

ICSOM Governing Board Midwinter Meeting Chicago - 1/19/04

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

A deadline of March 15 was set to identify a publisher of Tom Hall's book about ICSOM's history. Len mentioned his plan to arrange his notes for publication as well.

Paul Ganson reminded the governing board of the possible induction of James Petrillo to the Labor Hall of Fame in April.

The George Zazofsky plaque and presentation will be held at the beginning of the Boston Symphony's 2004-05 season, which will include many special guests, and will also include a tribute to ICSOM and the AFM.

Jay Blumenthal announced that having won his position as Local 802's Financial Vice President, he has decided to resign as MAL, effective once a replacement has been found. The governing board thanked him for his wonderful contributions to ICSOM and expressed the hope that he would continue to attend ICSOM conferences in the future. Recommended replacements were discussed and will be addressed during the next governing board phone call.

Jan has said he will write a letter to the chair of the major managers group Brent Assink, to make allowances for delegates to attend ICSOM and AFM functions without loss of money and attendance credit.

Robert Levine was called and included in a discussion about the problems Orchestra-L, Media-L and Delegate-L have had from AOL, and potentially others in the future. An initial move to topica.com as server, which required all participants to sign up, had been put on hold as the Delegate-L server pending further discussion. Robert answered a number of questions and explained how topica.com works. Of some concern was the requirement by topica.com to include advertising but Robert explained its similarity to a hotmail.com or junos.com blurb attachment at the bottom of the message and rather unobtrusive. It was agreed that Delegate-L should not be moderated to allow for faster response.

If Orchestra-L and Media-L are moved to topica.com Robert would send out notices to all subscribers informing them they will no longer receive Orchestra-L after a certain date because topica.com requires all members to register. Richard asked how easy it would be to maintain the subscriber lists and what access we would have to which Robert replied he would double check access to our list. Once the lists are moved to topica.com we would no longer pay a server fee. Robert said it would take about 4 weeks to set this up.

As ICSOM archivist Robert was asked to put together all ICSOM resolutions as a booklet or for inclusion on the website and CD-ROM.

Robert is hoping to get the directory by February 1. He is still getting out proofs.

There was brief discussion about setting a policy concerning governing board private e-mails and letters in the future.

Robert, Richard and Sam are working on a better system to maintain a centralized database for *Senza Sordino* and the directory.

Subcommittee Reports:

Finance Committee - Richard reported that there is no progress so far. There was general discussion about the task of the committee to make recommendations if a financial database is valuable, and if so,

how it should be implemented. Jan asked that the committee be expanded to include other financial issues (i.e., the financial network proposed by Scott Weber in 2002.)

Legislative Committee - Laura reported that the committee is trying to set up call for early February (4PM Feb. 10). Jan believes the committee should work with Hal Ponder on AFM initiatives, develop ICSOM initiatives for congress (possibly with the ASOL), and legislation for the AFM convention. Hal's response to Laura's prior request to work with the committee was that his chief concern was to encourage as many musicians as possible to sign-up for the AFM legislative notice. A topic for discussion is Clear Channel's impact on classical music.

The governing board called Liz Lerman who developed a critical response process that was initially for ballet dancers to allow them to speak to their colleagues not only for feedback but to talk and listen to each other. She was a suggested presenter for the 2004 Conference. Following a conference call and discussion it was decided that, while the information was useful and should be addressed at some time in the future, other topics and issues were of more pressing this summer.

Conductor Evaluation - Brian discussed the results of a conference call with Michael and Tom Morgan (San Diego) who will be contacting some orchestras to ask why they don't use the evaluation form. They believe we need to further explain to the delegates and others about how the information will be shared – on Delegate-L, by the MALs in their usual correspondence, in *Senza Sordino* and on Orchestra-L. It was suggested that requests for improvement of the evaluation process be solicited on Delegate-L.

Player Conference Committee (PCC) and the Futures Committee - Jan discussed his recent Player Conferences Committee (PCC) chair teleconference and the upcoming Futures Committee meeting he will be attending as ICSOM's representative.

Membership Committee - Laura reported that the LA Opera has made an informal request for information to become a member orchestra. Brian Rood and Jay Blumenthal are the other members of the committee.

Janice Galassi, director of SSD joined the meeting and, following the lunch break, she reported on her visits with Honolulu, Jacksonville and the Florida Orchestra. She briefly mentioned the *Roehl Report* and said she would send copies of the report to the governing board. Janice answered questions about wage chart concerns, articles for the *International Musician*, and the status of financial and staffing improvements for SSD. The governing board urged Janice to continue to be our advocate and that we would give her any support she required. She was also urged to work with the symphonic steering committee and to call Jan on a regular basis. Both SSD and ICSOM need to be more proactive for our orchestras in need. There must be better and more regular communication between delegates and governing board and SSD and ICSOM.

Mellon Report - Brian and Henry discussed their participation on a Mellon taskforce studying current and future states of the orchestra industry. Should an invitation be extended to the ICSOM governing board it was agreed that we would be willing to engage in the discussion but would not agree to take any position or endorse any conclusions. It was also reported that Mellon may form a committee down the road to improve communication to include the ICSOM Chairperson along with heads of both the AFM and ASOL.

MOLA has invited Jan to attend their conference and participate in some panel discussions. Jan will attend, and possibly Brian if he is able.

Sphinx Competition - Brian reported that 2004 is the last year of our 3-year agreement. It was agreed that we should continue our relationship (we give \$4,500 per year) and Len will draft another agreement. Paul will attend the concert on ICSOM's behalf. Brian will write an article about Sphinx for next *Senza Sordino* with the possible inclusion of a photo of the winners.

A number of guest speakers and topics were discussed prior to a first draft of the ICSOM conference schedule.

ICSOM Conference 2004 - DRAFT
“We have seen the future and it could be us”

AGENDA

Wednesday

9AM-12PM - intros and all reports (*no MAL reports*)
1:30PM-3PM – keynote speaker
3:15-5PM - AFM Pres./S-T, PCC reps, nominations
Evening - mixer

Thursday

9AM-12:30PM - nominations, Musicians & Governance (*to include St. Paul one year later*)
1:30PM-3PM Panel - Counteracting the “structural deficit” argument (Richard & Len)
3:15PM-5:15PM - Trish Polach & Hal Ponder
7-10PM - Town Meeting (closed meeting for Governing Board and Delegates only)

Friday

9AM-11AM - Orchestra committee, Duty of Fair Representation and Beyond - Len
11:15AM-12:30PM - Media, the Arts and how we manage the Arts - Doug McClennan
afternoon off
7PM-10PM - Paul McCarthy

Saturday

9AM-to ? elections and resolutions
6:30PM - Utah Symphony Concert @ Deer Valley for those interested

Next GB Call

Feb. 7 @ 4PM Eastern/3PM Central/1PM Pacific

Senza Sordino Sam Bergman reported that Robert had pneumonia so the issue is running late. Sam will not be seeking another term this coming summer since his role with *Arts Journal* will be expanding and conferences will begin to conflict with his orchestra’s touring. He asked if it was necessary that the editor be member of the GB? Mailing list consolidation is Sam’s primary issue before it’s handed over to the new editor.

Suggestions we made for nominations committee chair.

The following resolution will be submitted by the Governing Board at the 2004 conference:

Alternate Delegate(s) Resolution:

Whereas, Article VI, Section 2(a), of the ICSOM bylaws mandate a specific procedure which may not be the procedure by which member orchestras elect their delegates; and

Whereas, ICSOM bylaws make no reference to “alternate delegates,” a term used with frequency and ambiguity; therefore, be it

Resolved, That Article VI, Section 2(a), of the ICSOM Bylaws be amended as follows:

~~Section 2.(a) ICSOM delegates shall be selected by secret ballot by AFM members in each member orchestra. A member orchestra may send more than one delegate to meetings of ICSOM, but only one delegate shall be the voting delegate. The voting delegate shall be a member of AFM. Each member orchestra will determine for itself the authority its voting delegate may assume.~~

ICSOM Delegates shall be selected by AFM members in each Member Orchestra in accordance with each orchestra’s established procedure. Delegates must be members of the

AFM. Each Member Orchestra shall select one primary ICSOM Delegate. A Member Orchestra may elect additional delegates (“alternate delegates”) to send to annual conferences in addition to, or in lieu of, the primary ICSOM Delegate. Regardless of the number of delegates from a Member Orchestra who attend an annual conference, each Member Orchestra shall have only one vote. Each member orchestra shall notify the ICSOM Secretary in writing of the identity of the Delegate and, if there is an Alternate Delegate(s), the identity and voting rights of each. Said notification shall be made as soon as feasible after the election.

Laura, Jan and Brian reported on the recent media committee discussions.

Health Committee - Brian reported on the ongoing health insurance discussions.

Michael reported that 34 orchestras have paid their dues but many orchestras have revised their number of members downward.

