

MID-WINTER MINUTES FOR FEBRUARY 24, 2003 ST. LOUIS, MO.:
10:30 AM

Jan Gippo, Laura Ross, Michael Moore, Paul Ganson, Richard Levine, Jay Blumenthal, Len Leibowitz, Brian Rood, *[Tom Hall by phone at periodic times during the day]*

Directory – the policy statement submitted below was discussed

a) An orchestra may decide for itself who will be listed in the directory. All regular members should be listed, even if the number of members is currently above or below a contractual requirement. If an orchestra wishes to list affiliate or extra players, it may do so, but the number of persons listed in the directory shall be the number upon which ICSOM dues assessment is based. Orchestras, not individuals, pay ICSOM dues. Each orchestra may raise its dues money however it sees fit, whether that be by assessing affiliate members or otherwise. It may also determine for itself the role affiliate players have in governance and ratification.

There was general discussion about what constitutes a member – regular full-time (“contracted members” as an alternative?) There are two different issues – directory listing of members and then dues assessment. The Met Associates will be listed in the directory but the larger issues are not resolved. Since there is still a great deal of disagreement, a subcommittee consisting of Tom Hall, Richard Levine, Michael Moore and Laura Ross will devise a recommendation and report during the next conference call.

Directory deadlines for submitting names, publishing and distribution: Robert Levine reports that he has about 6 hours left before he sends it off to Mary for publishing. *December 15th (name submission) & January 15th (sent to printer) deadlines approved.*

Air travel and other expense and banking procedures: Michael Moore would like those board members who are willing to book air travel through his Cheaptickets Gold Account. Michael will be establishing budgets for each individual and as a time saving measure he has moved to electronic accounting that carries an additional fee of about \$15 month. Jan expressed appreciation for Michael’s hard work.

Dues and collection, changing due date, imposing fines: Dues collection continues to be a big problem. Some orchestras’ local pays their dues, others bill each member and others have some sort of dues check-off. Summer is the crucial cash-crunch time. Dues – ICSOM Bylaws Article 8 Section 6 state that dues are due Sept. 1 and payable by Dec. 31. Following discussion and two motions (stated below) it was agreed to present a resolution this summer at the ICSOM Conference that would raise the level of dues by \$5 per musician to ICSOM orchestras if the dues have not been paid by April 1 of each fiscal year. At this time, there will be no language that states what penalty an orchestra would face if they have not paid their dues by the beginning of the ICSOM Conference. This resolution is one of many that will be presented to put ICSOM back on the right path so attention can be on the issues that matter to ICSOM.

Motion – put in new dates and fine but leave out sanction language. Notify delegates about sanction language and tell delegates if it is still a problem, the Governing Board will bring it to delegates next year. [Brian/Paul] Approved

Motion – Rate of increase on April 1 will be \$5 per individual musician as fine. [Brian/Laura] Approved (5 in favor/1 opposed)

Conductor Evaluation discussion: Brian and Michael have talked to the orchestras that did not fill out the questionnaire last summer and have talked to some of the former members of the committee from the 2002 Conference. After numerous discussions, and input from Wayne State University, a few ideas were presented –

- Simplify the form itself by asking fewer questions, perhaps reducing question #1 (overall impression of conductor) from nine choices to five. Some believe the evaluations, in their current form, are a problem, others do not.
- Most believe the heart of the issue of non-use has to do with access to the results. Many orchestras have gone to their own internal forms that allow quicker access to the results that do not have the same disclosure restrictions currently in place concerning ICSOM results. It is recommended that ICSOM re-evaluate the risk of sharing this information with our members. This is a valuable program and should continue.
- The possibility of filling out the form electronically.
- A current list of available conductor evaluations to be provided on CD-ROM each year.

Brian suggests that to find a solution to bring orchestras that are disenfranchised from this program back into the fold will require sharing of information. The committee will be requesting copies of some orchestra's internal evaluation forms.

Controlled dissemination of information to orchestra, a more pleasing look for the form, and accessibility of the results in a more timely fashion will assist in the success and continuation of the program.

- ***Further committee duties– formal recommendations about evaluation form, statement from Len on legality of control, make big pitch to use the program in Senza Sordino and at the conference and include a list of conductors on the ICSOM CD-ROM. The committee must operate with Wayne State's involvement.***

There was a brief discussion about monitoring the EMF Survey tabulation. A call will be placed later in the day to Janice Galassi to clear up a misunderstanding about ICSOM's attendance at the ROPA tabulation and ROPA's attendance during the ICSOM tabulation. It was always the Governing Board's intention that this be a completely open process with both sides observing the entire tabulation process.

Orchestra-L access and membership – managers have access to news articles but not the other postings. Robert Levine is gatekeeper. It was suggested a notice be posted on Orchestra-L to notify subscribers that some non-orchestra members are receiving news articles only.

Media-L should not be accessible to management. ***Motion – limit Media-L access to ICSOM, ROPA, OCSM and SSD staff & Local Officers and exclude all management, including playing Personnel Managers. [Brian/Michael] Approved***

Creating New Permanent ICSOM Staff Positions

The Governing Board has identified a few positions that should be appointed as permanent staff positions so they can continue their jobs separate from elections. These appointments will be made for the rest of the year and then presented to the delegates this summer for approval. It is recommended that time be scheduled at every conference to take nominations for appointments (policy book).

1. Senza Production Manager - The job of Editor has become too big. The address list and billing have already been taken over by Secretary and Treasurer respectively. It will allow an Editor to be elected that will agree to do the job knowing someone else will take care of the production end.

2. Webmaster for Orchestra-L, Media-L, & ICSOM web page – this was previously done by a member of the Governing Board, but is no longer.

3. Archivist – while the job description is not yet established, there is a need to organize ICSOM's historical documents as well as provide some of them (converted text for resolutions & minutes to

electronic form) to our Governing Board and delegates for reference. There was a suggestion to contact the Walter Reuther Archive at Wayne State, an archive that might appreciate some of our labor-oriented documents and information.

4. Fee structure for all above –

Senza Sordino Production Manager - \$150 for each issue, Editor's honorarium changes to \$2,000.

Webmaster – volunteer (expenses + \$750)

Archivist - \$500 honorarium

Motion: to name these 3 positions in a policy resolution with fees and descriptions for the delegates to vote on this summer. [Jan/Paul] Approved.

ICSOM Counsel Retainer and Contract

The Governing Board will now have a written agreement to retain Len Leibowitz as ICSOM Counsel. The Governing Board will review the agreement each year and discuss compensation every three years. Should either party wish, by mutual consent, to terminate this agreement it is expected that sufficient notice will be given. Len's retainer has not risen in the past three years (he received a \$6,000 raise to \$36,000 three years ago.) Following discussion it was agreed to offer Len the following 3-year monthly salary increase of \$150/\$200/\$150. Monthly salary would increase from \$3,000 to \$3,150 in year one (\$37,800 - annual), \$3,350 in year two (\$40,200 - annual), and \$3,500 in year three (\$42,000 – annual.) This will be presented to the Conference for delegate approval.

COMMITTEES

Nomination Committee – Herb Winslow as chair, Nancy Agres and Deborah Torch recommended as committee members. Positions open for election this summer are - 4 Member-At-Large [one to be elected as the AMF Convention delegate], Treasurer, and *Senza Sordino* Editor.

Motion: Jan Gippo contact Herb Winslow as chair with recommendation of Nancy Agres & Deborah Torch. [Brian/Jay] Approved

Media Committee

9 members who are appointed to represent all ICSOM's orchestras not just their own. This will be made clear to each member before they accept the appointment.

Following a discussion about the merits of a single chairperson or two co-chairs, it was decided that a single chair should be appointed. Once this was decided, it was the unanimous choice of the Governing Board to appoint long-time ICSOM media committee member Bill Foster from the National Symphony as Chair of the ICSOM Media Committee. For this year it was decided that, at least initially, the Governing Board also submitted recommendations for committee make-up for approval by the Media Committee Chair. Pending acceptance by the chair and committee members, the 2003 ICSOM Media Committee is as follows:

Chair – Bill Foster (National Symphony)

Committee Members – Steve Lester (Chicago Symphony), Fiona Simon (New York Philharmonic), Rich Weiner (Cleveland Orchestra), John Koen (Philadelphia Orchestra), Paul Frankenfeld (Cincinnati Symphony), Laura Ross (Nashville Symphony), Jan Gippo (ICSOM ex-officio – St. Louis Symphony), Brian Rood (ICSOM ex-officio – Kansas City Symphony.)

- Jan Gippo called Debbie Newmark about the Electronic Media Forum Survey monitoring stating that it was ICSOM's understanding that Jay Blumenthal would observe and assist during the entire process so he could see the differences between the ROPA and ICSOM processes. There was a brief discussion about difficulties in the way ICSOM surveys were filled out. Currently, it is ROPA President Barbara Zmich and her Executive Board that are objecting to Jay attending the ROPA tabulation. We will continue to work on this to assure that Jay will be able to observe the entire tabulation process.

- Jan and Brian expressed interest in setting up another President’s Council meeting to discuss additional ICSOM issues beyond media.

