

**ICSOM GOVERNING BOARD MIDWINTER MEETING – Dallas TX
January 8-9, 2006**

Index of topics:

SUNDAY

- **Code of Ethics for Touring and Residencies discussion**
 - **Puerto Rico Symphony**
- **Counsel Leibowitz's contract (*Sunday & Monday*)**

MONDAY

- **Various reports [*throughout the day as time allowed*] – health care database, Orchestra-L, Richard Norris's book, AFM-EPF Trustee, Mellon effectiveness study, Florida Philharmonic, ads for *The Directory*, nominating committee, results of the MAL-delegate surveys from the 2005 conference, DVDs of three 2005 ICSOM Conference presentations and the availability of previous presentations by Lew Waldeck**
 - **Conference call with Brad Buckley and Susan Slaughter from the St. Louis Symphony**
 - **2006 ICSOM Conference topics and discussion**
- **Meeting with Laura Brownell to discuss the ASOL, work dues, appointment of Barbara Haig as AFM Public Relations assistant for orchestras**

Sunday Evening:

Dinner with Ray Hair and Karen Schnackenberg at PF Chang's, compliments of Local 72-147 - Dallas/Fort Worth.

9:45 PM – *Jan Gippo, Bruce Ridge, Laura Ross, Michael Moore, Richard Levine, Steve Lester, James Nickel, Nancy Stutsman, Len Leibowitz, (Meredith Snow arrives at midnight)*

Code of Ethics report & discussion

The discussion began with a review of Laura's proposal based on discussion with the rest of the sub-committee - Jan and Bruce:

Preamble: It is understood that orchestras utilize residencies to further the mission of their institutions and to expand both their own institution's audiences as well as any local orchestra's audiences through the performance of symphonic music;

that some orchestra, whose jurisdictions other orchestras travel to, may be facing financial hardship or even dissolution;

that while we are not trying to prohibit travel to these areas, residencies could have a fatal impact on the local orchestra's ability to improve their situation;

there may be other places or other ways to approach these residencies that could assist and support those local institutions, and further

the funding for these activities should not require reliance on those local communities solely for financing, especially since it could be or perceived to be detrimental to those local orchestras, we recommend the following:

When residencies are being considered by orchestras in the future:

That well in advance of any planned travel, during the planning stages, the traveling orchestra contact local orchestras where they might be traveling (not only managers talking to managers but orchestra musicians and locals talking to each other as well);

that the traveling orchestra try to coordinate their efforts while on tour or residency to allow these performances to be of benefit to both institutions, perhaps by combining efforts in education and concert performances, master classes, etc. and further

that the traveling orchestra speak publicly at all times in support of the local orchestra, pointing out all they, as local community members, have to offer their cities, schools, churches, etc.

It was felt that the code of ethics needed to apply to residencies where the real problems occur. The broader reach to touring orchestras could provide an additional burden for orchestras that are on tour since tours don't really interrupt other orchestras' programming. In devising a code of ethics we need to define "residency" and identify the problem as well as find solutions. The model of a beneficial residency would be the National Symphony, one that invigorates communities and works with local orchestras during the planning stages. When an orchestra is in danger, it is best to recognize this and find ways to protect those orchestras.

The Preamble is not necessary; the code of ethics should be a model of ethical conduct. The other question is do we want to say that there should be times when residencies should not occur? Orchestras can put pressure on their managers to refuse. Orchestras on strike have been known to reach out to touring orchestras – there is a long history of this type behavior. Situations need to be looked at critically.

Len will write something to be reviewed on Monday. [Due to time restrictions, review was postponed to e-mail review once everyone returned home.]

Puerto Rico Symphony report:

Jan reported that during their (Bruce and Jan) visit, they were informed that Taft-Hartley doesn't fully apply to the laws of Puerto Rico, which will have an impact on the orchestra's attempt to regain their bargaining rights. Regarding the orchestra's concerns about the Philadelphia Orchestra's attendance at the Casals Festival, they fear that there will be attempts to replace the PR Symphony with Philadelphia, especially if they lose their lawsuit regarding Law 45 (orchestra is a government institution and CAM is not required to bargain with the orchestra). Jan said about 70% of the country is employed by the government.

Bruce said he told the orchestra members that we could not prohibit Philadelphia's attendance at the Festival but we could identify ways for the Philadelphia Orchestra to support the musicians. The Festival's mission is to bring in outside orchestras as well as use the Puerto Rico Symphony. Jan believes the lawsuit should be withdrawn. Funding is from the government and there is no pattern of giving. The Puerto Rico Symphony should be the resident orchestra for the Festival, and should be recognized as such, while other orchestras can still be brought in. We can do nothing more until Len goes to Puerto Rico. While there doesn't appear to be any political pressure we could put on them, we could put pressure on them with respect to the Casals Festival. The Constitution of Puerto Rico requires that there be an orchestra. Laura Brownell has offered to reach out to Philadelphia regarding what they can do in regard to this situation. The Festival is 4-5 weeks in February and March.

