

**ICSOM Governing Board Conference Call**  
**Saturday, October 7**  
**4:30PM/3:30PM/1:30PM**

*Bruce Ridge, Brian Rood, Laura Ross, Michael Moore, Richard Levine, Paul Gunther, Steve Lester, James Nickel, Meredith Snow, Len Leibowitz*

Paul Gunther, our newest member was welcomed to the board.

**1. Electronic Media Committee**

- a. Bruce and Laura spoke about the recent negotiations in Boston, the media conditions they had agreed to and the actions of the ICSOM Electronic Media Committee, the IEB and Laura Brownell in attempt to protect the Sound Recording Labor Agreement (SRLA) while still addressing the Boston Pops recording concerns.

Bruce also briefly spoke about the St. Louis/Vonk recording project that, we understand will be taken to the IEB for approval.

- b. The media committee has scheduled a meeting on October 23 in Chicago.
- c. new appointments – John Koen (Philadelphia) and Rich Wiener (Cleveland) have stepped off the committee. Bill Foster has recommended that Roger Ruggeri (Milwaukee) and Peter Rofé (LA Phil) be approved as their replacements. Steve spoke about the media committee’s intentions to reach out to non-committee recording orchestras regarding any new or renegotiated agreements and suggested we consider holding another media summit.

Peter Rofé and Roger Ruggeri were both confirmed. Bruce will contact them and offer official invitations to serve.

- 2. Legislative Committee - appointments** – Bruce will contact Leslie Ludena (SF Opera) to see if she is still interested in serving on this committee. Doug Fisher (Columbus), Matt Comerford (Chicago Lyric) and Matt Good (Dallas) were both recommended as potential new committee members. Bruce will call Nancy Stutsman, the committee’s current chair. Laura will write a blurb for the next issue of Senza Sordino to encourage delegates and orchestra members to become involved and to sign up for the AFM legislative alerts.

**3. Governing Board Policies**

- a. update – everyone is asked to review the most recent policies and it will be discussed during the next call.
- b. committees and assignments – Laura, Bruce and Brian will evaluate the necessity of existing committees, and establish committee chairs and membership.
- c. IEB assignments – Laura explained the original intent in establishing these “assignments” was to create relationships with board members so we could discuss issues of mutual concern when they arose, especially in regard to formulating IEB recommendations for the AFM convention.

Tom Lee & Sam Folio – Bruce Ridge

Ray Hair – James Nickel

Harold Bradley – Laura Ross

David Lennon – Steve Lester

Bobby Herriot – Paul Gunther

Joe Parente – Brian Rood

Hal Espinosa – Meredith Snow

Otis Ducker – Michael Moore

#### **4. Site visits**

- a. San Antonio – Nov. 29 & 30, James will check his schedule to see if he can attend with Bruce.
- b. New World – Brian gave some history that led to site visits by the AFM and/or ICSOM. ICSOM should establish a presence in an ongoing way. Bruce will talk to Laura Brownell about her plans for visits.
- c. Other site visits - Charlotte has asked Bruce to visit.

#### **5. Mid-winter**

- a. will be scheduled Jan. 28 & 29 in Chicago.

#### **6. next conference call** – Sunday November 12 - 9PM/8PM/6PM

#### **7. Senza Sordino report** – There was a question about which MAL could include an orchestra round-up. Paul will write for the next issue. Gifts to the orchestra, openings, tours, are all ideas of items to include. James will try to put something together for this issue.

#### **8. Directory report**

- a. update – many have not finished their updates yet. Richard read (and later posted on Delegate-L) a list of orchestras who had not logged in yet.
- b. selling ads – It was thought to be too tight a schedule to begin anything this year.

#### **9. Healthcare Database**

- a. update – James got a few more surveys after the conference.

#### **10. letters to be sent**

- a. *Orquesta Filarmónica* and Atlanta Ballet – Bruce will send draft letters for approval that will later be sent with the conference resolutions attached.

#### **11. Kentucky River/Oakwood** – Most principals set hiring lists for sub hiring, determine part assignments, serve on audition committees, and are consulted regarding tenure and possibly pay issues. Len clarified that the recent NLRB Oakwood decision clarified supervisor roles in responsibly directing, assigning tasks, and using independent judgment in decision-making. Len said he addressed much of this in his article for *Senza Sordino*.

Len has asked for questions from the board and also for submissions of contract language regarding principal duties. Unit clarification could not occur until the end of a contract cycle, prior to negotiations. Len cautioned that changing contract language would not necessarily fix the problem because it's based upon behavior. Instead, to counter this we could find ourselves advocating to changing the behavior or orchestras in regard to cutting participation in what are now considered to be "expected" principal duties. For years, no existing bargaining units were affected by these changes. The question is will the NLRB now be willing to change things and upset bargaining units.