ICSOM Bylaw Changes and Additions

- > *Staggered two-year terms – (elected in even years) President, Secretary, 2 MALs
(elected in odd years) *Chair, Treasurer, Editor, 2 MALs
(*during next election Chair will be elected for a one-time one-year term to reconcile change)*

This bylaw change must be presented & voted on at beginning of Conference so nominees will know the terms of the positions they are running for. The MAL AFM Convention Delegate will be elected in the year prior to AFM Convention.

- Jan reported that he and Phil Ayling (RMA President) are trying to schedule a Players’ Conferences Council meeting.

AFM Resolutions for Consideration

Concern was expressed about rumors purporting the existence of an upcoming proposed bylaw resolution to the current AFM Bylaw (see below) that could change requirements Locals must currently provide for Conference attendance. Defeating changes to this Bylaw at the AFM Convention is our first priority. There was discussion about proposing a bylaw resolution to change the AFM-EPF Trustee appointment policy concerning rank-and-file membership. When the rank-and-file position opens ICSOM is supposed to be consulted according to current bylaws. We will also support the Canadian contractor issue and Robert Levine’s continued efforts to keep contractors off Local Executive Boards.

AFM Bylaw - Article 5 Section 22

In representing members of symphonic orchestras (as defined in Article 20) for purposes of collective bargaining with their employers, Locals shall provide, at no additional expense to the members involved other than regularly imposed initiation fees, periodic dues, and Work Dues, at least the following services: 1) competent representation in negotiations as the situation requires and the orchestra members may reasonably request; 2) continuing contract administration, including the handling of grievances and arbitration; 3) all reasonable and necessary out-of-pocket expenses (e.g., photocopy and telephone) incurred by the orchestra committee in assisting the Local in negotiations and contract administration; 4) the reasonable and necessary expenses of sending one Delegate to the appropriate annual Conference of ICSOM, OCSM, or ROPA, if applicable. The Symphonic Services Division in the International President’s Office and the Canadian Office shall supervise the Local’s responsibilities in this regard, including making determinations concerning the adequacy and suitability of representation furnished for negotiations, and shall render whatever assistance it deems necessary.

In the event that a Local does not or cannot provide the services set forth above in a satisfactory manner, or upon the request of the Local or the members of an orchestra for reasonable cause, the International President (after consultation with the Local and the members involved) shall have the authority to place the orchestra in an Orchestra Service Program (OSP) established and maintained under IEB supervision. The OSP shall provide those services and such other assistance as the IEB may deem necessary in the situation at a cost to the Local of 2% of the scale wages received by the orchestra members under their CBA. If the Local Work Dues payable by the members of an orchestra placed in OSP are less than 2%, the Local Work Dues rate payable by the members working under that orchestra’s CBA shall be automatically increased to 2%.

AFM phone call taping –There is great concern that taping will cause a drop off in calls about our efforts in Seattle, about “dark date” recording sessions, organizing orchestras, and complaints to the audition hotline – most of which are done in confidentiality. Phone calls to 1501 Broadway have dropped significantly since the message began playing. There seems to be a unilateral set of new policies

coming from the AFM that are affecting services provided to our membership.

Musicians on symphony boards and committees – Brian and Jan gave a recap of their phone conversation with Tom Lee concerning not seating Bob Wagner at the media meeting in Chicago (NJ delegate and current ASOL Secretary), and their subsequent conversation about musicians serving on their symphony boards. Tom has stated that these musicians should not be allowed to serve on orchestra committees, negotiating committees and should be treated in the same manner as personnel managers by barring them from collective bargaining discussions. George Cohen agreed that while this is not a legal matter, as a trade union there are concerns about members who serve these other boards during strategy discussions that could cause them to be barred. Transmission of information and allegiance to that organization as a board member is the concern. It was suggested that it is time to have a meeting between the ASOL, AFM and ICSOM to discuss what is going on. Various points against musicians serving on boards were discussed but this should be discussed and deliberated by our musicians, not the AFM. We're already so entrenched in this practice that to change it would be difficult. This would be a good topic for the ICSOM Conference.

ICSOM Conference – it has been suggested that this summer we get “back to basics” and also explore where we came from and why we exist. There were some suggested speakers – Michael Kaiser (head of the Kennedy Center) about strategic planning, Henry Fogel to discuss civic responsibility in light of his recent appointment as head of ASOL, and Edward Arian who wrote *Bach, Beethoven and Bureaucracy* – a study of the Philadelphia Orchestra. Other items discussed were how ICSOM can become more proactive in the issues facing our musicians today, trying to make a financial database a reality, and mention about Janice Galassi's idea about a “think-tank” for troubled orchestras.

Governing Board Call 1/2/03
8PM EST/ 7PM CST

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

MAL orchestra assignments - The MAL call lists will be reassigned. New lists will be sent to the delegates in January. There was a brief discussion about whether list should change each year. This will be presented to the delegates at the upcoming conference.

Orchestra-L – There was discussion concerning Governing Board liability for potentially libelous postings on Orchestra-L since the webmaster is no longer on the Board. The Board will advise Robert Levine, ICSOM webmaster, regarding Governing Board concerns about confidential and possibly damaging postings.

Houston – It was requested that an update on their present situation be written for the next *Senza Sordino*.

Conductor evaluation committee – There was discussion about the disposition of the committee concerning the status of the conductor evaluation bank. Len Leibowitz will review the confidentiality policies and another article for *Senza Sordino* was recommended. Michael Moore (Administrator) and Brian Rood will talk to former task force members from last summer's conference to reactivate the committee.

Electronic Media Meeting (EMM) – There was general discussion about how the two meetings will be run. Brian Rood and Jan Gippo will work on the agenda and submit it for consideration before the next call. It was suggested that copies of the Radio-to-Non-Commercial agreement be made available at the meeting. Other issues discussed included the lack of national radio rates, with the exception of NPR.

Next call Sat. Jan 11 – 10AM EST/9AM CST/7AM PST

Governing Board Conference Call 1/11/03

Jan Gippo, Brian Rood, Laura Ross, Tom Hall, Richard Levine, Mary Plaine, Paul Ganson, Jay Blumenthal, Len Leibowitz, (Michael Moore called in late)

Discussion centered on the agenda for the Sunday evening and Monday morning electronic media meetings in Chicago on January 12 and 13. Detroit and Oregon Symphony participants have asked and will participate in the Sunday evening meeting. There was also a brief discussion about the New Jersey Symphony representative (there was some problem seating the original representative in the AFM meeting since that person is a member of the ASOL board.)

Jan Gippo will announce at the meetings that proposals for 2003 Conference consideration be submitted to Governing Board before the Feb. 24 Mid-winter meeting to be considered on agenda.

Joe Kluger, chair of the ASOL Media Committee, sent letter to Jan asking for EMF meeting in February.

The inclusion of the Met Opera pool players in the ICSOM directory was discussed. An *ad hoc* committee – Len Leibowitz, Michael Moore, Jay Blumenthal and Tom Hall will work on this and report back.

Governing Board Call - 1/20/03
10PM eastern/9PM central

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

Electronic Media Meeting – A wrap-up discussion about the electronic media meeting on January 12 & 13 included a request via Jan Gippo asking Tom Lee to clarify his statement about enforcement of national agreements, that Tom Lee and SSD send a letter of reminder to orchestras preparing for negotiations about the AFM bylaw that requires AFM approval of media language negotiated in CBAs, and how to proceed following the meeting (we will await the EMF survey return.) There will be follow-up e-mails to the participants and a new forum for media discussion will be set up and maintained by Robert Levine. It will be called Media-L and will initially include all ICSOM January 13 participants. ROPA and OCSM will be contacted as well.

2002 Conference Minutes have been proofed by Governing Board and are now ready for distribution to delegates.

Directory update – Robert Levine has reported to Mary Plaine that it should be finished next week. There are a few records that are still awaiting information.

Editor Report – Tom Hall will be sending Jan's TEMPO article and all additional articles once submitted for proofing for the next *Senza Sordino* publication. There was general discussion about what articles are required.

President Report – Brian will send a letter to the Sunday and Monday attendees, thanking them, asking them for suggestions and media chair nominations, as well as informing them about Media-L. Brian would also like to consider reconvening a smaller group of orchestras to discuss the direction of media in the future.

Secretary Report – mailing will be sent out this week. It will include the new MAL call list, ROPA and OCSM newsletters, updated bylaws and roster, the 2002 Conference minutes, and the 4-page handout from the Jan. 13 meeting concerning payola and the radio and concert industry bill (also known as the Feingold bill).

Treasurer Report – e-mail report included below.

There was discussion about considering a late dues assessment resolution at the conference. Orchestra Dues -\$84,657 has been paid to date; \$62,622 remains outstanding. 31 orchestras have paid; 20 have not. Orchestras in arrears are as follows: Boston, Buffalo, Chicago Lyric, Chicago Symphony, Cleveland, Colorado, Columbus, Dallas, Florida Orchestra, Ft. Worth, Honolulu, Los Angeles, Louisville, Metropolitan Opera, Milwaukee, Oregon, Philadelphia, San Antonio, San Diego, San Francisco.