**ICSOM Governing Board Conference Call
February 7, 2004**

Jan Gippo, Brian Rood, Laura Ross, Richard Levine, Paul Ganson, Jay Blumenthal, Michael Moore, Len Leibowitz, Henry Peyrebrune, (Sam Bergman –not available)

Jay reported that Local 802 managed to stop Julliard students Friday evening from performing with Virtual Orchestra for the Opera Company of Brooklyn. They were able to get an agreement that would guarantee Opera Company of Brooklyn would only offer live music unless permitted in writing by Local 802. The actual language in the Memorandum of Agreement is:

"the employer agrees to use only live musicians for all of its productions, performances and rehearsals and shall not employ a virtual orchestra, or any other mechanical synthetic or technological means to reproduce music, except upon the express written consent of the union. "

Jay will remain on the membership committee.

There was discussion about the replacement for Jay as MAL until the conference.

Suggestions were made for the new Nominating Committee Chair.

Brian will attend the New World fence agreement negotiation is Feb. 26.

Jan has been invited to attend and serve on some panel discussions for the MOLA conference on April 18th in Raleigh, NC. Len is also attending.

Brian reported on the recent health insurance conference calls.

Jan reported that the Futures Committee has been split into 2 committees. The Governing Board discussed the desire that each Player Conference should have the opportunity to recommend their own representative to AFM committees for appointment by the AFM President.

There was further discussion about the conference panel discussions that will also include a tribute to Lew Waldeck. Laura and Len will work with Nathan Kahn and others.

Jan reported that Janice Galassi and Eric Beers went in to Indianapolis on Friday. Richard and Jan hope to visit soon.

Laura and Len reported on Lew Waldeck's service on Friday evening. Laura spoke on behalf of ICSOM.

The Governing Board thanked Jay for all his help and work for ICSOM. Jay thanked the board for seeing ICSOM through some difficult times.

**Next call:
Tuesday, March 2 9:30 PM Eastern/8:30 Central/6:30 Pacific**

ICSOM Governing Board
3/2/04

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

Guests: Paul Boulian and Fred Zenone from the Symphony Orchestra Institute (SOI)

President's Report

Brian discussed the progress of the health insurance committee.

Chairman's Report

Jan informed the governing board of the request by Fred Zenone and Paul Boulian to speak to the board during this call.

Futures Committee – following the first set of meetings, the participants have been split into two committees. Jan's committee will meet in Detroit on March 15 & 16.

Digital Download – Jan reported on the progress negotiations between the AFM and the record label industry concerning digital downloads. The record labels received a proposal from the AFM but there has been no response. Jan attended these meetings; Bill Foster was on tour and unable to attend.

Nominating committee – Jan will ask Mary Plaine to chair the nomination committee this summer. Tom Hall was recommended as a committee member. A bulletin announcing positions open, etc. should be sent to Laura ASAP to be posted on Delegate-L and Orchestra-L as well as being included in the next mailing.

Fred Zenone and Paul Boulian called to speak to the board. Fred and Paul expressed interest in the theme for this summer's conference and expressed their belief about the importance of ICSOM in our industry and the possible increased leadership role ICSOM might take in the future. They also offered assistance and a desire to participate in an exploration of these ideas. This led to a discussion about the possible expansion of more meetings like the face-to-face meeting in Chicago last summer to deal with industry concerns.

Louisville – Jan has been invited to visit the orchestra by the committee chair.

Conference – Jan reported that Paul McCarthy has been contacted to present his workshop on negotiating and organizing (now possibly scheduled for Friday morning for 3 to 3 ½ hours.) Jan reported that he is thrilled to participate in the ICSOM conference. Michael will put together a contract with the assistance of DILC that spells out what compensation all conference participants should expect, including reimbursement for "coach" airfare (booked at least 3 weeks in advance), lodging, meal per diem and, in McCarthy's case, a fee. It is ICSOM's policy that no conference presenter be paid a fee, however, in the interest of giving our delegates as much information as possible, the governing board has agreed to waive this policy in this instance only.

Lynn Rosen will be the conference coordinator. Robert Levine has offered to serve as assistant coordinator again this year if needed. Michael and Laura will work with Lynn to deal with conference details.

Sam asked to discuss *Senza* during the next call as he has just returned from tour. He will offer an assessment about the transition to our new mailing system.

Michael asked for some additional time during the conference to talk about health insurance issues and their impact on all other issues in negotiations. Brian agreed to find a way to include it in the entire health insurance presentation. Michael asked for further discussion of this topic during the next call.

There was some discussion about other topics in Brian's e-mail.

Next call:
March 16 at 9:30PM EST/8:30PM CST/6:30PM PST

ICSOM Governing Board
3/16/04

*Jan Gippo, Laura Ross, Bruce Ridge, Henry Peyrebrune, Richard Levine, Paul Ganson, Sam Bergman, Len Leibowitz,
Michael Moore (Brian Rood was becoming a daddy)*

ASOL board and committee positions: Henry Fogel recently made a presentation to the IEB. Jan will speak to Tom Lee about the outcome. Bruce Ridge was asked to serve on a long range planning committee but will investigate further before making any commitment.

Senza Sordino Report: Sam set the deadline of April 4 for the next issue in late April. It will include a number of tributes to SSD Director Emeritus Lew Waldeck, Len's duty of fair representation article, officer reports, and the backstage roundup. Sam also hopes to include articles on Pittsburgh's performance at the Vatican and the Minnesota tour. He may ask Lynn Rosen to put together something for the conference. Bruce will write a short article following up on their Music Director search. Sam also suggested reintegrating the position again and the need to streamline certain past practices like proofreading.

He spoke about some issues he will look into following this first issue as a bulk rate publication. Since Sam will not be attending the conference, Jan asked Sam to submit recommended changes by early summer.

Sub-committee Reports

Finance Committee: Richard has nothing new to report. The committee will investigate the concept of a large scale "Ron Bauers" database as an ICSOM or AFM project. The second task will be to investigate the financial network suggested by Scott Weber.

Legislative Committee: Laura reported that the committee has met; Nancy Stutsman and Leslie Shank have agreed to serve as co-chairs. Hal Ponder recently contacted Laura for assistance on multi-employer pension fund legislation.

Health Committee: Jan reported that some dates have been identified to meet.

ICSOM History: Paul has not been successful in identifying a publisher. He asked for other publishing suggestions before we consider the "self-publish" route. Len will talk to the Cornell Press.

The George Zazofsky Plaque: Len said he would speak to Mark Volpe again. Jan will join in the next conversation.

Sphinx Concert: Paul attended the concert and some of their activities, and reports that he believes our scholarship money is well spent. In an effort to get more publicity for our donation, it was suggested that an article be written for the *International Musician*? Paul will investigate having some videotape available for preview for the conference.

Chicago Lyric question: ICSOM delegate Matthew Comerford posed a question about work dues. Len will investigate further.

Manic/depressive issues: There was a request from a musician to communicate with other people in other orchestras who are manic/depressive to identify ways others deal with this issue. It was suggested they should set up a news group that would allow everyone to respond anonymously.

SSD letter: Tom Lee should have received the letter from the board of all 3 orchestra player conferences defining the desire for a national search for a new SSD Director. Issues about hiring new negotiators continue to be of major importance.

There was further discussion about our previous conversation with Fred Zenone and Paul Boulian in early March. Jan and Len will meet with Fred and Paul.

Henry reported on the Mellon “elephant” taskforce meetings.

Treasurer’s Report: All but San Antonio and Florida Philharmonic have paid their dues. \$8,000 will be directed to the ERF and Louisville will soon begin paying back their ERF loan.

San Antonio (Richard) and Florida Philharmonic (Paul) MALs were asked to call these delegates and find out if they will be attending the conference.

The Membership Committee will investigate the policy for continued services to orchestras that have folded and make recommendations.

Next call:
April 20
4:30PM EDT/3:30PM CDT/1:30PM PDT
2 hours

ICSOM Governing Board
4/20/04

*Jan Gippo, Brian Rood, Laura Ross, Michael Moore, Sam Bergman, Paul Ganson, Richard Levine, Henry Peyrebrune, Bruce Ridge,
Len Leibowitz*

1. Paul Ganson will retire from the Detroit Symphony after 35 years on August 30. His MAL position will be filled this summer. Jan expressed his hope that Paul would continue to be available for projects as needed in the future.
2. *Senza Sordino* goes to press next week. A short item about Irv Segal's death will be included in this issue and expanded articles will be in the next issue (dated July and ready in June.) Jan will call Robert to start directory printing as soon as possible.
3. There was further discussion about an upcoming health care meeting in May.
4. Len updated the board about the plaque honoring George Zazofsky. The BSO is awaiting the language for the plaque. There was discussion about public relations for this event (including an article in *Symphony Magazine*). We hope to have the plaque at the conference this summer.
5. Len has identified a potential publisher for Tom Hall's ICSOM history – Gerald Grayson - Labor Education Publishing Company. There was a question about whether it would be completed by the conference?
6. Jan asked the MALs to contact delegate about attendance at the conference this summer, especially San Antonio and Florida Phil.
7. Len discussed his conversation with George Cohen concerning a proposal by a Futures Committee member that would cause Player Conferences Council (PCC) members to serve as members of the IEB. One problem mentioned was that some Player Conferences may not represent the majority of their constituents (RMA and TMA) in the field; however, if people were elected to represent a specific constituency (symphonic, recording, theater) as opposed to an actual Conference, it could work. There was also discussion about the fact that freelance musicians do not pay work dues to the AFM and yet there is a proposal for a Freelance Services Division.
8. Jan and Len attended the Major Orchestra Librarian's Association (MOLA). Len talked about including librarians in the bargaining unit (they are clearly musicians) and the possibility of filing a petition under the unit clarification act to determine that all librarians be considered a part of the bargaining unit. Len is looking at questionnaires.
9. Jan received an audition procedure complaint. It was recommended that the musician contact Nathan Kahn who oversees the AFM Audition Hotline.

