select as their representative the person in their orchestra who is most savvy about media and can speak for the orchestra. Other orchestras may also be invited. While Brian Rood will call the meeting together, Jan Gippo will moderate the discussion. Tom Lee will make a statement at the beginning of the meeting and will leave the orchestras to talk amongst themselves. Chicago is the likely location, but a date has not been set. A question MALs should ask their delegates is if their orchestra is recording. We want to be sure we don't leave anyone out.

There was a discussion about the ICSOM mailing list and the *Senza Sordino* mailing list. It was sent to Mary Plaine, Laura Ross, and Michael Moore. Robert Levine will be doing the actual *Senza Sordino* mailings. Abe Torchinsky still is coordinator for emeritus members. [There was discussion about the roster. Laura Ross plans to send updates in each mailing and to distribute new rosters to everyone in the winter.] Laura Ross will maintain the *Senza Sordino* mailing list. Tom Hall will talk to Marsha Schweitzer about the condition of the list.

There was discussion about the first issue of *Senza Sordino* and what would be included. Aside from a conference report, and resolutions, it should also include reports from the various officers, a notice to the delegates to submit information for publication in *Senza*, pictures, and short reports from the MALs. Topics such as a history of problems and solutions submitted by various delegates was suggested, articles by Len Leibowitz, Trish Polach (on the subject of CARP), Ron Bauers, and Janice Galassi (about SSD, but ICSOM specific) were also mentioned. Tom Hall would like to distribute the first issue by mid-December.

Old business – Ideas were suggested for the 2003 conference. Ideas were shared about speakers and topics. MALs will canvas their orchestras for hot topics to address, asking them what they need to hear. There was clarification of how ICSOM Dues and Strike Fund Dues payments are defined. There was discussion about the security check issue in Dallas. Len Leibowitz was encouraged to answer questions on Orchestra-L and perhaps comment in *Senza Sordino* as well. San Francisco Ballet – it was reported that the orchestra will not do the movie soundtrack. Jan Gippo will talk to Chris Durham about what the AFM is doing in Seattle and offer our assistance. Orchestra-L is a publication, we need to keep it on our radar screen and need to discuss it further. Every newspaper has an editorial staff (should we consider calling a moratorium on subjects after a while?)

***Next conference phone call November 19
11:00PM EST/10:00PM CST***

Governing Board Conference Call 11.19.02

Brian Rood, Laura Ross, Tom Hall, Jay Blumenthal, Mary Plaine, Fred Sautter, Richard Levine, Lenny Leibowitz, Michael Moore, (Jan Gippo joined during the Electronic Media discussion.)

Brian Rood convened the discussion in Jan Gippo's absence

President's Report

- Sphinx Competition – Brian Rood reported that he has found the Sphinx organization to be well funded, with major donors. He has written a report for *Senza Sordino*. Scholarships in the past have been used for college tuition and music equipment. There has been good coverage about ICSOM's participation as a donor. There are two upcoming concerts a representative of ICSOM has been invited to attend - Feb 16 & 19 in Detroit. (Michael Moore stated that Sphinx is also partnering with Atlanta.)
- Electronic Media Meeting – 14 orchestras have been contacted so far. Responses are cordial, mostly receptive. There was discussion about the agenda and vision for this meeting in January. It will be two meetings – one with just ICSOM and one in the afternoon with Local officers, AFM Counsel George Cohen and others.

Attendees will have to arrive Sunday for Monday morning. Tom Lee is asking each orchestra's Local to cover the cost of a musician and local officer that attend. Tom Lee's letter will be similar to the letter Brian Rood sent to orchestra committees that initially describing the meeting. Governing Board attendees are Jan Gippo (as Moderator), Brian Rood, Laura Ross (attending as Secretary), Lenny Leibowitz, Tom Hall (will attend as much as he can), and Fred Sautter who will attend with Ken Shirk for Oregon.