Mid-winter Discussion – Laura will send Len all bylaws and ideas currently under discussion so he may draft language before the meeting. Conference agenda preparation and topics will be discussed. Len would like to do the presentation planned for the 2002 Conference and perhaps some concessionary information as well. 2003 Conference dates are August 20-24.

[Mary is unable to attend but will call in. Tom Hall is recording on Feb. 24 so will call in during breaks and prepare information for the St. Louis meeting.]

AFM Convention –There was discussion about AFM Bylaw legislation ICSOM will support or propose. A list of orchestra-delegates will be assembled so Jan can present names to President Tom Lee for committee appointment consideration at the Convention in June.

MALs were asked to remind delegates about the EMF survey return deadline, dues deadline, and to encourage orchestra participation supporting the Feingold bill (the radio and concert industry bill Trish Polach spoke about at the Jan. 13 meeting.) They were also asked to post Jan Gippo's TEMPO article once it has been published. They will also ask delegates what they would like to discuss at the Conference next summer, and if their orchestra has AFM delegates in their orchestra who will be attending the Convention in June.

Jan has been asked to attend the OCSM Conference in Regina.

Next Conference scheduled on Feb. 9 at 10PM Eastern/9PM Central

**Governing Board Conference Call 2/9/03
10 PM EST/9 PM CST**

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

Met Associates/directory – An agreement was reached by the previous Governing Board to include the names of the Metropolitan Opera Associates in the ICSOM Directory. Jay Blumenthal, along with Len Leibowitz, Michael Moore, and Tom Hall will work on a policy about Directory listings/membership to present to the delegates for consideration at this summer's conference.

There was discussion about a problem that occurred prior to the Chicago meeting in January. Tom Lee refused to seat a participant at the AFM afternoon meeting because that orchestra musician holds office in a service organization that is considered by most to serve managers and boards, not necessarily musicians' needs. Jan Gippo, Brian Rood and Len Leibowitz will call Tom Lee and AFM Counsel George Cohen for discussion and clarification.

Len Leibowitz is working on language for AFM Convention and ICSOM Conference resolutions. Jan Gippo will contact Rob McCosh concerning Canadian conference resolutions OCSM would like us to co-sponsor at the AFM Convention. All language will be sent to the Governing Board prior to the February 24 mid-winter meeting.

Notes to prepare for the midwinter agenda were e-mailed to Governing Board prior to this call. Laura Ross and Jan Gippo will formulate the agenda and distribute prior to meeting. Tom Hall will be available after 2PM on the 24th so the meeting may extend beyond 4PM.

Senza Sordino is ready to go. The next publication deadline is March 20 for mid-April distribution. The annual wage mini-chart will be included in next issue assembled by Richard Levine. Tom Hall would like to include portions of the Orchestra-L discussion concerning carrying instruments on board airplanes in the next issue with the TSA letter (Laura Ross has called Hal Ponder for a copy of the letter.) "Troubled" orchestras (and ASOL's recent orchestra meeting on this subject) were recommended as a topic for the next issue as well.

Chairman report – Jan Gippo has spoken to Houston and San Antonio and has told them ICSOM is ready to help. He is also attempting to get in touch with Pittsburgh. Jan reported on his conversation with Henry Fogel who will soon be leaving Chicago to head up the ASOL.

President report – Brian is unable to attend the Sphinx concert activities and has asked Paul Ganson to attend as the ICSOM representative. Brian and Michael Moore continue to examine the conductor evaluation bank and process and will send a written report in advance of the mid-winter meeting.

Secretary report – Laura Ross sent mid-winter agenda notes, and all the suggested resolutions for consideration at the mid-winter meeting to be submitted at the AFM Convention and ICSOM Conference this summer prior to conference call. Additions, suggestions, etc. should be submitted to Laura by the 20th. The following orchestras have not returned their EMF surveys: Baltimore, Cleveland, Colorado, Detroit, Honolulu, Jacksonville, Kennedy Center, Louisville, Met, Minnesota, National, New York Phil, Phoenix, San Antonio, San Francisco Ballet & Opera, St. Paul, Virginia. Reasons for not returning them include lack of manpower and time.

Treasurer report – Michael Moore submitted a written report on Saturday. 17 orchestras are delinquent in their dues payment. Additional honoraria positions should be discussed during the mid-winter meeting.

MAL reports –

Richard Levine reported his conversations with delegates from Colorado, Utah, Dallas, San Antonio, Oregon and Alabama. There was discussion about taking TEMPO donations from a players' fund. The check must include a list of all individual's who are "donating" to TEMPO. Only those who have approved of this action (allocating a portion of their dues to TEMPO) should be listed.

Mary Plaine spoke about her conversations with delegates from Virginia, Cincinnati and Pittsburgh. There was a suggestion that an article about Pittsburgh's players fund and the way their members are assessed be included in a future *Senza* issue.

Jay Blumenthal reported on his conversations with delegates from North Carolina, Milwaukee and Chicago Lyric. Paul Ganson is just beginning to contact his orchestra delegates.

New business:

- Think tank for troubled orchestras – AFM SSD Director Janice Galassi has been discussing the idea of a symposium for troubled orchestras with Jan Gippo. The Governing Board recommends that AFM SSD Negotiators Chris Durham and Nathan Kahn be in attendance. ICSOM should be fully involved. There are questions about when and where to hold these meetings (regionally instead of one big meeting?) Jan will recommend Janice call Robert Levine (archivist) who will have old *Senza* articles and other information previously assembled. There was a suggestion that these meetings be videotaped for use in the future.
- Media-L will be open to ICSOM, ROPA, OCSM, and AFM staff.

Call ended at 1AM.

Governing Board Conference Call – March 9, 2003
10:30PM EST/9:30PM CST

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

Len Leibowitz was unavailable due to Broadway negotiations.

There was general discussion about the Broadway strike. Michael Moore, who just returned from a visit to New York City specifically for the purpose of seeing numerous Broadway shows, spoke highly about the informational pickets, the rally and his interview about replacing live music with “canned” music. Jay Blumenthal reported that the initial strike benefit that was approved for striking musicians is now being offered on a need basis for any union members supporting the strike (stagehands [IATSE] and actors [Equity] members are honoring the strike.)

Chairman’s Report –

Jan Gippo reported about the first meeting of the heads of each of the Player Conferences (the Players’ Conferences Council or PCC.) Issues discussed were the AFM taping issue (the incoming message at the AFM currently states that calls may be monitored), the upcoming AFM Convention and plans to convene all orchestra member delegates prior to the beginning of the Convention in June, possible changes to AFM Bylaw Article 5 Section 22 (this bylaw includes certain service and reimbursement guarantees by locals for contract administration, negotiation costs, qualified negotiators and the cost to send one delegate to the ICSOM, ROPA or OCSM Conference) and the importance of protecting this bylaw as it currently stands, and the AFM-EPF Trustee appointment now that rank-and-file member David Schwartz has submitted his resignation. ICSOM believes that the Trustee position must remain rank-and-file.

Jan also updated the Governing Board on recent activity in Houston. Len and Jan talked to negotiating team chair Roger Kaza last Monday and offered additional suggestions and offers of help from ICSOM. The orchestra offered a concessionary contract to management that was rejected out of hand. ICSOM is ready to assist in any of our orchestras; all they have to do is ask.

Jan reported on a conversation he had with Ed Ward concerning the Chicago Symphony’s new diversity fellowship program. Tom Hall suggested CSO delegate Rachel Goldstein write something for the next *Senza Sordino*. Michael Moore reported that Atlanta is about to begin offering a new minority position. MALs will ask their delegates if their orchestras also provide minority encouragement programs for under represented ethnic groups. Ed Ward also offered his support to defeat any changes proposed to AFM Bylaw Article 5 Section 22 at the Convention this summer.

Jan also reported on his offers of assistance and support in his conversations with the committee chair and delegate in San Antonio.

MAL information requests during the next round of calls – names and addresses of all orchestra members who are AFM Convention delegates, request that delegates post Jan Gippo’s TEMPO article and find out what support there is to contribute to TEMPO, and the possible design of a new ICSOM logo for stationery, pins, etc. Tom Hall suggested Jan include a paragraph in his next *Senza Sordino* column (Laura Ross suggested a design contest, the delegates would vote for a winner this summer.)

Nominating Committee – Herb Winslow has agreed to chair the committee. Herb hopes to announce all nominees by May 15. There was some discussion about a pending resolution to change the timing of officer terms [Article 4 Section 3] but that will not effect these elections. An announcement on Orchestra-L and *Senza Sordino* should be forthcoming.

Media Committee –Bill Foster is assembling information and has expressed a desire for a sit-down meeting (Chicago?) The discussion will center on the Radio to Non-Commercial agreement and media in general. Bulletins announcing the committee make-up are in the works. Brian and Jan will inform Tom Lee about Bill Foster and the Committee appointments as well as other issues that concern ICSOM.

Directory – Tom, Mary and Jan will contact Robert Levine to finish formatting the directory this week.