Next call:
Tuesday, May 11
7PM EDT/6PM CDT/4PM PDT

ICSOM Governing Board
5/11/04

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

1. Senza Sordino and the Directory

Jan reported on his discussion with Robert Levine concerning publication of the Directory. It has been delayed due to massive address changes. There was a suggestion to consider waiting until for November publication but the Board voted overwhelmingly to publish as soon as possible.

Laura suggested that in order to move the production dates up that next season's Directory should be published in January 2005 (with a Nov. 1 deadline), and the next season's Directory should be published in November 2005 (with an Oct. 1 deadline). Publication from that point on should be published every November. Laura will write a letter from the governing board to the delegates explaining the delay that will be included in the conference packet.

Senza #3 is at the printer and should be in the mail tomorrow. Sam does not know why it has been delayed. The next issue article deadline is June 7 and will be mailed in early July.

2. SSD Director Search There was a discussion about potential candidates. A suggestion was made that we should begin identifying and mentoring people for our own jobs as well as AFM positions.

3. Conference Mailing will go out in two weeks. Jan will talk to Lynn Rosen about some scheduling concerns, including the mixer, and will send a draft agenda as soon as possible.

4. Legislative Committee report – Leslie Shank (chair of committee) may not be able to attend the conference this summer. Laura gave a brief report on the multi-employer pension fund language that was not included in the House/Senate vote prior to April 15.

5. Health Committee update – things are being set up for an upcoming meeting.

6. Digital Download negotiation report – Laura reported about the Electronic Media Committee's motion concerning payment structures [special payment funds (SPF) for motion picture and SRLA are structured quite differently. Motion picture SPF is based upon the sale of ancillary uses (DVDs, TV, cable, etc.); whereas, SRLA SPF is paid based upon the number of sessions and recordings done by each musician each year.]

7. Membership Committee update –

Florida Phil – The orchestra has expressed an interest in continuing their membership in ICSOM as suspended member status for another year. Brian will contact Jay Bertolet for an update and possible report for the conference.

8. Updates from Len on history publication– Len is meeting with Grayson on May 20 to get specific details about publishing Tom Hall's ICSOM history.

9. Old Business:

Mellon Elephant task force meeting with ICSOM Governing Board will be in Pittsburgh (ASOL) on June 9. Brian will contact the Board with further details.

10. New business:

Pension Fund disability memo – Laura spoke to Bill Foster who said he would try to get the trustees to revisit this decision (which was made a year ago) as they may not understand how orchestra disability and sick leave plans are dealt with in symphony CBAs.

Laura expressed her concerns that communication between board members needs to be better. When something occurs or someone attends a meeting, it was suggested that an e-mail report be submitted rather than waiting for our calls.

**Net call: June 4
3PM EDT/2PM CDT/ Noon PDT**

ICSOM Governing Board Call
6/4/04

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

Jan will call Robert Levine to request he attend as assistant conference coordinator this summer in Utah.

SSD Director Search – The PCC leaders are submitting questions to pose to the candidates. There have been a few additional applicants. Jan is hoping the search process will be concluded within the next few weeks.

There was discussion about the meeting of members of the governing board with the Mellon “elephant” task force next week. An additional conversation will follow with Paul Boulian and Fred Zenone.

There was a discussion concerning syndicated radio broadcasts that are also streamed simultaneously. Jan hopes that a determination about whether streaming is national or local will be forthcoming.

Jan spoke about his participation on an ASOL panel about St. Paul Chamber Orchestra. Executive Director Bruce Coppock and Orchestra Committee Chair Tom Kornacker will answer questions. Paul Boulian is the moderator. Jan also pointed out that at the ICSOM conference this summer, St. Paul will be submitting 4 different written opinions and will elect their spokespersons.

Strategic Planning Committee for ASOL – Bruce Ridge has agreed to serve on this committee that is supposed to design a long-range plan by 2005. Bruce will send a roster of participants.

Secretary Report:

Laura will post some conference forms on the website.

We will invite the entire IEB again this year. Jan will formally invite them at the Las Vegas meeting.

Nominating Committee report: they have a conference call scheduled for this weekend.

Directory: Robert is shopping for a printer.

Website needs to be updated. The inclusion of all issues of *Senza Sordino* and all conference minutes are the next additions to be posted.

Health Insurance Meeting – Brian will mention the meeting in the next *Senza Sordino*. It was also suggested that 30 minutes of the conference should be dedicated to a discussion about health insurance (Atlanta and North Carolina have had some success.)

Senza Sordino report: Fred Zenone and Len are writing about Irv Segal, officer reports are due on the 7th. It will be in the mail by the end of the month. Sam will send his evaluation of the Editor position and production of *Senza Sordino* in the next week.

Next call:

July 1

4PM EDT/3PM CDT/1PM PDT

Governing Board

7/1/04

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

1. Chairman's report

- **ASOL report & Conference agenda** – Jan reported that his remarks were that ICSOM and its musicians are looking for better communication.

There was a great deal of discussion about the expansion of presentations during the ICSOM Conference regarding the St. Paul Chamber Orchestra. Questions were raised about the inclusion of Executive Director Bruce Coppock, which is in some ways a departure from normal procedure at conferences. Mr. Coppock will not attend the panel discussion, which will include a discussion about musician participation by two musician representatives elected by the musicians of the St. Paul Chamber Orchestra to represent their views. His afternoon presentation will include a 10-minute PowerPoint presentation and then the floor will be open to questions submitted in writing as well as from the floor. Lowell Noteboom, the SPCO board chairman and Len Leibowitz will have a discussion the following day about legal questions about the agreement that is just one year old. It was the general consensus, following lengthy discussion, that in an effort to try present diverse views because these issues are controversial and should be discussed, Mr. Coppock and Mr. Noteboom should be invited.

During the discussion, two motions were voted upon, one which failed for a variety of reasons including the concern about trying to facilitate a vote of an orchestra whose season had already ended. The second, which passed, addressed the concerns the St. Paul orchestra committee might have and to offer assurances that everything would be done to present all the facts, and that we would do all we could to make sure the participating St. Paul musicians are comfortable with the format.

Motion #1 [Henry/Bruce]: The Governing Board not invite Bruce Coppock to address the ICSOM Conference unless the musicians of the St. Paul Chamber Orchestra vote to allow us to invite him.

[In favor – Henry, Brian, Bruce; Not in favor – Laura, Michael, Paul, Richard, Sam] Motion failed.

Motion #2 [Paul/Richard]: Jan will contact the orchestra committee and give them assurances that the musicians as well as Bruce Coppock and Lowell Noteboom were invited to the conference to try to give a diverse presentation of their new agreement.

[In favor – Brian, Laura, Michael, Sam, Paul, Richard, Bruce; Not in favor – Henry] Motion passed.

2. There were further questions and discussion regarding publishing Tom Hall's *History of ICSOM – The First 40 Years*. Topics discussed were distribution (by printer/publisher or ICSOM), the inclusion of a history of the labor movement, the possibility of pre-ordering prior to the conference on Orchestra-L, Delegate-L, the ICSOM website and others, and shipping up to 200 copies to Salt Lake City for distribution if it is ready. The committee will meet and make a recommendation during the next call. The importance of this book, which gives outlines of the early history of ICSOM when orchestras were first fighting to serve on their negotiating committees, to ratify their agreements, the formation of the AFM Strike Fund and the increasing voice ICSOM and the other Player Conferences have with the AFM over

the years, is important for all our players, but especially newer members coming into an orchestra for the first time.

3. President's report

- The Governing Board approved the renewal of a new Sphinx agreement. The CEO for Sphinx wanted to use the ICSOM member database to promote their Carnegie Hall premiere in October. While we do not share our address list, we have numerous options we will offer them to garner interest and support – through Orchestra-L, Delegate-L, inclusion of literature in a delegate mailing and distribution of literature at the conference.
- Debbie Newmark had originally asked for the Senza Sordino database to facilitate ratification of the AV agreement which was settled in March (Tom Lee announced that ratification of this agreement would change from the past 20 years [previously it was one orchestra – one vote].) The decision was changed to send the information, as usual, to the delegates, who would distribute and collect all ballots in three weeks time.