Len's contract:

Len's job description (from Len himself) is that he will take calls from any orchestra or any individual orchestra member, all of which is covered by ICSOM's retainer. It was pointed out that access to most attorneys is much more restricted, usually requiring permission from some other person before the attorney can be consulted. Proposed increases for the next three years were discussed.

The broader topic of services offered by ICSOM were touched on. Jan said part of the conference should be dedicated to discussing new services and programs and once these goals are better articulated, we might begin discussing a dues increase at the 2007 conference to fund those goals. Richard spoke about using advertising as income generation. To prepare for this discussion before the conference, we should include information in the spring issue of *Senza Sordino*.

Len's retainer will be discussed further.

Monday:

9:00 AM – Reports

- Healthcare database – James and Richard reported that a database is being developed and should be completed within the next few weeks. Delegates, or an appointed member of each ICSOM orchestra, will answer the questions on the preliminary online questionnaire. Details can be added over time. Delegates will be given 2 weeks to answer the questions.
- Orchestra-L – Bruce reported on Paul Gunther's progress and when the "hand-off" from Robert Levine to Paul will occur. Paul is communicating effectively with Robert and they are getting close to having Paul take over the list entirely. Robert is currently doing the posting and Paul is doing everything else. A number of orchestra chairs (we could use more) are participants of Delegate-L. There are many alternates and there are still some delegates (and governing board members) who need to sign up. Jan recommended sending out an Orchestra-L sign-up bulletin. We will announce when Paul has taken over the list completely and will also post something to honor Robert's past service. The board directed Bruce to make Paul the moderator within a week following this meeting.
- St. Louis – Jan spoke about the latest issue regarding the negotiation of side-letters that has led Local 2-197 to file an unfair labor practice charge (ULP) against the St. Louis Symphony Society. There was general discussion about the relationship between orchestras and locals and the role local officers play in various negotiations. Len said he believes it will be proven that there is a longstanding past practice of handling these side-letter negotiations without direct union participation; however, the problem in St. Louis is more a policy matter – the local does have a right to be at the table. When orchestras and locals work together the best results are achieved. Local 2-197 has also negotiated an agreement regarding extras and has ratified those changes with the extras but not with the orchestra members.

Brad Buckley and Susan Slaughter, co-chairs of the SLSO musicians' council, called in to discuss issues regarding the SLSO. They asked for assistance regarding withdrawal of the ULP, that the governing board send a letter of support to the orchestra to be read at the orchestra meeting tomorrow (1.10.06), and that the board reinforce the belief that the SLSO be placed in the OSP.

Brad spoke about the ULP and discussed the charges which allege that the SLSO bypassed the union and negotiated only with the musicians' council. They spoke about the 3 side-letter agreements negotiated. The musicians believe they are being forced to side with the management against the union regarding the ULP. In the next two weeks they must reply to Local 2-197's rebuttal to OSP and also testify regarding the ULP.

There was discussion about what action could be taken regarding the ULP, including a demand by the IEB that the ULP be withdrawn. Richard asked what mechanism we can use to get the IEB to withdraw the ULP. The new bylaw regarding orchestra committees working together with locals also comes into play, especially since the orchestra committee was never notified of the ULP.

There was discussion about the collective sentiment of the orchestra, the level of frustration, and whether there was unanimity of reaction. The council has called an orchestra meeting to discuss the ULP and the council expects the reaction will be as strong as the June meeting when they demanded withdrawal of ethics charges against Len, and the vote would be close to unanimous that the ULP charges be withdrawn. The orchestra will be upset with the lack of communication from the local.

Brad also asked that the governing board support the orchestra's request to be placed in OSP, but also suggested the ULP withdrawal was of first importance. This action just reinforces why the orchestra made the request in the first place.

Brad and Susan spoke about what would happen if the AFM chose not to act. The orchestra has no communication with their local; they view the ULP as continued harassment by the local, and they believe they need to protect themselves. They fear retaliation from the Local through the imposition of unacceptable conditions like requiring Charles Warner serve as their attorney during negotiations, to a laundry list of issues concerning subs and extras that could cause further problems between the musicians and management of the SLSO. All this activity is detracting from the orchestra trying to resolve issues with the board and management and this may also cause some problems with a Mellon grant they have applied for. There are rumblings of dues strikes, de-authorizing the union and leaving the union and going the way of Seattle. However, the council realizes they must educate the orchestra about any action they are to take in the future. The orchestra believes the IEB needs to enforce the new bylaw and policy regarding committees and locals working together.

De-authorization and de-certification are worse case scenarios and a lot more thought will go into this before they proceed in that direction. However, if no action is taken by the AFM, the orchestra will seriously investigate these options in the future. De-authorization removes the union security clause, which would, in essence, be similar to how things work in right-to-work states. Brad believes these are not topics that should be discussed at this time and that enforcement of AFM bylaws is vital. He also said if de-authorization occurs, de-certification would not be that far down the road.