Resolutions – the next conference call will include discussion and recommended changes/corrections to those resolutions handed out at the mid-winter meeting as well as any new language Len drafts once Broadway negotiations are completed.

There was a brief discussion about the raise being recommended this summer for Len Leibowitz and protocol when presenting Governing Board views. Jan asked all officers to give verbal reports at the conference this summer to give voice to some of their concerns and opinions.

The next conference call will also include a discussion about Mary Plaine's suggested e-mail protocols.

Treasurer's report –Outstanding Dues: Buffalo, Chicago Lyric, Cleveland, Dallas, Ft. Worth, Fl. Orch, Honolulu, LA, Louisville, Oregon, Philadelphia, San Antonio, SF. \$353,000 in all accounts. One or two of our orchestras will probably tap into ERF.

DuesCom call March 15 @2:30PM EST/1:30PM CST/11:30AM PST

Next Governing Board Call April 5 @4PM EST/3PM CST/1PM PST

ICSOM Governing Board Conference Call 4/5/03
4PM EST/3PM CST/1PM PST

Jan Gippo, Brian Rood, Laura Ross, Tom Hall, Paul Ganson, Mary Plaine, Lenny Leibowitz, Richard Levine, Michael Moore, (*Jay Blumenthal had a last minute conflict*)

Media Meeting/Chicago April 28 — 9:30-4:30

Bill Foster will have an expense account for media travel, calls, etc.

AFM Convention

There was discussion about a few recommendations the IEB is considering for the Convention as well as the Canton resolution cutting local payments for conference attendance to every other year with other financial restrictions.

Paul Ganson, Laura Ross, and Lenny Leibowitz will go to the AFM Convention as ICSOM guests. Laura Ross has been appointed ICSOM legislative director. E-mail Laura names of delegates to AFM convention so they can be invited to a meeting on Sunday, June 22nd to discuss legislation that is of significance to orchestras.

Database for finances & health insurance. We will be selecting subcommittees for finances and for health insurance who will put together questions to ask delegates to build information for possible databases concerning financial information and health insurance.

Orchestra-L, Media-L

Orchestra-L is a Governing Board and Robert Levine project so we must take the initiative. We need to state the purpose of the website, give instruction to whoever the gatekeeper is, and if it is decided that a posting has no direct connection to orchestra activities, the sender will be notified. Len will draft a paragraph (disclaimer of sorts) that would run at the bottom of all messages saying these postings should be about orchestra, musical activities, or union business.

ICSOM resolutions —

Staggered terms — Tom will rewrite proposal and resubmit.

Resolution #1 will be rewritten (firewalls and define non-symphonic, lower rates passed through to the producer) by Len.

Resolution #2 — Dues increase — Tom will submit his language, Michael will plug in numbers researched by Brian taking into account the last time dues were raised in 1987.

Resolution #3 — approved with changes

Resolution #4 — additional housekeeping issues added for Lenny to include.

[Some additional bylaw language changes were also identified]

Resolution #5 — the orchestras are urged to send additional delegates and elect at least one Alternate Delegate (2 resolved sections) — Len will rewrite.

We will finish resolutions during next phone call.

ICSOM Governing Board Conference Call
May 1, 2003
11:30PM/10:30PM

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

1) Conference schedule of speakers

There was discussion and agreement to invite Michael Kaiser, head of the Kennedy Center as a guest speaker at the Conference in Vail. Mr. Kaiser has had great success in a number of other arts organizations and comes highly recommended.

Bill Moriarity, President of Local 802 will be the keynote speaker.

Both speakers have a great deal of experience and can offer their views about present problems in our industry and the possible role of orchestra musicians.

• Tentative Conference Agenda – “Back to Basics” •

Wednesday - Opening session beginning @ 1PM

- >Officer reports (written and verbal reports from all Governing Board members)
[“Back to Basics” theme should be included in officer presentations]
- >Bill Moriarity, keynote speaker
- >AFM President
- >IEB representative introduction
- >PCC representatives
- >Committee reports (directory, nominations)
- >Delegate manual (?)

Wednesday Evening

- >Mixer

Thursday Morning

- >Announcements/Nominations
- >Janice Galassi, SSD Director
- >Len Leibowitz, Counsel report
- >Parsing a CBA (3 hours) – Len Leibowitz

Thursday Afternoon

- >Committee reports (Conductor Evaluation, Media)
- >Media discussion/issues about resolutions [explanation and discussion of the issues; explain the resolutions, answer questions, talk about issues raised.] *Possible vote needed to change agenda so they can talk about the issues when the vote comes up.*

Thursday Evening

- >Town Meeting

Friday Morning

- >Michael Kaiser
- >“Looking ahead” discussion

Friday Afternoon FREE!

2:30 GB & IEB face to face

Friday Evening

- >G&A and Discrimination/Harassment - Len Leibowitz

Saturday

- >Election (4 MALs, Editor & Treasurer)
- >Resolutions
- >Site selection
- >New Business

GB meeting – Saturday evening?

Musician Board Member discussion at a separate time (?)

2) Other conference business: IEB Tom Lee and other PCC

Tom Lee will encourage all IEB members to attend the Conference.

[There is a PCC mechanism to work with the IEB as well. Jan was encouraged to advise them about what we are going to be doing this summer.]

3) Media meeting and request for next meeting.

Meeting went well in Chicago. The Committee is making progress and have scheduled another face-to-face meeting before the AV Agreement is negotiated – July 28, is the tentative date. The AV agreement may have to be extended for 6 months. NIOC/NOC ICSOM representatives are Bill Foster and Steve Lester. Jan and Bill Foster will ask the AFM to pay the expenses for the entire media committee to be in attendance during national negotiations.

MAL need to include a new question periodically and ask delegates about their orchestra's media activity to assist Debbie Newmark.

4) AFM Convention business

There was a discussion about Committee assignments during the Convention.

5) Marsha's letter

Marsha Schweitzer's letter will be published in the next *Senza Sordino*. Tom Hall's response will be printed in the same issue. The other members of the 2002 Nominating Committee have endorsed Tom's response. [Deadline May 15]

6) Outstanding dues

7) Orchestra-wide health insurance

Susan Martin has some ideas about health insurance and will speak to Lenny, Brian and Jan.

7) Old Business

Resolutions – Additional resolutions and new language will be submitted by Len prior to the next Conference call. This will be a major agenda item during the next call so they can be included in the Conference mailing.

Directory – should be in the mail very soon. We need to identify a new directory publisher.

8) New Business

LA Opera has contacted Laura Ross requesting membership application information.

ASOL Conference – Brian Rood will attend the June 17-21 Conference in San Francisco.

ConcertWorks – ICSOM's role must be investigated further.

*Next Call –
May 23, 2003
4-5:30 EDT/3-4:30CDT*

Call ended at 2AM EDT/IAM CDT.

Governing Board Conference Call May 23, 2003

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

Following the Vail Conference, the Governing Board will meet on Saturday evening for about an hour and will continue meeting on Sunday from 8AM-12PM. Those candidates running for office will need to be advised of this scheduling.

1) **Resolutions for ICSOM Conference 2003** – The majority of the call dealt with approving resolutions for this summer's conference that will be mailed out at the end of May. All but the dues increase language was approved. A subcommittee (Michael, Tom, Richard and Laura) will discuss the dues language and make a recommendation. If this resolution is not ready for distribution, it will be included in the next mailing.

Concern was raised in setting up staff positions with honorarium while others who do a great deal of work receive no compensation. Member-at-Large workload has increased greatly but they receive no honorarium. Others who receive no standing honorarium are: Conductor Evaluation Coordinator, Strike Fund Trustees, Emeritus Administrator and Conference Coordinator.

An additional resolution will be written by Len stating that the Governing Board shall appoint a Conference Coordinator each year.

2) **Chairman's report**

a) conversations with Tom Lee

i) strike fund – a meeting has been set for June 2 when Jan and Len will talk with Trustees. There are questions about how the rules are being applied. We will continue to follow up on this issue.

ii) troubled orchestras – discussion has begun about convening a meeting with orchestras who have faced problems in the past, as well as those who may encounter problems in the future. Facilitating a conference call between a number of orchestras was suggested. ICSOM needs to work on the inter-orchestra communication.

iii) Nominating Committee – The deadline for the Governing Board is June 1.

3) **AFM Convention** – Governing Board members attending the Convention will meet for dinner on Saturday evening to begin discussing issues that concern our orchestras. Plans are still in the works to hold a meeting with all orchestra delegates on Sunday. All orchestras have not yet reported whether their delegates are orchestra members.

There was a short discussion about delegates from orchestras who are facing financial problems and ideas to help them get to the ICSOM Conference.