Although the delay was not the fault of the AFM, the Governing Board was extremely concerned that too many orchestras had ended their season to facilitate this vote.

Motion [Richard/Bruce]: The Governing Board recommends, along with Bill Foster, chair of ICSOM Electronic Media Committee, to postpone ratification until September.

Motion was approved unanimously.

- Brian reported about further surveys for the health insurance task force that are currently in progress to see if a feasibility study is even possible. He announced that the IEB had approved the funding to move ahead if the results are positive.
- Brian briefly discussed the new fence agreement negotiations for the New World Symphony. He reported that Local 655 should have been a part of these negotiations and wondered what their participation had been in the past. He also said a portion of the agreement allows for workshops and informational meetings by SSD and orchestral representatives. This has not occurred since Florence Nelson was Director and Governing Board agreed that the new SSD director be urged to do more in this area, and to consider including ICSOM participants for some of these informational meetings.
- Brian asked about having a Parliamentarian at the conference? In the past, Richard Totusek served in this capacity. Brian will talk to Jan and then call Brother Totusek. If unable to attend, he'll contact Lynn Rosen to explore other options.

4. Secretary's report

- A reminder that all Governing Board members must submit written reports by August 1. Only Chair, President, Secretary and Treasurer will give verbal reports at the conference (Sam is not attending.)
- The last conference mailing that includes the conference agenda draft will be mailed out July 15. It will be posted on Delegate-L and Orchestra-L in August.

5. Treasurer/Conductor Evaluation report - Len will forward the letter of agreement for guest speakers that will be sent out this weekend. Michael also reported that the committee continues to survey orchestras using conductor bank. They will have to call the other 30+ who haven't responded on Delegate-L.

6. OCSM Conference - Brian will attend and will contact the OCSM President, Francine Schutzman.

7. Lew Waldeck memorial fund – Laura reported during a previous call about the idea of a fund to honor Lew Waldeck in perpetuity that would be funded by all three conferences (ICSOM, ROPA, OCSM) to further union activism by offering a scholarship each year of an as yet undetermined amount to help pay for individual or orchestral union activism training or activity. Each year the award would go to an applicant from a specific player conference. This will be presented to the conference for discussion this summer.

**Next call –
Monday, July 26, 9:30PM EDT/8:30PM CDT/6:30PM PDT**

Wage Chart changes will be #1 on agenda next time.

Governing Board Minutes 7/26/04

*Jan Gippo, Brian Rood, Laura Ross, Michael Moore, Sam Bergman, Bruce Ridge, Richard Levine, Henry Peyrebrune, Len Leibowitz
[Paul Ganson not available]*

Laura reminded everyone that the officer reports are due on August 1. She will ship some directories to Salt Lake City to replace damaged copies.

Brian wanted to hold a new delegate breakfast beginning at 7:30-8AM on Wednesday morning. Brian will contact Lynn Rosen.

A discussion ensued about some of the more controversial items on the conference agenda. Jan will address these issues in his opening remarks to the delegates.

Jan reported on the status of the Zazofsky Plaque. He hopes to have the plaque at the conference and is trying to talk with the Boston Symphony public relations people and orchestra committee chairman Fenwick Smith to schedule the presentation. Jan wants to invite Tom Lee and Henry Fogel to the presentation.

There was still no news about the new SSD director. All applicants needed to be notified by AFM. A candidate has been chosen but Jan does not know whether that person has accepted the position. The PCC representatives interviewed all the candidates and gave a short list of three names to Tom Lee who accepted all three names.

There was a potential problem for a delegate planning to attend the ICSOM Conference. Jan continues to work on the situation but this led to a continuing discussion about a previous agreement with the major managers that allowed delegates to attend the conference with no loss of pay (this stretches back to the 1970's and has also been incorporated into some orchestra CBAs.) Jan will continue working with Brent Assink and the major managers but it was strongly recommended that the board propose a resolution encouraging orchestras to negotiate language into their CBAs that would allow delegates, governing board members, and AFM convention delegates to attend meetings at no loss of pay. Len will draft and may also provide some model language.

There was discussion about changing the bylaws to allow proxy voting for domestic tours as well. Further discussion included allowances for special circumstances.

The Tuesday board agenda will include discussion about the lack of Delegate-L responses as well as getting more committee chairs involved. These are potential Town Meeting topics.

Monday night dinner before the conference, all should notify Lynn Rosen about who will attend.

Len and Michael reported on the publication status of Tom Hall's ICSOM History. Motion to print 500 copies plus 200 extra covers {Brian, Bruce}. Motion carried.

Senza Sordino suggestions from Sam:

- It is not a timely publication – it needs firm deadlines and it may not be necessary to include reports from all officers each time, they could be rotated.
- Finding replacement officers for this position because it requires someone who can find and write articles, edit them, have computer skills and serve on the board. Sam recommended the position be split

into two positions – publisher and editor, with the publisher serving on the board. This will be discussed further on Tuesday before the conference.

- We need more of a web presence – the possibility of changing *Senza* to an online only publication will not be possible for at least 5-10 years and would have to be current. We need to get away from .pdf files (they take so long to download) and increase our presence in an updateable html format. It will make a huge difference in ICSOM's media presence and it's a more efficient way to disseminate information. There are still orchestras that have many with no online access. Spend the money to build a good website. Jan appointed a subcommittee to investigate Internet/website development that will report back to the GB at an appropriate point – Richard Levine (chair), Sam Bergman, Henry Peyrebrune, Bruce Ridge, and Michael Moore. Initial time will be spent gathering information (pros and cons) about *Senza* becoming an online only publication, and development of a new website, then later the same or different committee would be put in place to implement those policies. Laura expressed interest in a search mechanism for old issues of *Senza*. We will ask the delegates what they want from the website at the conference.

Len asked that his article on “structural deficits” be sent to attendees before the conference

Richard said he believes the financial database committee's charge should be redirected to dealing with Ron Bauers' ideas for wage chart changes, etc. Looking at the performances of orchestras during other financially difficult times would be important to know. For now, this should be the main focus of this committee. Henry asked to join the committee.

There was discussion about the financial reporting changes recommended by Ron Bauers regarding the AFM wage charts – it should include audited information. There was discussion about whether it was a good idea to completely get rid of the accumulated deficit figure. It was decided to include both sets of numbers, what Ron suggests and what management provides. The ASOL “blue books” are not based upon audited information but on management generated numbers. This is a prime issue for ICSOM that musicians and managers provide audited returns. ASOL should also provide copies of the “blue book” to delegates.

Richard Totusek is very ill waiting for a liver transplant.

Call ended at 11:30PM

Governing Board Minutes – Salt Lake City, Utah
8/17/04 – 8/22/04

Jan Gippo, Brian Rood, Laura Ross, Michael Moore, Richard Levine, Paul Ganson, Bruce Ridge, Len Leibowitz

Tuesday:

Jan had ICSOM polo shirts and pins made for the Governing Board. There are 250 (cost \$887). Brian and Paul made a motion that ICSOM pay for the pins that will be distributed to the delegates and guests during conference. Adopted.

Laura talked about the new delegate handbooks and conference folders. Jan expressed his gratitude to Laura for all her work.

Directory - There were complaints about incorrect information. Richard Levine has agreed to oversee production of the Directory. Deadlines for production in the 2004-05 and 2005-6 recommended by Laura were approved: for distribution in January, input must be completed no later than Nov. 1; for distribution each November, input must be completed by Oct. 1. Final orchestra proofs will still require approval by each orchestra.

***Senza Sordino* Editor job description** – There was further discussion about Sam Bergman's recommendations. Assuming Richard is elected, he will work with Robert to figure out distribution of duties. A website committee has already been appointed to look into new ideas for *Senza* on the web.

There was also discussion about rethinking distribution of *Senza Sordino* to the delegates. There were questions about how much money was saved by sending directories bulk mail and whether it was possible they might be shrink-wrapped and have the pages trimmed. Although some want to put distribution of *Senza* put back in the hands of the delegates, it was agreed to ask the delegates what they want at the town meeting. Delegates were supposed to get additional copies and did not. New members don't get *Senza* or a Directory under the past season's distribution. Whatever we decide about this will be posted on Orchestra-L and Delegate-L so people can notify their delegates if there are problems. Brian mentioned the possibility of SSD and perhaps ICSOM visiting New World and distributing some copies down there.

Archive suggestions – Paul recommended ICSOM investigate applying for grant money to help preserve our information. Jan suggested Paul be involved in searching out some of this grant money. There were requests for all previous resolutions in some sort of format and minutes and *Senza Sordino* with a search capability. The Governing Board needs to receive archival reports quarterly. Currently we are unaware of the status of any projects.

Website – There was a recommendation to add Robert Levine to the Website Development Committee (WDC). The website needs to be updated immediately after the conference. Brian is in charge of overseeing the website and ex-officio of the WDC which is chaired by Richard Levine. The WDC will make recommendations, which the board will approve and Brian and Richard will implement.