There was general discussion about who should attend and concern about what outcome, if any, could come from this meeting since there is such a short period of time to discuss so many weighty issues. The ICSOM meeting will be closed, though ICSOM attendees may participate. Tom Lee will set the agenda for the afternoon. Both ICSOM and the AFM are compromising on the agenda. It was suggested that we consider a smaller meeting Sunday from 9-11PM in anticipation of the work to be done on Monday.

It was suggested that if any orchestras had presentations to make that it be distributed prior to the meeting.

- Health Care Task Force Meeting is scheduled in New York City on Monday, November 25. Jan Gippo and Brian Rood will attend as ex-officio members along with ICSOM committee members, Robert Levine and Mary Plaine. Jan Gippo and Brian Rood will try to meet with Janice Galassi and Florence Nelson prior to the task force meeting. Lenny Leibowitz should attend since he was at the first meeting.

Chairman's Report

Jan will meet with the New York Philharmonic on December 4.

TEMPO campaign – they need to raise more funds.

Secretary's Report

Balloting for Resolutions 5 & 7 – One orchestra sent their ballots a day late but it was agreed that including their vote would have no impact on the final result since more than 50% of the orchestras had already responded. [Final vote – 40 Yes and 1 Abstention for both Resolutions – ADOPTED]

Treasurer's Report

There was a discussion about how individuals within an orchestra pay their dues, however it was agreed that this is not ICSOM's problem to solve. Each orchestra must deal with the issue in their own way.

***Senza Sordino* Editor's Report**

The next issue is coming along. There has been a request for photos to personalize the reports. There was discussion about the type of information to be included in MAL articles. There was discussion about

whether we should continue to do the mini-wage chart. The questionnaire used to fill this out was not done at the Conference this year. Richard Levine will contact Eric Beers at SSD to see if we can get the information for a *Senza* chart in the spring. MALs should ask their delegates if this chart is meaningful and find out if they think we should continue printing it.

2003 Conference

Jan Gippo should receive the Antler's contract soon.

Mid-winter Meeting

February 24 at an airport hotel in St. Louis.

Delegate Manual

Chairman doesn't have a manual. Any other Governing Board Members who do not have one should contact Tom Hall.

Orchestra-L

Further discussion about Governing Board monitoring will be on the agenda during next phone call following e-mail discussion.

There was a brief discussion about preliminary resolution language. More language will be forthcoming. Bylaws need language review. Once the bylaw changes recently approved are done, a new .pdf version of the bylaws will be sent to all Governing Board members.

Next conference call December 4. 11PM Eastern/10PM Central

Governing Board Conference Call December 4, 2002

Brian Rood, Laura Ross, Michael Moore, Tom Hall, Jay Blumenthal, Richard Levine, Mary Plaine, Fred Sautter, Lenny Leibowitz, Jan Gippo (*joined conversation late as his plane was delayed*)

President's Report

Brian Rood began the meeting by discussing some possible "dark date" recording sessions that may occur in Philadelphia for a non-signatory organization, NFL Films, this coming Monday. Tom Lee and the AFM are trying to stop this before it happens.

Electronic Media Meeting – The details of when and where the meetings would be held on January 12 and 13 and booking information were discussed. A Sunday evening meeting is scheduled on January 12, 2003, from 9-11PM with a smaller group of orchestras. Monday meetings on January 13, 2003 begin at an 8:15AM breakfast with opening remarks by Tom Lee & Jan Gippo. The meeting will move to a closed ICSOM session from 9-11:30AM. Lunch and the afternoon meeting will begin at 12PM, along with Local officers invited by Tom Lee, AFM Counsel George Cohen, AFM Vice-President Harold Bradley, AFM-Canada Vice-President David Jandrisch, AFM Secretary-Treasurer Florence Nelson, and SSD personnel. The meeting will end at 5PM. Locals are responsible for the cost of musicians and officers attending for each orchestra. To be discussed further.

Chairperson's Report

New York Philharmonic Orchestra Committee Meeting – Jan Gippo reported on his meeting. The discussion was predominantly about media and their beliefs about local control.