5-6:30 PM EDT/4-5:30 PM CDT on Wednesday June 18 next call

ICSOM Governing Board Call June 18, 2003

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

1) Chairman's update:

- Discussion about encouraging NYC Opera delegate status.
- [Brian discussed his e-mail to delegates asking whether they would like a formal or informal meeting for troubled orchestras in Vail. Few responded, those responses were for an informal discussion. MALs will remind negotiating orchestra delegates that they are required to submit a written summary for the conference.
- Jan briefly discussed the upcoming Troubled Orchestras meeting in Chicago (July 21) aimed especially at orchestras negotiating this year. Tom Lee has sent letters to all locals encouraging their attendance. Jan will post Tom's letter on Orchestra-L and DELEGATE-L. Len and Ron Bauers will speak, Chris Durham will also be in attendance. This is open to any AFM orchestra with a CBA. The Governing Board believes the meeting should be handled like morning Electronic Media session in February – musicians talking to musicians. Len will speak to Janice. Tom Hall will attend, Richard Levine has past experience with bankruptcy as does Laura Ross (who will attend as Secretary.)

[Len joined the call]

Jan will call Janice to find out who is negotiating. The agenda will be critical to convince people to attend. The board also feels that Louisville, Florida Philharmonic, and San Antonio need to attend as well as Houston. The AFM needs to help bring these people to this meeting if their locals can't afford it.

The questions were asked – what makes this different from the conference and why now? A whole day will be devoted to this discussion and it needs to occur now, it can't wait for late August.

- Lenny's presentations at conference – bankruptcy and concessionary bargaining, and the ABC's of CBAs.

2) AFM Convention – Laura discussed ideas to defeat Resolution #6 at the Convention. Jan will e-mail all ICSOM representatives to invite them to the RMA Skybox suite at 6PM. Laura will send their e-mail addresses.

3) ICSOM History by Tom Hall – There was discussion about publishing this. It will be available online & on ICSOM CD-ROM.

4) ICSOM Conference schedule – an updated version of the schedule will be sent out in next mailing.

5) Resolutions – two new resolutions were discussed.

San Antonio will be listed as an orchestra link on the website. Richard will notify Robert.

Message to delegates online and in next mailing to bring CBAs & last year's handouts to conference for Len's stuff.

ICSOM Governing Board Conference Call

June 30, 2003

5:30PM EDT/4:30PM CDT/2:30PM PDT

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

1. Chairman's report

AFM convention – There was general discussion about the outcome of the convention. Some of our legislative concerns were resolved as we had hoped – the board representation issue was withdrawn, local payment for ICSOM conferences every two years was soundly defeated, and the Canadians no longer have the theater contractor exception. The vote sounded close for increasing rank & file representation of pension trustees but was defeated. There was an explanation of the “emergency” financial package and Finance Committee chair Harry Chanson’s promise, also stated to the delegates of the convention, that SSD would receive increased funding if this package passed. There was also discussion about the Futures Committee (Blue Ribbon II). Len, Brian and Jan will discuss this further.

Meeting with Tom Lee – Brian and Jan met with Tom Lee, expressing a desire for a stronger and better staffed SSD.

Conversation with Janice Galassi – an e-mail will be sent out to those who have indicated they will attend the meeting on July 21 in Chicago (9AM-5PM). They will be asked to submit questions by a certain date that will be put into the agenda. Ron Bauers & Len Leibowitz will each speak for approximately 30 minutes. The agenda should be formalized by end of the week.

2. President's report

ASOL – Brian would like to see a joint publication of ASOL conference with Larry Gardner (representing ROPA) and Brian’s reports in both *Senza Sordino* and *The Leading Tone*.

Troubled orchestras at the ICSOM conference – There was discussion about holding a session during the ICSOM conference to follow up on the July 21 discussion. July 21st is supposed to be about preparing strategies for concession bargaining.

Michael Kaiser’s speech can deal with the whole issue of troubled orchestras, not negotiations. One of Len’s presentations at ICSOM could include how to “inoculate” ourselves from becoming a troubled orchestras. Where does St. Paul fit into this? [Jan will call Herb and Jay will call Leslie from St. Paul to assure someone will represent them in these discussions.] Len’s presentations are about the basics, the troubled orchestras issues need to be discussed after Michael Kaiser’s presentation. Put it in on Friday. Change the 10-1 schedule to 9:30-12:30 then 2-4 for Troubled Orchestras discussion and meet with the IEB after.

3. Secretary's report –

Motion for a voluntary \$20 contribution from each Governing Board Member for a contribution to the AHEPA Bone Marrow Registry in honor of David Revesz. [MSC Michael/Mary] Approved

Next Conference mailing – to include finalized Conference schedule, and resolutions again.

Orchestras submitting negotiating reports should bring 80 copies since there will be no off site copying or a copy machine on premises.

Laura will e-mail people who must submit reports or update delegate handbook entries and include in next mailing.

Jan will send a list of negotiating orchestras provided by SSD to the Governing Board.

4. Treasurer's report –

Michael e-mailed a copy of his report to the board and pointed out certain expenses above the monthly norm – directory printing, honorarium, and travel. Only \$30,000 will be available through December unless dues are paid early and August will be a high expense month.

5. Senza Editor & 2003 ICSOM Conference Coordinator report

Should we send out another issue before the conference – no.

Post conference issue will have to deal with conference and convention report, ASOL convention, Chicago meeting in July, Louisville, Oregon – Erin Furbee offered. (These are for the next Editor to deal with).

Language was changed in Section 3(c) of the new language in Resolution #1 to clarify who must pay ICSOM dues:

Section 3(c). For purposes of dues assessment, player shall mean a person (including any librarian in the bargaining unit) actually filling a position and receiving a guaranteed annual minimum wage under the collective bargaining agreement.

6. Distinguished ICSOM Legal Counsel (DILC) – Len reported about the current status of orchestras in Florida, San Antonio and Louisville.

7. MAL's – Brief reports on delegate changes and some orchestra settlements.

Next conference call time to be set via e-mail.

ICSOM Governing Board Meeting
Tuesday, August 19, 2003

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

The recent Florida Philharmonic situation was discussed.

Herb Winslow has resigned as nominating committee chair and Strike Fund trustee.

I. Orchestra-L discussion

- titles
- timing of replies

There was a discussion about the role of Governing Board members when posting messages as well as Robert Levine's role as gatekeeper and webmaster. The idea of posting the policy for Orchestra-L from time to time was discussed as well as including a "tag line or disclaimer" on all but official ICSOM postings. Brian Rood and a Governing Board sub-committee appointed by Brian) along with Len Leibowitz will oversee the various websites.

Tag line: "The opinions expressed on Orchestra-L do not necessarily reflect the opinions or policies of ICSOM or the Governing Board. Any comments or complaints about an Orchestra-L posting should be addressed to President Brian Rood at BrianRood661@aol.com."

[Robert Levine joined the discussion]

Robert has two roles – one is running the lists, the second is as a participant. His job description is dealing with participants who wish to join or leave the list(s), posting messages and possibly double-checking some posts. The question about checking status of participants (on the A & B lists, since some receive all postings while others only receive the news articles) is that there is no hard and fast policies but to identify a way to work out some of the difficulties we hear about.

Robert does not change titles on individual posts. There was a discussion about response times.

Robert will write on the first line of each posting who submitted any article for posting.

If postings come in that are inflammatory, they will be sent to the oversight committee who can work with the poster.

Robert Levine reported that *Senza Sordino* could be sent more cheaply by sending every member their own copy at bulk rate. He will investigate moving publishing to Milwaukee, seeking competitive rates and mail service. Directories can also be bulk mailed at about \$.40 apiece. Robert will find out the cost to have directories wrapped in plastic in the next few weeks. Deadlines must be established. Updates must be done two months before it is in the mail. Those orchestras who don't meet at normal times need to get the information from management. The biggest concern is devising a way to update new addresses for the mailing labels.

The Governing Board expressed appreciation for all Robert's hard work.

The Governing Board meets with the IEB on Friday. We will formulate an agenda of issues to discuss with them.

II. Strike Fund Trustee

ICSOM delegates vote for our representatives. ICSOM Governing Board makes recommendations to the delegates at the Conference for approval. The Governing Board may appoint and remove trustees. This will be discussed further with Dave Angus on Wednesday.

III. Treasurer Report

Directory expenses had many discrepancies in the mailing house billing.

Motion: The Governing Board will explore the most cost-effective ways of compiling, producing and delivering the Directory to every member individually, including the possibility of direct bulk mailing.

Approved

There was concern expressed about maintaining updates on such a large database. Delegates will have to maintain these lists after they initially update the directory master lists. There was a question about devising the same delivery method for *Senza Sordino*. Some issues are time sensitive and cannot wait for bulk mailing. This is a delegate issue. *Senza Sordino* distribution is an issue for the delegates. There was mention about raising the subscription rate, providing it on-line or even an on-line delivery. No action taken.

Michael's Travel Policy recommendations were tabled until tomorrow.

There was a discussion about our relationship with ASOL and what possible changes we may find with Henry Fogel at the helm. Jan will report to the delegates that ASOL has contacted ICSOM, ROPA and AFM to explore ways we might be able to work together in the future.

Fred Zenone wants to identify a way for SOI to be involved. He will meet with Len and Jan in the future.

There was discussion about the development of a logo for ICSOM.