Richard, Robert, Sam, Henry, Michael, Len, Brian (ex-officio)

Jan wants all committees to report at least quarterly.

Meeting with Robert Levine – He reported that he is nearly finished archiving the minutes (he has scanned minutes from 1997/80 to present and will then organize them.) Resolutions are the next step. Robert would like to do all the bulletins next. Official conference resolutions, conference minutes, and then *Senza Sordino* with search capability are the priorities. There are also resolutions not passed that are in the minutes so he would like to make the minutes searchable. Robert agreed to serve on the WDC.

Robert expressed his concern about changing the delivery mechanism to both boxes and bulk mailing and stated the need for interface design for the FileMaker database delegates will now use to update their orchestra's information. He said the interface must be accomplished soon or he could not meet the November deadline. Robert said he enjoyed working on *Senza* but would not be unhappy to give up some of the responsibility, stating he would like to offer his services to proof the material.

After Robert left, there was discussion about the database. It was agreed that delivery of the Directory can be pushed to February with a December 1 deadline for input. Richard is overseer of the Directory. After November 1 and during Directory production, Robert should not make any address corrections, only delegates should be making changes at that time. Richard and Brian will put together some recommendations for advertising in the Directory. Richard will work with Robert to add an additional field in the database to specify Senza and/or Directory delivery.

It was recommended that the Directory be posted online with password protection.

Conference host/coordinator job description –We need to look for a new conference coordinator as it appears Tom Hall has retired from that position. We must put together a master checklist and discuss a coordinator overseer. Host cities provide the coordinator (with an additional person like Robert brought in to assist and oversee.) Michael could put together price lists as reference. Jan recommended that the conference advisor for the next conference be the previous conference coordinator who will work with the new coordinator.

Motion [Laura, Brian] let delegates sit where they choose. Adopted. There was general discussion about the upcoming conference during lunch.

ROPA and OCSM conference reports – Jan said he told the ROPA delegate that ICSOM and ROPA are working together but acknowledged that each have their own identity and opinions. He spoke to them about joining the ASOL board, and that ROPA is not willing to join at this time.

This led to a discussion about ICSOM joining the ASOL board. Some believe that attending some meetings and working on small projects together was the way to begin as opposed to stepping onto the board immediately. There was another belief that holding a position on the board at this time could bring attention to the activities of some managers and boards and bring forth a change in rhetoric and resolutions to condemn those actions. Most are unwilling to consider board membership at this time especially when they are unwilling to share their “green” books. While it is understood that the major managers are not the ASOL, they are causing havoc for our major orchestra colleagues and now is not the time to join.

Brian spoke briefly about OCSM and the meeting with Orchestras Canada at OCSM. Brian believes ASOL is looking at Soundings (which is the agreement OCSM and Orchestras Canada have to work together) as their model; however, OCSM gave up their seat on Orchestras Canada a number of years ago due to a missive that caused OCSM to resign.

There was a brief discussion about the withdrawal of the San Francisco Symphony from Mellon.

There was discussion about the upcoming resolutions at the conference:

- Following a motion [Brian and Richard] to drop any changes to allow proxy votes for anything other than foreign tours, it was agreed to submit Resolution #4A that includes “domestic tours” to the delegates.
- Laura, Len and Michael will be the ICSOM representatives on this committee.
- Bruce and Laura made a motion that was adopted to submit Resolution 6B to the delegates, which encourages conference attendance and AFM convention attendance with no loss of compensation to ICSOM delegates, ICSOM Governing Board members and AFM convention delegates.
- It was noted that the honorary title awarded to Tom Hall is very special and should not be awarded

lightly.

- When discussion about a resolution regarding orchestras touring with royalty artists in other locals began, it was discovered that the language provided by OCSM (via Michael Manley) was not what was passed at ROPA. The Governing Board will speak with Michael Manley and Laura Brownell before considering any resolution.

AV ratification - One-person = one-vote – ratification was delayed until September. Tom or Bill and Debbie can talk about this during the conference.

Review GB policies – To discuss on Sunday. There was a brief discussion about the written officer reports and that everyone must submit one. These are the yearly reports to the delegates about what we have done the past season, not essays or opinions.

Delegate-L – There was a suggestion that the list might be expanded to include orchestra committee chairs (alternate delegates may already participate). Only 30-40 are signed up currently. Orchestra-L has had a large drop-off except for the news service. It's up to the delegate to decide who subscribes. Len will draft a resolution (#12) insisting that delegates must have e-mail and be subscribed to Delegate-L.

Paul suggested that those additional meetings – media, troubled orchestras – got more people involved and that we should work with the AFM to do one big meeting each year. Should we also consider a joint meeting with ASOL?

Redirection of Financial Database Committee – Richard has e-mailed the committee that Henry Peyrebrune will be joining the committee and he may step down after the election.

Richard mentioned the possible use of public access TV. If we can identify enough feature shows we can have a time slot assigned to promote orchestras, unions, etc. Henry Fogel and ASOL are doing TV spots to reach out regionally.

There was a brief discussion in preparation for our meeting with Laura Brownell after dinner. Jan shared his belief that the AFM needs to be proactive in getting major symphony orchestra publicity and promotion. Richard suggested the AFM hire a PR person who would be able to do nation publicity but be available for consultation by individual orchestras as well.

Tuesday Evening Meeting with Laura Brownell:

Jan Gippo, Brian Rood, Laura Ross, Michael Moore, Paul Ganson, Richard Levine, Bruce Ridge, Len Leibowitz, Laura Brownell (AFM-SSD Director)

Laura has attended all the player conferences and will now get back to the office to get the “lay of the land” and meet with Len to discuss American labor law. [Tom Lee dropped in to say hello.] Members of the Governing Board expressed their desires and concerns about the direction of SSD. Suggestions included:

- adding personnel that can have a national impact such as a PR person who can make suggestions so each orchestra doesn't have to reinvent the same concept over and over;
- AFM web design assistance for musicians' websites that are usually developed in crisis times when the help is really needed;
- more assistance from the AFM staff to unburden the Governing Board, who are volunteers;
- greater access to Laura Brownell;
- the financial database that has been under discussion for a few years now should be funded by the AFM;

- orchestras need a presence on Capital Hill to gain status, not necessarily money – we would lobby for music in the schools, etc.
- ICSOM delegates receive credit for entering information on the wage chart;
- the New World Symphony Fence Agreement provides a great opportunity for ICSOM and SSD to work together since the agreement provides for union workshops. Laura was encouraged to schedule time to visit and invite ICSOM representatives to assist her.
- there were a few recommended orchestras Laura Brownell might wish to visit with in the near future.

We know that, with the exception of electronic media, SSD is used primarily by ROPA. We'd like to see this change. ICSOM would like to help Laura get new staff.

Thursday Evening:

Jan Gippo, Brian Rood, Laura Ross, Michael Moore, Paul Ganson, Richard Levine, Bruce Ridge, Len Leibowitz, Laura Brownell (AFM-SSD Director)

Laura Brownell requested a follow up meeting after Tuesday evening. There was discussion about the amount of work dues the AFM currently receives from symphonies and further discussion about the ideas presented concerning website development and hiring a publicist. Names of musician contacts in orchestras with websites and publicist names were recommended and further ideas were discussed about how PR assistance can help on a national level as well as a local level. We need media training, ideas about how to develop media contacts and free media, writing press releases, etc.

Len is negotiating 12 New York orchestras and suggested any new negotiators hired might be able to train with him.

After attending the lunch meeting with Henry Fogel on Wednesday, Laura suggested we could work with the ASOL on the following joint projects –

- PR to raise awareness of orchestras;
- Data collection analysis – accounting principals were skewed but perhaps this is an opportunity to work with them.
- Diversity committee
- Health issues and injuries and disability

Saturday lunch:

Jan Gippo, Brian Rood, Laura Ross, Michael Moore, Steve Lester, Lynn Rosen, Paul Ganson, Len Leibowitz, Bruce Ridge (Richard Levine was meeting with Laura Brownell, Michael Manley and Eric Beers to work on draft #4 of the touring orchestras resolution.)

Ideas for joint projects with ASOL were discussed.

Waldeck Memorial Committee: There was discussion about making an educational video that could be distributed to music schools and used during onsite visits that includes footage of Lew Waldeck. Lynn has been added to the committee to serve with Laura, Len, and Michael.

Sunday, August 22, 2004

Jan Gippo, Brian Rood, Laura Ross, Michael Moore, Richard Levine, Steve Lester, Bruce Ridge, Lynn Rosen, Paul Ganson, Len Leibowitz

Robert Levine, Jesse Rosen, Bob Wagner

Robert Levine reported that 34 conference evaluations were returned. He spoke about the need for additional assistance during the conference if we do not return to Vail. The conference coordinator and assistant coordinator have specific jobs and need a runner as back up. He also said it was necessary to have a computer and scanner workstation available during the conference. There was further discussion about the Directory/*Senza Sordino* database interface. Robert will get some bids and submit them to Richard who will make a recommendation to the Governing Board.