Houston – Jan Gippo and Len Leibowitz will be meeting with the musicians' negotiation team on December 14.

Editor's Report

A rough draft has been sent out for corrections. The hope was to have it to the musicians before Christmas but that may not be possible. There was a suggestion that we think ahead to the mid-winter meeting to discuss officer nominations, and appointing a nominating committee. The Electronic Media meeting will be a focus of the 2nd Senza Sordino issue.

There was discussion about retrieving ICSOM's new digital camera so Fred Sautter can take photos at the EMM in January.

Secretary's Report

Bylaw change recommendations – There was discussion about developing a new purpose or focus for ICSOM to more effectively meet the goals of our mission statement. This could be an issue for the mid-winter meeting, another meeting or in Vail either before or after the Conference. A list of changes or improvements to the bylaws was presented. It will be discussed further upon reflection by the entire board.

Membership Bylaws concerns – The recommendation will be to remain at 60 musicians but increase the minimum guaranteed wage to \$25,000 which was determined by checking the 1984 wage limit of \$15,000 with the consumer price index. The sub-committee tried to take everyone's concerns into this process when determining the requirements for membership in ICSOM. It will be recommended unanimously.

Treasurer's Report

Quick discussion about accounts and reimbursement.

Louisville – Lenny Leibowitz reported on his trip to Louisville (they are in the 2nd year of a 4-year agreement.)

Next call date – Friday morning December 20 at 10AM Eastern (2 hours max)

* There was a suggestion that some reports could be e-mailed prior to the next meeting.

Governing Board Call 12/20/02

Brian Rood, Laura Ross, Michael Moore, Tom Hall, Jay Blumenthal, Richard Levine, Mary Plaine, Len Leibowitz, Jan Gippo (*joined call following the Houston report.*)

Brian Rood convened the meeting.

Senza mailing policy – will investigate bulk mailing

Houston –Len Leibowitz gave a report concerning his and Jan Gippo's visit to meet with the Houston Symphony negotiation and orchestra committees on December 14. An update of their situation is scheduled for the next *Senza Sordino*.

MAL replacement –there was an incredible amount of talent and dedication in the pool of potential candidates. Twenty-nine names were discussed and shortened to seven who will be contacted to find out their interest. Jan will report during the next phone call.

Policy discussion concerning ICSOM equipment -

Equipment purchased for ICSOM shall be the property of ICSOM and its disposition shall be at the discretion of the ICSOM Governing Board. The Governing Board shall consider present and future value and usefulness of such property in reaching its decision.

EMF survey -

There was a discussion about the tallying of the EMF surveys. ICSOM's concern is that the collective opinion of each orchestra is expressed. What does the orchestra want collectively? We don't know how numbers will be tallied because the final report will come from AFM. The deadline has been extended to February 1 for submission of the completed surveys.

Jay Blumenthal will be the ICSOM observer during the AFM result tallying. He will report to the Governing Board on the process.

Dues – Extension of the due date to Jan 15.

EMM – Need to ask meeting attendees to distribute position papers to everyone, as soon as possible, in preparation of the meeting. Historical issues should also be included.

MAL call list reorganization – once a new MAL has been chosen, the four MALs and the President will review the list and make appropriate changes (a new list will be sent to delegates by the Secretary once this has occurred.)

Next call is December 26 at 10AM EST.

Governing Board call 12/26/02

Brian Rood, Jay Blumenthal, Tom Hall, Richard Levine, Michael Moore, Jan Gippo, Mary Plaine, Laura Ross, Len Leibowitz

MAL search –all candidates have not been contacted yet. There were positive reactions from all who were asked but most have too many commitments and had to decline.

An additional list of possible candidates was suggested if no one in the first group is available.

EMM – Short discussion but nothing is new at this time. A final discussion in preparation of the meeting will be the main focus of our next call.

January 2 - 8PM EST/ 7PM CST