IV. Conductor Evaluation Report

- not changing the form now
- results shared with the orchestra but information should still be kept to a minimum. Share only last question.
- need more discussion from delegates about how to proceed next in the web-based mode.

Len informed the Governing Board of the recently released San Antonio Task Force Report which praised management for filing bankruptcy, recommended the orchestra shut down for a year, and follow the model they say San Diego had following their bankruptcy – per service with maximum flexibility.

Agenda for IEB meeting –

- communications between parties
 - ≈ board representation recommendation from the IEB
 - ≈ IEB member “adoption” after GB election
- dues, why was ICSOM leadership not included in discussion
- more money and staff for SSD
- Futures Committee selection input
- discussion about seating an orchestra's chosen representative at meetings

V. Publication of ICSOM 40-year history

Sub-committee of three (Michael, Tom, Paul) to figure out the details for publishing a hard cover book. There has also been discussion about publishing legal counsel reports.

VI. Committee Reports

- Health Insurance Committee – Robert reported that Florence had asked for information which was provided. Since that time, nothing has occurred. Robert, Mary, Len, Brian and Jan were involved in these meetings. New regulations for health insurance may fix some problems but not all. Brian is trying to put together a meeting involving Susan Martin, and Jan has spoken to Brent Assink to find out if they have interest in identifying some sort of orchestra health insurance.
- Media Committee – Bill Foster will give a report. There was basic discussion about service conversion and the proposed definition of service conversion agreed upon by the media committee.
- Membership Committee - Puerto Rico Symphony is favorably recommended by the membership committee.
- Financial Database Committee (Ron Bauers database) – Richard Levine will chair, Hampton Mallory and a few others will be chosen to serve on a committee that will determine the financial cost and parameters of the database itself. What will this do for us? What is the value?
- Scott Weber's financial proposal from last year – Jan has not given up on the idea and will approach Scott to see if he is still interested in proceeding with his ideas.

ICSOM Governing Board Meeting **Wednesday, August 20, 2003**

ICSOM Policy for Travel-Related Expenses

The following guidelines, as well as other provisions as may from time to time be set forth by the Governing Board, shall govern such payment and/or reimbursement.

ICSOM will pay or reimburse the travel expenses of those traveling to conduct official ICSOM business. This includes required travel by ICSOM officers and counsel, as well as ICSOM committee members, guest speakers, and others as may be determined by the Governing Board. Individuals wishing reimbursement are expected to submit receipts in a timely manner to the Treasurer except as otherwise provided below. No reimbursement shall be made for any expenses which are paid for by or collectible from other parties.

When making travel plans, individuals are expected to travel in a cost-effective manner consistent with Union principles. Regardless of the transportation used, ICSOM will pay only up to the cost of coach air travel plus required ground transportation to and from the airport. In order to contain travel expenses, individuals booking flights are expected to make their reservations at the earliest practical time and to seek the lowest airfares available. ICSOM will not pay for changes to itineraries unless the change is requested by the Governing Board. The use of travel agents who charge commissions is discouraged. When ICSOM business requires the continued use of a car, car rental and parking shall be paid or reimbursed; otherwise required ground transportation will be paid or reimbursed only up to the least expensive convenient mode of ground transportation, i.e., taxi or shuttle. Individuals may choose other modes of transportation, but additional expenses shall be borne by the individual. Individuals driving their own vehicles may choose to be reimbursed based either on actual expenses, including parking, or according to the then-current AFM mileage rate plus parking, but in no case more than flying would cost.

Lodging costs will be paid or reimbursed based on the one-bedroom rate. When individuals traveling on ICSOM business share a room, the actual cost of the room will be paid or reimbursed, but only up to combined cost of individual rooms. Any excess lodging cost for an individual's family members and/or traveling companions shall be borne by the individual. For conferences and other functions where a room rate has been negotiated, individuals not utilizing the arranged lodging shall bear any excess cost. Incidental expenses such as personal phone calls, movies, valet services, health clubs, and laundry shall be the responsibility of the individual. Business center, copying, fax, phone and similar charges shall be paid or reimbursed only when directly related to ICSOM business. When an extended stay is required, ICSOM will cover only those nights required to transact ICSOM business, it being understood that ICSOM shall pay a minimum of one night for guest speakers and that, in order to accommodate scheduling, the Governing Board may determine that extra nights' stays are required.

Food expenses incurred while traveling on ICSOM business, including restaurant, grocery and room service costs, shall be reimbursed upon submission of receipts to the treasurer. When meals are provided or otherwise paid for, no reimbursement for those meals shall be made. For travel of more than one day's duration, individuals, at their choice, may choose to be reimbursed at the rate of \$50 per day without having to submit receipts. In such cases, when meals are provided, this amount shall be reduced by \$25 per dinner, \$15 per lunch, and \$10 per breakfast provided.

There was further discussion about appointing/electing a Strike Fund Trustee. To elect a trustee, orchestras must vote by secret ballot. David Angus talked about the voting procedure stated in the SSD strike fund document. Six or eight years ago the policy below was instituted.

To elect a Trustee, each participating orchestra shall have one vote, which shall be cast by its Conference Delegate unless otherwise determined by the orchestra. Nominations from the floor shall take place immediately prior to the election. Election shall be by secret ballot unless the number of candidates nominated does not exceed the number to be elected, in which case the nominees shall be declared elected by acclamation.

AFM Bylaws say the individual Conference determines their voting procedure. Dave said that any changes to the size of the committee would require changes in AFM bylaws. The Governing Board asked Dave that the trustees rewrite section 6 paragraph B of the Trustee's document to refer to the actual voting procedure. Interim appointments are most likely covered by ICSOM bylaws. The document appears to be from SSD, not AFM Strike Fund Trustees and should be relabeled.

A reminder that we must elect an AFM Convention Delegate at this conference. (If staggered terms are implemented, the bylaw will need to be changed to elect the year prior to the Convention.)

There was a report of the health insurance conference call yesterday afternoon involving Bill Moriarity, Len, Jan, Brian and Susan Martin.

Electronic Media Service Conversion Resolution - DRAFT

Whereas, The AFM and ICSOM continue to discourage [Electronic Media] Service Conversion; and

Whereas, [Electronic Media] Service Conversion takes many forms and is a complicated concept; and

Whereas, As a result there has been confusion about exactly what the term includes; and

Whereas, Situations have arisen in which orchestras have negotiated contract provisions which they have believed to be of value to them, but which have been mislabeled as [Electronic Media] Service Conversion; and

Whereas, As a consequence such provision have been rejected by the AFM; and

Whereas, There is a need for a commonly accepted definition of [Electronic Media] Service Conversion; therefore, be it

Resolved, That the following definition[s] be adopted by the AFM and ICSOM:

~~{Service Conversion: in general, the exchange of time off from regular orchestra services in lieu of payment for some other type of service, or the substitution of work other than a rehearsal for a concert in lieu of a regular service. For example, some orchestras have provisions that provide orchestra services off in exchange for outreach services such as school performances by chamber ensembles.}~~

Electronic Media Service Conversion: the exchange of time off from regular orchestra services in lieu of payment for electronic media services covered by AFM media agreements.

If such media services *are* compensated, either in payments to musicians or, in orchestras where there is a media guarantee, through credit against a media guarantee, *additional* services off are *not* service conversion and not contrary to any stated policy or guideline.

ICSOM Governing Board Meeting
Thursday, August 21, 2003

There was discussion about the closed session and misunderstanding about the status of one attendee who was asked to leave. Jan will apologize for the misunderstanding and assure that it will not be handled like that again.

A delegate had requested that, due to the special circumstances of their arrival here at the last minute, an exception be made to allow them to assign a proxy. Can the delegates suspend that bylaw? Rules of order can be suspended, bylaws cannot. It does not seem possible to change the rules. The delegate will be informed.

Discussion of resolutions concerning support for San Antonio and Florida Phil, Emeritus status for Robert and David, acknowledgement of Stephanie Tretick, Lucinda-Lewis, Marsha Schweitzer, as well as OCSM resolutions for our consideration.

ICSOM Governing Board Meeting – Post Conference
8/23/03

Jan Gippo, Brian Rood, Henry Peyrebrune, Laura Ross, Tom Hall, Len Leibowitz, Michael Moore, Jay Blumenthal, Richard Levine, Paul Ganson, Mary Plaine, Sam Bergman (via telephone)

Janice Galassi, SSD Director, thanked ICSOM for the recommendation urging additional support for SSD. She said she had good communication with Jan this year but there were a few glitches with a few ICSOM orchestras. There was discussion about policy and protocol returning calls in a timely manner to make sure the orchestras know the problem is being addressed. Janice stated that assistance from SSD has to come via the Local. There was discussion about Indianapolis, how the vote to decertify took everyone by surprise and the desire to start anew with the orchestra and try to heal previous problems. There was discussion about the need for aggressive leadership from SSD with the understanding that SSD cannot go into an orchestra without an invitation from the Local. Janice will be invited to the Mid-winter meeting.