Bruce asked for agendas in advance are needed for everything and especially conference calls.

Jesse Rosen and Bob Wagner requested a meeting with the Governing Board to discuss the ASOL's Long Range Strategic Planning Committee surveys they plan to send to various musicians, managers, board members and other constituents of ASOL. They spoke about the ASOL's strategic plan (their last was 12-14 years ago), and how the world and state of orchestras have changed. They believe the need feedback about how they're doing and hope to show that ASOL has a broader constituency than just managers, which is how they believe they have been perceived in the past. They said they need to hear from more "voices" so they set up a 32-member committee that includes 3 musicians [Bob Wagner, and a freelance musician named Aaron Flagg. Bruce Ridge has been invited to join.]. Once the survey is completed they will report next year and finish up in 2006. The survey is an important component and they believe the musicians answers will be very important. While they plan to send out 5,000 surveys total and the other constituents have been surveyed, the musicians have not yet received surveys.

The Governing Board asked how the survey was constructed and were informed that 250 people who were considered to have an informed point of view (the planning committee, the ASOL board, and some constituents including 32 musicians, mostly Pittsburgh musicians and musicians with some administrative responsibilities, who attended the League conference) were sent the first questionnaire. They received 84 responses that led to a second survey that included some questions that were asked by only a few people but were considered important. They then neutralized the survey – declining economy became economy, etc. When asked how the results would be interpreted, Mr. Rosen responded that there would be a need for follow up meetings. When asked about the make up of the committee, which includes more senior staff than anything else, Mr. Rosen said they would be happy to add 1 more musician. Bob Wagner said the committee had assumed the AFM, ROPA and ICSOM chairs would be ex-officio as well since they had been offered ASOL board membership. They understand that recent events (difficult negotiations) have caused a problems and nervousness, and that it has undermined what could have been a possible relationship.

Bob talked about a fund that could be beneficial to us (to be used in ways like Mellon money was used in NJ) – Ford, Rockefeller Funds. We'll need a structure that includes ASOL, ICSOM, and ROPA. Jan will write a letter to Jesse cc'ing Bob & Henry saying we like this idea and will investigate further.

Jan expressed the belief that the ASOL should be more proactive, even before musicians get involved. He said he would be communicating via letter to Henry Fogel about our hopes to identify projects to work with ASOL, and that we would appreciate receiving board agendas and if appropriate would like to attend as observers. The Governing Board believes that our endorsement of this survey is not possible at this time. ICSOM has different interests. Distribution of the letter to Henry Fogel will be sent to the delegates to be discussed further. Jesse Rosen and Bob Wagner left the meeting.

Conference coordinator, assistant coordinator, host coordinator to communicate with new coordinator.

Motion [Brian/Steve] Conference coordinator - \$1,000; Assistant coordinator - \$500; ability to get one additional volunteer/possibly paid runner/assistant – up to \$250 at discretion of conference coordinator. Approved.

Motion [Jan/Lynn] The ICSOM Delegate from the host city shall either act as or recommend to the Governing Board, someone else from the host city to act as the conference coordinator. At the recommendation of the Governing Board, he/she will be asked to work together with the conference coordinator from the previous year's conference in order to carry out the required functions. It is recommended there be a voting delegate available to participate in the conference at all times.

Motion [Jan/Bruce] The conference coordinator shall consult with the Governing Board and shall not be authorized to make any financial commitments without the prior approval of the ICSOM Governing Board. Approved

Motion [Brian/Laura] The honorarium provided to the Assistant coordinator shall be offered retroactively to the 2004 ICSOM conference

Motion [Laura/Bruce] to send a plaque to Sam Bergman. Approved.

Change the e-mail of the board.

Resolution action required: All resolutions will be sent to the delegates and reprinted in *Senza Sordino*. #2, 4 and 23 require bylaw language changes that Laura will replace and mail out updated bylaws in September. #1 and 7-10 will be sent to Mary Waldeck and those who received resolutions thanking them for their service to ICSOM by Laura. #11, 14 & 15 require MAL follow up and periodic reminders will be posted on Orchestra-L and Delegate-L. Lynn Rosen will write an article about the Kerry endorsement and encouraging voter registration. We will work with Laura Brownell to coordinate #16. #5 must be coordinated with ROPA and OCSM and Len will look into the possibility of setting up a 501(c)3 account for the Waldeck Fund; Laura, Len, Michael and Lynn will serve on the committee for ICSOM. Jan will follow up on the implementation of #6 with Brent Assink, chair of the major managers committee. #18 and 19 were sent back to the Governing Board for further study and action (the sub-committee of Len, Richard and Laura will continue to work with SSD on #18) and #20 was referred to the Electronic Media Committee. #21 will be submitted to the AFM Convention next March.

There was a brief discussion about a work dues assessment concerning vacation pay and severance pay that came up in Chicago Lyric. Steve, Brian and Len will look into this situation and hope to see George Cohen's recommendation. The Chicago Symphony is now being assessed dues for vacation pay. We are concerned that the IEB ruled on something we were unaware of. Jan will work with the IEB on this issue.

Robert Levine expressed an interest in serving on the Legislative Committee.

Jan received a proposal from the Louisville delegate he will forward to the Governing Board.

ICSOM Governing Board Minutes

9/7/04

8:30PM EDT/7:30PM CDT/6:30PM MDT/5:30PM PDT

Jan Gippo, Brian Rood, Laura Ross, Michael Moore, Richard Levine, Steve Lester, Henry Peyrebrune, Bruce Ridge, Lynn Rosen, Len Leibowitz

1. Editorial Response Team (and GB responses in general)

Jan has appointed Henry as chair of the editorial response team to respond immediately to news articles and postings that require response and clarification (for example the Chicago Sun-Times article about Chicago Symphony negotiations.) A small team that includes Laura and Len will look over Henry's initial draft and, with approval of as many board members as possible, the response will be sent as soon as possible on ICSOM letterhead with Jan's signature to the newspaper and also posted on Orchestra-L and also possibly to "In the News" which is the ASOL publication, Andante.com and others. Henry also suggested sending responses to the Music Critics Association of North America. We will also be in touch with the ICSOM Delegate who will connect the ERT with the negotiation team chair or other assigned person. There should be no misstatement or lie that goes unchallenged.

What is said in "chat rooms" should also be responded to as well (i.e. Henry Fogel characterized musicians' work week is 16 hours a week on one chat room).

Henry said we should be proactive rather than responding to each little message and craft a media packet that addresses some of the misconceptions, that the critics and press will be open to receiving information. Henry also spoke to Laura Brownell who agrees we should be proactive (both Henry and Len said Laura B. was interested in doing public relations.) ICSOM should position itself as a resource. The information can be posted on the ICSOM website. Suggestions of topics included orchestra involvement in education, contributions to the community, outreach, injuries, comparisons to other professionals and realistic salary calculations.

There was a discussion about how Governing Board members should deal with posting comments. It was recommended that responses be sent out to the entire board at least a few hours before it gets posted for feedback before hand. Emergencies can be handled by the ERT. There is usually time to run things past everyone, but faster responses can and will be dealt with by the mini-committee.

2. Midwinter Meeting – January 17 from 9-5 in Atlanta. The alternate date will be February 28, also in Atlanta.

3. Sam Denov sent an article for consideration for *Senza Sordino*. It was decided that enough had been written about the St. Paul Chamber Orchestra situation. Laura will contact Sam to see if he would like to post it on Orchestra-L.

4. Chicago Lyric Dues report – Steve and Len reported on their discussion with Chicago Lyric delegate Matt Comerford and Ed Ward about the vacation pay/severance pay work dues issue. The musicians' argument is that the severance pay was in lieu of a pension plan. The orchestra has conceded that it should pay dues on vacation pay but do not agree about the severance pay issue. We should all see the memo from George Cohen. Of importance as well is that this determination was made without consulting the Governing Board. Why were ICSOM and ROPA not consulted on this? Jan and Len will talk to the musicians and deal with this second issue at a later time.

IEB assignments: call them once a month, tell them what's going on, ask if they have any issues.

Tom Lee – Jan Gippo

Bobby Herriot – Michael Moore

Ed Ward – Steve Lester

Florence Nelson – Brian Rood

Ken Shirk – Henry Peyrebrune

Mark Jones – Lynn Rosen

Harold Bradley – Laura Ross

Ray Hair – Bruce Ridge

Hal Espinosa – Richard Levine

5. Strike Fund changes to AFM Bylaws? If there are any recommended changes (Len mentioned issues that occurred with Louisville and Charlotte), they need to be ready before March 1, 2005. Brian and David Angus, as trustees, need to be aware of any discussion and Lynn and Bruce should be involved when these discussions begin to occur since they are the AFM convention delegate and alternate. July 18-20, 2005 are the convention dates.

6. OCSM resolution concerning easements and mid-term modifications ratification will be clarified by Jan in conversation with Francine. The other issue of orchestral touring had problems with the definition of 3rd party. Laura has contacted SSD and Michael Manley to continue the discussion.

7. PR assistance from AFM – Jan will contact Laura B. Len talked about his dinner with Laura B. and their discussion of ICOSM's resolutions and the possibility of the AFM giving a lead gift for the Waldeck Fund. Public relations must be dealt with locally but there are issues that need national attention and Len urged Laura B. to get PR access that could be accessible to locals. Len has dinner with Henry Fogel on the 23rd.

8. *Senza Sordino* – Lynn was slightly delayed on her article. Laura has already sent the resolutions and Richard will expand upon the *International Musician* article Laura wrote. Michael asked for a small box asking for dues. Brian and Jan will include something. Richard reported that there is interest in others publishing Len's articles "The Myth of the Structural Deficit" and his article on "Yeshiva" that was handed out at the conference in preparation for the dialog with Noteboom. When an article is written and vetted by members of the GB, it belongs to the person who wrote it. They have the right to disseminate it since they retain reprinting rights for *Senza* articles. Richard wants to reinstate the MAL reports since there is no longer the backstage roundup. MALs need to be careful what they write, when they talk to delegates and get information (and permission), they should also send it out to delegate for approval prior to publication. This will begin in the next issue [Deadline is early November.] A settlement bulletin review was also suggested. There was discussion about whether there should be 4 or 5 issues.

Jan read a letter from Henry Fogel in which he followed up on some of the conversation during lunch at the conference. Jan will write a response which he will send out next week.

**Next call: October 4
11PM EDT/10PM CDT/9PM MDT/8PM PDT**

ICSOM Governing Board Call
October 4, 2004

*Jan Gippo, Brian Rood, Laura Ross, Michael Moore, Steve Lester, Henry Peyrebrune, Bruce Ridge,
Lynn Rosen, Richard Levine, Len Leibowitz
Ruth Hays (pension and tax attorney)*

1. Laura asked others to send corrections to the minutes prior to posting them.
 2. There was discussion about responding to a letter from Henry Fogel from Jan and the Governing Board. Henry Peyrebrune will also be sending Mr. Fogel a letter.
There was further discussion about the ASOL Survey that has not yet been sent out. We will not endorse the survey. There is a feeling by SSD and others that the survey is biased and gives worst-case scenarios and then asking people to choose. We won't stand in their way but we won't endorse it.
Agreed.
 3. Conference evaluation discussion – Laura tallied the surveys and sent them to the entire board. It was apparent to all that changes need to be made. Reports were done because that's how it was done in the past but we will evaluate how to streamline this and open the conference up for more floor discussion and time to “schmooze”. Len believes it's time for another negotiation workshop. We need to discuss more relevant topics, like how are orchestras functioning, radio deals, the impact of one negotiation on other orchestras and board/musician relationships. We will discuss this further as we closer to the mid-winter meeting.
 4. Conference site selection/conference dates – San Diego is looking at union hotels and MALs are asking if the conference can be moved to the 4th week in August. No word from Baltimore. Michael will run some comparisons with Vail since they are the default if no site is chosen. Lynn will also follow up with San Diego.
 5. North Carolina radio deal – Bruce explained about a misunderstanding that has since been corrected with the assistance of Debbie Newmark, to assure the orchestra receives 5% of weekly salary for 12 syndicated broadcasts (\$61,000) + H&W + 10% AFM-EPF.
 6. ICSOM propaganda – Henry has asked for it to be posted on Orchestra-L. Some musicians have been trying to sign up for Orchestra-L without success. Brian will follow up.
 7. New member letter – Laura has composed a letter for members of new ICSOM orchestras, and most specifically Puerto Rico, to advise them of some of what membership in ICSOM has to offer. Jan and/or Bruce have been invited for a visit to Puerto Rico. Bruce has been in contact with Emma and will advise her that we will be sending someone. We will encourage Laura Brownell to attend as well.
- St. Paul has requested that a representative from the ICSOM Governing Board visit with their board.
8. *Senza Sordino*: procedure will be that once it is sent to the board, and especially Jan and Len, that if there is no response it's good to go. Next *Senza* articles are due at the end of the first week of November. Richard is hoping to include information about the top 4 negotiating orchestras. MAL reports will be similar to Sam Bergman's backstage roundup, and Laura suggested Bill Foster write an article about media. Richard also wanted to Emma Matos Rodriguez to write a history of the Puerto Rico Symphony.

9. Directory update – Robert has been swamped these past few weeks but will put it up for corrections on the web without the additional programming he had requested at the conference. We are hoping he will meet the deadline we set up of Nov. 1.

10. Jan reported that the Zazofsky plaque is slated to be dedicated on Nov. 1 in Boston Symphony Hall.

**Next call:
Tuesday, October 19
9PM EDT/8PM CDT/7PM MDT/6PM PDT**

ICSOM Governing Board
October 19, 2004

*Jan Gippo, Laura Ross, Lynn Rosen, Steve Lester, Bruce Ridge, Henry Peyrebrune, Richard Levine, Michael Moore,
Brian Rood, Len Leibowitz*

1. Chair report -

> Futures Committee – Jan reported that the committee has agreed to a number of recommendations they will submit to the IEB for submission as resolutions at the 2005 AFM Convention.

There was discussion about the lack of additional negotiators and staff Laura Brownell needs for SSD. We will continue to press Tom Lee to honor the commitments made after the convention.

> Boston Symphony/Zazofsky plaque dedication is set for Monday Nov. 1 at Symphony Hall around 1-1:30PM that day. Jan, Brian, Tom Hall and Len will attend on ICSOM's behalf.

2. President report -

Strike Fund meeting is scheduled for Nov. 15 and Brian has asked if there are any proposed changes to the AFM bylaws to be considered. Len mentioned a few concerns that came up in the last year or so. Jan asked if it was possible to raise the first 4 weekly payments to \$200. An explanation of the strike fund is in the delegate manual but Brian will post a note of the web, suggesting people with questions look at this information.

After Brian's conversation with Robert, postings are getting on more quickly. Subscriber problems are still being addressed.

Health insurance surveys have been sent out and union membership now looks to be about 65%. Florence needs to submit some other information but all is on hold until after the election in November.

There was discussion about setting up calls with orchestras that are currently negotiating. MALs will contact their orchestras to see if they are interested in this.

3. Conference site selection and date selection -

> There was discussion about location of the hotel (and that it be a union hotel), dates, amenities, and comparison with expenses when we the conference is held in Vail.

Motion: that the ICSOM conference be held in San Diego during the week of the 22nd at the Handlery Hotel Mission Valley [Bruce/Michael] – Defeated

Motion that the ICSOM conference be held in San Diego the week of the 15th at Shelter Pointe Hotel [Bruce, Brian] – 7 in favor, 2 against

Tom Morgan and Richard Levine will be asked to negotiate terms, in consultation with the Treasurer, previous conference coordinator and members of the Governing Board, for the conference at Shelter Pointe Hotel during the week of the 15th of August. The hotel was chosen for its location. We will wait until the contract is signed to announce the dates of the conference.

4. Media Information Website –The cost of the domain names is \$36 each per year for two years, and the web hosting is \$96 for one year. Henry also bought FrontPage software for \$100. Motion [Laura/Brian] to reimburse expenses. Favorable

Henry is willing to maintain the site, which should be a long-term project that is coherent and sanctioned by ICSOM. It should have a link from the ICSOM site. Advocacy positions and verifiable facts should be available but perhaps on different websites.

The Policy Book will include a requirement that expenses must be cleared with the Treasurer before purchase.

5. Mid-winter date/hotel needs/time

> There was a suggestion to encourage booking lesser fares that may have multiple stops that would offer a “rebate” as incentive. This was rejected. The meeting will be held on Monday January 17 (MLK day) from 9-5. Everyone is encouraged to get the latest flight out so we can have dinner.

6. Directory status –Nov. 1 is still the goal to go online.

Senza was at the printer on Monday and will be at the post office on Wednesday. There was brief discussion about upcoming articles that include an article about Puerto Rico, other orchestra settlements.

There was a suggestion that Lynn’s article be posted on orchestra boards prior to the election. Richard said he could send it or delegates could print it off the website.

7. Delegate-L status of delegates – there is a link on the ICSOM website. Brian will try it to see if it works. Laura e-mailed Robert for a complete list of delegates currently signed up. It will not be effective unless all delegates are signed up as mandated by resolution this past summer.

8. Jan will call Leslie Shank about a visit.

9. Brian has the extra copies of Tom Hall’s book. Tom sent an e-mail suggesting further publications – Len’s yearly summary of services reports that might also include additional pieces like the Structural Deficit article. There was also discussion about encouraging publication of Julie Ayers information. Jan will call Tom for further information. Len was approved to work on this project with Tom.