There was discussion about what will appear in the first issue of *Senza Sordino*. [Sept. 15 deadline for mid-October distribution]

- annual conference report
- resolutions will come from Laura
- include speeches of Michael Kaiser and Rob McCosh
- commentary of Bill Moriarity's speech
- comments from Q&A with Michael Kaiser
- something about Sam
- major changes to conductor evaluation program
- profile Puerto Rico – our newest member (notice in 1st issue, article in another issue)
- dues increase that was approved by delegates now has to be approved by orchestras – include why it's needed.

Other ideas:

- point/counterpoint articles that give people various perspectives on subjects.
- officer reports would continue to be included
- Jan has asked Tina Ward to write an article for submission (about?)
- reports from members of orchestras are encouraged
- there will be extensive bargaining information this year
- balance the doom and gloom with upbeat articles
- issue a press release about the conference. Send to city of each orchestra – positive PR? Sam would be happy to do this. *Washington Post* might be a target. Use speech and quotes. Send to delegates who have press contacts. MALs work with their delegates to get the contracts ready for the press release. Our article, our piece. Get news out about what he said and the enthusiasm of our delegates. AFM can release our press release but it should not be edited. Len is writing an op ed piece for the *San Antonio Express*, perhaps get in on this as well?

Robert Levine and Sam will talk about printers and ideas about shortening the turnaround time.

There was discussion about the resolutions –

#1 (dues increase), **#2** (ERF), **#3** (timely dues), **#10** (ratification) and one small portion of **#8** (housekeeping) require orchestra ratification. Laura will send out ballots.

#4 (new member requirement), **#8** (housekeeping), **#9** (Senza account), and **#14** (staggered terms) are bylaw changes Laura will take care of.

#5 was sent back to the governing board for clarification with media committee. Jan, Laura, Brian will talk with Bill Foster & Len to prepare a new resolution. To be discussed during first conference call.

#6A (Media-L access) is now policy.

#7A (additional attendance) will be a question of implementation? During the first conference call we will explore more ways to encourage people to attend the conference.

#11 (counsel), **#12** (honorarium) and **#13** (conference coordinator honorarium) are Michael's responsibility. During the first call we need to identify job descriptions, along with policy and procedure, for **#12**.

#15 (George Zazofsky plaque) – Tom Hall, Len, Larry Wolfe (and anyone else he might suggest), Paul Ganson, and Erika Zazofsky will work on this now. Hopefully we can get some good press from this (work with Sam.) Len will call Mark Volpe (BSO Executive Director).

#18A (service conversion) will be printed in *Senza*. We need to ask the AFM and other Player Conferences to agree to this. [Bill could address in an article?]

#19 (San Antonio and Florida Phil)

#25 (SSD funding) will be addressed at the PCC meeting.

#16 (Abe Torchinsky), **#17** (Mary Plaine), **#20** (Robert Levine), **#21** (Dave Angus), **#22** (Cindy Lewis), **#23** (Stephanie Tretick), and **#24** (Marsha Schweitzer) will be sent copies of their resolution.

#26 was withdrawn. The 1998 & 2000 resolutions will be sent to the delegates in the September mailing.

#27 (Eastman School) Jan will write a letter notifying them this resolution has been passed and what it entails.

Resolutions will be posted on the website.

Site selection – Lynn is very far ahead and really wants to host the conference next year. Mary urges the board to vote for Utah. She will continue to investigate Baltimore as a fall back or for next year. We should contact Puerto Rico to see if they really want to host the conference next year. Can ICSOM line sites up years in advance? This can be a topic for future conversation but would require a bylaw change. It has been beneficial to hold the conference in cities where there were problems.

Site selection committee – look at ideas for 3 years in a row? Laura, Tom, Michael, (delegates?)

[Sam left the call]

St. Paul and Indianapolis have asked MALs to come in for a visit – can it go into the budget? Identify where we might have to send MALs. We need to think about it carefully and look at it on a case-by-case basis. Representatives sent should be our leadership.

Sept. 14 – PCC/IEB meeting

- ICSOM recognition
- Talk about Futures Committee and submit a list of local officers for consideration

Jan Gippo, Brian Rood, Laura Ross, Tom Hall, Michael Moore, Mary Plaine, Paul Ganson, Richard Levine, Henry Peyrebrune, Len Leibowitz (Sam Bergman and Jay Blumethal not available)

There was a general discussion that the board, by virtue of election, is accountable to the delegates, not the committees we appoint. Decisions made must have our approval. The governing board is not only responsible for representing the board and dealing with issues the board is concerned about at meetings of these committees but also have the responsibility of reporting back to the board. Committee decisions must be reported back to the board and their decisions must be made public, even if we do not agree with them. It is our duty to make sure the process is followed.

Legislative Committee – The Governing Board will establish the agenda of this committee.

Highlights of the conference as reported by Tom Hall were Michael Kaiser and Peg & Len's presentations.

2004 agenda ideas:

- Hal Ponder & Trish Polach – legislative discussion
- Parliamentary presentation on Robert's Rules – Richard Totusek
- Bauers?/financial reading
- New delegate orientation
- Officer reports need to be better coordinated
- Paul McCarthy – organizer/workshop
- William Thompson (Louisville accounting/PR guy)

Conference scheduling suggestions:

- 3-hour blocks of time for scheduling
- Send out reading material prior to the conference
- Flyer for Conference, where it will be, topics sent to all orchestras before conference

Tom will continue to assist Sam (*Senza*) & Laura (delegate manual.) Tom will work with Laura and Len to draft Alternate Delegate language for next year's conference.

There was a discussion about the George Zazofsky plaque - George's profile, left side list of ICSOM charter members, right side list of members now (Paul Ganson)

There was a suggestion to put Len's workshops on video (Henry knows someone to put together the technical end.) Should it be done at the conference? It could also be featured as a website program – Len and Peg's presentation. It could include workshops on negotiations and grievance and arbitration that would be available on DVD or CD-ROM.

ICSOM Foundation [501(c)3] can receive contributions, perhaps we can write grant proposals [educational videos.] Len will report on it. Jan can talk to Brad. ****There should be a delegate manual information sheet on this foundation****

Bios for website need to be updated.

There was a brief discussion about Len's participation as a teacher at the ASOL Orchestra Leadership Academy in January, and an seminar Jan and his Executive Director, Randy Adams have been asked to speak at.

Sept. 2 Jan and Len have scheduled a meeting with Fred Zenone.

There was a discussion about ROPA conference. Do they have a mid-winter meeting? Could we coordinate with them?

IEB assignments – (each person should choose one name from right column.)

Jan –	Tom Lee
Brian –	Florence Nelson
Laura –	Harold Bradley
Sam –	Bobby Herriot
Michael –	Mark Jones
Paul –	Ken Shirk
Richard –	Hal Espinosa
Henry –	Ed Ward
Jay –	Ray Hair

Pick mid-winter date – Chicago – January 19, 2004; February 16, 2004 as back up date.
Dealing with long range planning.

Agenda for first call – Friday, September 12 - 3PM EDT/2PM CDT/12PM PDT
#5, #7A, #12 {job descriptions, education of how a list serve works (sometimes messages will come in out of order), add to policy statement.}

Governing Board conference call
9/12/03

Jan Gippo, Brian Rood, Laura Ross, Sam Bergman, Henry Peyrebrune, Paul Ganson, Richard Levine, Jay Blumenthal, Len Leibowitz (*Michael Moore n/a*)

Brian reported on the **Heath Insurance** conference call on Thursday, Sept. 11. Those included on the call were three members of the Mercer Consulting firm (offices in Boston and Washington DC that specialize in dealing with large scale health care benefit plans), attorney Susan Martin, Brian, Michael Moore and Len Leibowitz. The discussion was very positive.

Jan would like the various committees identified at the conference to begin meeting.

- **Financial Database Committee** (Ron Bauers) – Richard Levine (chair), Hampton Mallory, others? The committee will work with Ron Bauers to figure out what this database can do, and if it is feasible. If it will be of service to our members we should proceed. Richard will get in touch with Hampton and Ron and identify any others who are interested in serving on the committee.

- **Legislative Committee** (deal with political action as well as AFM convention issues) – Laura Ross (chair), John Koen (Philadelphia), Nancy Stutsman (Kennedy Center), Jenny Cline (National), Leslie Shank (St. Paul), Helen Reich (Milwaukee)
Laura will contact delegates who signed up.

- **Managers Database Committee** (decide how to implement collection of data and what to include) – Laura Ross (chair), Cathy Paine (SF), Tom Morgan (SD), Warren Powell (Fl. Orch.), Rachel Goldstein (Chicago)
Laura has contacted Jennifer Munday, ROPA VP, for the form they use for information gathering.

Jan reported on his meeting in New York with Henry Fogel, Tom Lee, Florence Nelson and Barbara Zmich.

There was a brief discussion about the Player Conference Council's role in the AFM and ICSOM's role in representing our constituents with SSD.

There was discussion about distribution of Senza Sordino. Sam has been working with Robert Levine to address cost saving measures and cut down the turnaround time from submission of articles to mailing. It would involve applying a bulk-mailing permit and redesign of the back page. Robert and Sam are investigating the idea of individually mailing everyone their own copy but issues about the mailing list maintenance must be dealt with prior to implementation. Sam, Laura and Robert will discuss this further.

(Jan left the call.)

The call closed with initial discussion about web postings by individual members of the Governing Board. This topic will be continued online and during the next phone call.

Next call:
Oct 14 (Tuesday)
8PM EDT/7PM CDT/5PM PDT

ICSOM Governing Board

10/14/03

Jan Gippo, Laura Ross, Michael Moore, Richard Levine, Sam Bergman, Paul Ganson, Henry Peyrebrune, Len Leibowitz, Jay Blumenthal, (Brian Rood was delayed)

Each governing board member has been paired with an AFM IEB member. They will call each month to keep the doors of communication open.

Jan & Brian will take lessons in parliamentary procedure. \$200 payment approved.

Chairman's Report:

Jan reported on meetings with Fred Zenone (for the Symphony Orchestra Institute), Henry Fogel (for the American Symphony Orchestra League), the quarterly International Executive Board meeting, and Player Conference Council calls he has participated in.

Health Insurance – discussion continues.

Secretary's Report:

Balloting reminder will be posted on Delegate-L.

Media Committee report – NOC met in NYC yesterday.

Discussion about the new ICSOM Legislative Committee, its role (not just governmental legislation but AFM legislation as well), and who we will need to work with to see results.

Treasurer's Report:

Money and budgets – Charlotte will be asking for ERF.

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

The first issue is currently being mailed and is posted on the website. Next deadline – Dec. 12 for the January issue. Laura and Sam will discuss the new mailing system with hopes of implementing during next issue.

Legal Bagel's Report:

Charlotte – In addition to Len's report, Paul Ganson reported on his on-site visit following the breakdown of their last mediation session.

San Antonio – currently voting on a 4-year agreement and asking the bankruptcy court to postpone until balloting is completed.

Florida Phil – of major concern is keeping the music library in Florida.

MALs are asked to encourage ICSOM Delegates to follow up on supporting these orchestras, with letters and financial support from their orchestras.

**Next call:
8PM EST/7PM CST
November 11, 2003**

ICSOM Governing Board Call 11/11/03

Jan Gippo, Brian Rood, Laura Ross, Michael Moore, Sam Bergman, Jay Blumenthal, Paul Ganson, Richard Levine, Henry Peyrebrune, Len Leibowitz

Chairman's Report

IEB assignments and topics for those discussions were suggested.

There was a discussion about notification regarding ICSOM travel and reimbursement policies for guest speakers. Motion [Richard Levine/Paul Ganson] to reimburse Michael Kaiser's ICSOM expenses was adopted.

There was a discussion about providing ideas for feature articles about ICSOM orchestras in the *International Musician*. Ideas suggested included Cleveland's recent residency at the Musikverein, Pittsburgh's upcoming performance at the Vatican, and LA's Disney Hall opening.

President's Report

There was a quick update about the status of our health insurance investigation.

Secretary's Report

As of today 13 ballots have been received from orchestras. Laura Ross plans to mail the new bylaws the day after the ratification vote is tallied. Laura also informed the Governing Board that Tom Lee and Maureen Kilkelly (Administrator for the AFM-EPF) will attend the Local 257 (Nashville) general membership meeting to discuss the recent changes to pension benefits that will be implemented in January 2004.

Treasurer's Report

Charlotte borrowed \$10,000 from ERF. ICSOM still owes the Chicago Hilton for the "Troubled Orchestras Summit" lunch and Michael Kaiser's expenses. Michael Moore spoke with his IEB member, Canada's Vice-President Bobby Herriot who explained that his comments about the PCC were misunderstood and had been meant as a compliment. He agreed we need to work together and that the PCC doesn't always get credit for all they do.

Senza Sordino Editor's Report

Sam Bergman reported about the stories he'd like to include in the January issue (deadline is Dec. 12.) There was also significant discussion concerning the switch in the mailing system to bulk mailing and moving printing to a Milwaukee company since the Cleveland printer was bought by a non-union company. Sam will include an explanation in Laura's next mailing. Sam will report back about the forwarding service for address changes and list maintenance will return to Sam. Delegates will receive an additional 5 copies.

MAL Reports

Paul Ganson reported on the Charlotte settlement following their 8-week strike. Olivia Newton-John and her band refusing to cross the orchestra's picket line was also discussed. Concerns were also raised about the AFM Strike Fund, which will lead to additional discussion and possible recommendations for the next AFM convention.

Richard Levine talked about Indianapolis and Honolulu. He asked for committee member suggestions for the Financial Database Committee.

Jay Blumenthal will attend the RMA conference in NYC as ICSOM's representative.

Henry Peyrebrune will write something about Cleveland's trip to Austria. He has recently moved.

Legal Beagle's Report

Florida Philharmonic: the music library will stay in South Florida for the next 5 years. Len explained that the orchestra has filed for a Chapter 11 liquidation plan in which the debtor chooses who they will pay.

Charlotte: Len explained the few items still under discussion following ratification – health insurance and the leave policy.

San Antonio: ratified a new 4-year CBA with no guarantee of work or income in year 1. The last three years are each 26 weeks with salaries that will begin at \$850 per week and end at \$1,000 but the orchestra still has to come up with a plan to exit bankruptcy.

Honolulu: Len discussed their bargaining history and believed that they, along with many other orchestras recently, were blackmailed into making concessions.

Columbus: they have officially been asked for a reopener.

Legislative issues: Len has information on Senator Edward Kennedy's proposed pension language - S1620 concerning an interest rate reduction for multi-employer pension plans. Laura will contact volunteers this weekend to get the ball rolling.

Zazofsky plaque: Len is waiting to hear back from Mark Volpe.

Paul Ganson suggested the Walter Ruether Library as a possible ICSOM History publisher.

Old Business

Mid-winter meeting is on January 19 in Chicago from 9 to 5PM. Janice Galassi will be invited to attend at the AFM's expense. Jan asked that everyone stay for dinner, departing around 9PM.

Conference – begins August 18th at 9AM (this is a change, it usually begins at 1PM) and runs through Saturday 21st. The Governing Board is asked to remain past noon on Sunday the 22nd to meet.

New Business

There was an extensive discussion about what ICSOM's role if any, should be in the Mellon discussions. We should continue to insist that a union official be asked to participate in these discussions since the AFM does offer another point of view.

MALs will ask if their negotiating orchestras are interested in negotiating orchestra calls and/or meetings. It was suggested that a midwinter meeting for these orchestras might be helpful.

**Next call:
December 28
8PM/7PM/5PM
(limited to 2 hours)**

ICSOM Governing Board
12/28/03

Jan Gippo, Laura Ross, Richard Levine, Paul Ganson, Sam Bergman, Brian Rood, Jay Blumenthal, Henry Peyrebrune, Len Leibowitz, Michael Moore

Laura reported that the conference minutes are nearly done.

Status of publishing Tom Hall's 40 years of ICSOM history book – Paul Ganson is investigating the possibility of having the book published by a union affiliated publisher.

Status of the George Zazofky plaque – Len has spoken to Boston Symphony Executive Director Mark Volpe and the presentation is tentatively scheduled for the orchestra's September season opener.

Conductor Evaluation committee – Michael, Brian and Tom Morgan (San Diego) will be talking. Richard suggested a Delegate-L posting about how the changes recommended this past summer (reporting results to the orchestra, turnaround time) have been received by orchestras.

The Governing Board reported on their calls to assigned IEB members.

A conference call will be set up in January to activate the Legislative committee.

There was discussion about the recent Florida Philharmonic posting concerning orchestras traveling to Florida to set up extended residency programs.

Jay reported that he had received a thank you letter for attending the RMA conference.

Richard spoke about requesting additional names for the financial database committee. Additional names were suggested.

There was extensive discussion about the upcoming Futures Committee meeting in January and the concern that the Player Conferences, as the representatives for their constituents, have the right to appoint their own representative. This is similar to many previous situations when ICSOM and the AFM complained to the ASOL (and other groups) after ASOL, not ICSOM nor the AFM, chose the representative musicians and orchestras that became participants in "think tanks" and the like.

There was also significant discussion about themes for the 2004 Conference in Salt Lake City. What symphony orchestras will look like and what the role of the musician will be; legislation and national recognition of ICSOM and its interests; how musicians speak to each other; auditions and possibly revisiting the Code of Ethics; an expanded media discussion that includes consolidation of media and the new context in which we do media were all mentioned.

There was a brief logistics discussion about the midwinter meeting at the Airport Sofitel in Chicago.

25 orchestras have paid their dues. LA Opera Orchestra has made an initial request about ICSOM membership and they have been advised of the application procedure.

Paul Ganson mentioned that there is a possibility that James Petrillo could be inducted into the Labor Hall of Fame on April 29, 2004. He will notify the board when he knows more.

Sam reported on the next Senza issue that is slated for early January printing. He has excellent articles from Bob Rydel about Charlotte's recent strike as well as articles from Dan Zollars concerning San Antonio and Tina Ward on leadership training.

*Midwinter Meeting on January 19
9AM to 5PM @ Chicago Airport Sofitel*