**Next conference call:
Sunday, November 21
9PM EST/8PM CST/7PM MST/6PM PST**

ICSOM Governing Board

11/21/04

9PM EST/8PM CST/7PM MST/6PM PST

Jan Gippo, Brian Rood, Laura Ross, Michael Moore, Richard Levine, Steve Lester, Lynn Rosen, Bruce Ridge, Henry Peyrebrune, Len Leibowitz

Reminder to update or send in bios to Robert Levine for the ICSOM website.

Electronic Media Committee status – ICSOM wanted to have a media committee that would be self-regulating, and the AFM was in agreement. Unfortunately some committee members have been involved with negotiating terms that were not in line with what the committee was trying to achieve. Laura Brownell is planning a meeting on Jan. 30-31, 2005, in NYC to talk about media and Tom Lee is planning to schedule a media summit on February 21 in Chicago. Jan suggested convening a new President's Council to discuss media and agreeing to ICSOM guidelines with specific orchestras who are recording (prior to the February AFM meeting). Bill Foster has written a letter about his goals for the media committee that was forwarded to the Governing Board. The dynamics have changed - it is no longer a fight between small and large orchestras but includes divisions between the largest orchestras.

The people on these committees, as with ICSOM delegates, must be the people who are speaking for their orchestra. Pension, health care and salary may have been the overriding concerns as opposed to media.

The Governing Board's mid-winter meeting is in January and this can be a portion of that discussion. Michael cautioned against great expense in planning the President's Council.

Orchestra-L/Florida Philharmonic-Cleveland issue – It was agreed that anytime a posting is directed to the GB, an acknowledgement that we are listening needs to be posted quickly. Brian has investigated the timeline of the Florida Philharmonic resolution and continues to discover new information. He will keep us posted. Should we consider changing the subscription policy (i.e., no more managers)?

Chairman report:

- Zazofsky presentation – Mark Volpe was gracious and the event was well done. There were former BSO members in attendance as well. Tom Hall was terrific. Jan has pictures (126) and Erica Zazofsky's speech for *Senza Sordino* and *Symphony Magazine*. There was brief discussion about an additional honor for Ralph Mendelson, aside from naming the ICSOM scholarship fund for him.
- Futures Committee – after the recommendations were voted upon by the committee, questions were raised about the recommendation that allows PCC members to have actual voting powers at the AFM convention. Two people originally voted against this motion (Bill Skolnick and Wayne Morris). The PCC responded in a letter to the committee that this is a good idea and the IEB should look into it and hopefully recommend it. If the IEB doesn't recommend this, the members can do it on their own (hopefully there will be adequate notice to submit this as a resolution.)

President report

- Delegate-L – Brian is learning how to deal with some of the subscriber issues, and continues to encourage orchestra chairs to join the list as well. In preparation of response to the FP/CO resolution it needs to be clarified that submitting something to Len does not mean it's the same as sending it to the ICSOM Governing Board. All resolutions must be submitted to the ICSOM Secretary.

- Orchestra negotiations – there were a number of productive conversations (sometimes chairs, sometimes entire committees and local officers.) Brian will write about this for *Senza Sordino*. Steve thanked ICSOM for facilitating these calls. Utah, Minnesota, Rochester, St. Louis, Florida Orchestra, and (possibly) Columbus are still negotiating and would appreciate being included in the next round of calls.
- Strike fund report – 62 orchestras participate in the fund - 50 are ICSOM. All trustees met in NYC with the exception of Ken Shirk. The main topic for discussion was where to keep the money. There was also a discussion about creating a mirror fund for groups who can't join the fund right now (ROPA and OCSM). There are 6 trustees, 2 ICSOM and 1 alternating ROPA/OCSM delegate (although the alternate attends all meetings). There has been a proposal to add 2 more trustees – one for the AFM and one for the ROPA/OCSM so both conferences are represented. Brian will “test the waters” to see if it would be acceptable to change it to an additional ICSOM trustee and 1 for ROPA/OCSM. Brian did ask about the possibility of raising the first 4 weeks pay from \$150, but Brian will need some help with cost outs. The Fund currently has assets of \$2.8M. Most strikes end in first 4 weeks. There was further discussion about issues that occurred in Louisville when the musicians continued to play but were not being paid (If players had received compensation for that work, they would have paid it back). Len will write some language for the trustees to look at. George Cohen wants to look at any proposed language.

Secretary report – Laura reported on the bulletins she has in the works for December distribution.

Treasurer report – 11 orchestras have paid dues so far. There are no monies outstanding to ERF. He asked that Richard post dues reminders in *Senza Sordino*.

Senza report – Richard received correspondence from (first *Senza Sordino* editor) Robert Coleman, asking for contracts. He will direct him to Laura Brownell and Eric Beers. Not many have submitted articles for the next issue but hopes to have articles from settling orchestras. Bruce said most of his orchestras don't have much news. Steve has only ever heard from 3 of his delegates. Lynn may have 3-4 orchestras to report about. Virginia has made concessions of 6% for this year and they would like some ICSOM presence down there. Michael suggested maybe Henry and Bruce swap Virginia for another orchestra. Lenny and Laura have submitted reports. Jan wants to reprint his ICSOM conference remarks.

Directory status report – One orchestra has asked for extension of one week after original deadline of December 12 due to start time of their season.

Conference update – Michael is waiting for a revised copy of the agreement from the hotel. The duties list will be updated in the next few months. Contract is close to being signed and similar to last year's agreement. Coordinator will not be Tom Morgan but someone else. Laura will talk to Tom Hall about what role he might like to have. August 15-22 is the week we are looking at with the 17-20 as actual conference dates.

Next call –

Dec. 20 - 4 EST/3 CST/2 MST/1 PST

ICSOM Governing Board Call

12/20/04

Jan Gippo, Brian Rood, Laura Ross, Michael Moore, Richard Levine, Steve Lester, Henry Peyrebrune, Bruce Ridge, Lynn Rosen (Len Leibowitz was not available.)

Chairman - Jan relayed what information he knew, based upon information he had received from Bill Foster, about the Philadelphia settlement (Jan has been trying to contact John Koen for the last week.) The AFM did approve the media language for Philadelphia but were never asked to approve Cleveland's language. Tom Lee has asked for an electronic media meeting on February 21. The Media Committee would like to have a face-to-face meeting prior to this meeting.

Interview with radio station WHYI – Jan will be interviewed (he has asked that Bill Foster be included) about the Philadelphia negotiation. Joe Kluger was also being interviewed. The interview is set for January 10.

Futures Committee – Jan reported that there will be another meeting to resolve the issue of PCC representatives have voting rights at the Convention on January 31, 2004. He has charged the Legislative Committee to come up with a proposal in case it is not resolved by March 1. George Cohen has said the proposal is legal with certain caveats, one of which is there must be at least one conference that is open for anyone to join (either by establishing a Freelance Committee or opening up RMA or TMA to all members.) Jan believes ICSOM should attend local conferences to educate local officers.

Treasurer – Michael gave a brief report about the status of dues (21 orchestras have paid) and the status of the accounts.

Secretary – when updated manual info is sent out, Laura was reminded to send duplicates to MAL/Delegates.

Directory – 2 orchestras have not logged on at yet. Robert Levine is in California and will be sending proof sheets when he gets back. He is trying to get this done by January 1.

Michael reported that Wage Charts will be late according to Eric Beers due to the lack of completed audits for Atlanta and a few other orchestras.

Senza Sordino – The December issue will not occur so the copy deadline is in January. Bill Foster has expressed interest in writing an article but is not sure if it will be for this or the next issue.

Media Summit – In a discussion on preparation for the AFM meeting in February, Bruce said he would like more information disseminated to the members prior to the meeting. Laura spoke to Bill Foster about getting information to the orchestras (to, perhaps, beginning conversation with each orchestra about their actual media issues.) Bill said he would be talking to Laura Brownell and Debbie Newmark. A number of board members have received e-mails and calls about ICSOM's response to what has occurred in Philadelphia. Interested parties would like to know the Governing Board is working on this. Brian will post e-mail. Brian said he spoke to Debbie and mentioned that no player conferences have been contacted. Michael said Atlanta has received a proposal for broadcast similar to Philadelphia's deal (and San Francisco.) They have put off discussion until after the February media meeting.

Mid-Winter topics – Steve's letter about being more pro-active, taking more of a leadership role will be on the agenda. There was a request for an agenda with times? Jan would like the discussion to be more philosophical this time – how we believe ICSOM should function, and also addressing the issues

brought up by Doug Fisher, Steve and others. The conference too can be more philosophical and useful, not just reports and speeches.

Conference Topics – Jan would like Len to speak on remedies for grievance topics (dealing with issues that have no penalty attached; etc.)

St. Louis will most likely be going on strike. They have a ULP against management for going around the bargaining unit. The contract expires January 2 at midnight. If they do go on strike, the orchestra would like to submit an article for *Senza Sordino*.

Michael had concerns about making sure there are enough rooms for the delegates. The MALs should contact their delegates.