Following the conference call the governing board agreed to write a letter to the orchestra as a show of support. The 2005 SLSO ICSOM resolution that reinforced support of the SLSO and that the OSP petition be reviewed and action taken expeditiously will be reinforced in a letter to the IEB, which will also insist the ULP be withdrawn immediately. The board agreed unanimously that the ULP must be withdrawn.

- There was brief discussion regarding Len's contract extension. Motion (Bruce/Steve) that the governing board recommend to the delegates of the 2006 conference that Len Leibowitz's retainer be increased from \$42,000 in 2005-06 to \$45,000 in 2006-07, \$48,000 in 2007-08 and \$50,000 in 2008-09.

[Len wrote a letter to be sent by the governing board to President Lee and the IEB as well as a new Code of Ethics that Laura will type and send out after the meeting for feedback.]

- Richard Norris's book – Michael recommended releasing Richard Norris from further obligation to ICSOM, while continuing to promote a new edition.
- Status of AFM-EPF Trustee recommendation – Jan called Phil Ayling over the weekend but has not heard from him.
- Mellon effectiveness study – Len spoke to Richard Hackman who expressed interest in the subject. It's a much bigger project than we might have originally perceived. Based on Len's

description to Professor Hackman that the intent would be to do a study of the effect Mellon has had on involved orchestras and the implications on what occurs at the bargaining table. Len told him ICSOM would be happy to help facilitate some of the information gathering. Jan spoke to the aspects of promulgated ideas from Mellon and how they have influenced the field. It is a 10-year project, 5 years of which have been completed. A report can be found on the Mellon website. Len and Jan will call Hackman to discuss this idea further.

(Nancy departed the meeting)

- Florida Philharmonic –Jan, who will be traveling with Laura Brownell to Ft. Lauderdale, will try to reiterate his statement on Orchestra-L (1.8.06) and try to find out if there are ways to identify legitimate community support. There was discussion about the timeline of events, including the fact that ICSOM was very involved during the initial efforts to fold the orchestra and how much time there actually was between the orchestra folding and The Cleveland Orchestra’s (TCO) negotiations. Concerns were raised about reports of “disconnection” between former members of the orchestra and Local 655 as well as the ongoing criticism against TCO musicians. Consultant and advisor names were discussed and the board expressed concern that Jan might be walking into a hostile situation.

Conference evaluations/conference planning – the following topics were discussed:

- Musicians on Boards – attorneys examining how the law applies, then an open forum for orchestras to speak and ask questions about their own individual situations.
- St. Louis Symphony situation with a tie-in to local and orchestra committee interaction; discussion of the new bylaw (Art. 5, Sec. 39) and IEB policy; governance within orchestras – how does it work in each orchestra?
- Press relations with the orchestra musicians, more on the vision message.
- Series of topics for break out sessions – how do these things work in your orchestra?
- Jan wants to discontinue oral reports, with the exception of chair’s report. He believes all the written reports should cover it. There must be some time during the conference to allow for questions on the reports. The body needs to hear from their leadership – reports can be shorter. Do reports throughout the conference.
- Public relations
- Len & Peggy have been discussing role-playing topics.
- Issues for discussion – musicians on boards and conflict of interest; ability to have artistic input; relationship with local union; community relations; touring and residencies & Code of Ethics; grievances; effectiveness of committees; use of rehearsal time; negotiation questionnaire value; orchestra meetings; orchestra websites; role of musician’s serving on boards – notes and reporting back;
- Theme – “Putting out fires”; facilitating functional relationships within our orchestras; unity amongst ourselves

Discussion and issues brought to the board by Laura Brownell:

Laura Brownell joined the discussion just as Jan suggested once again that ICSOM should have a seat on the ASOL board to assure that we have input into policy and a voice in selection of additional musician board members. Laura Brownell spoke briefly about her experience at a recent ASOL meeting and acknowledged the good work Jan and Bruce are doing that is reaping positive results. However, Bruce stated his belief that contemplating this move would still be well ahead of our members. There is a concern about musicians appointed to serve on the ASOL board that do not have ICSOM’s approval but there is also fear that if we accepted

the position, it would be a powerless position. We will continue with the “baby steps” while looking toward the possibility of joining ASOL in the future. Laura Ross suggested Jan write something for *Senza Sordino* to address this issue.

- Tom Lee, who was to be on a conference call later, wanted to know ICSOM’s position regarding Florida Phil and Cleveland. Jan said he wanted to share information about the Code of Ethics with the Florida Phil musicians and Laura Brownell when they travel to Florida in a few days. Jan went on to explain some of the things he planned to talk about at those meetings.
- Brad Eggen (president of the Minneapolis/St. Paul Local) has raised concerns about whether work dues payments on vacation pay, seniority pay, pension, and severance pay are being applied uniformly throughout the country. The AFM says it’s about fairness. There has been discussion on this topic in the past (Chicago Lyric), and it may have implications regarding what has been negotiated locally. Jan and Laura will discuss this and Jan will report back.
- AFM Public Relations person – Laura Brownell has received a proposal from Barbara Haig that includes both a national level of advertising (possibly in partnership with the ASOL to further symphonic music) and a local level to assist with local negotiations, etc. ICSOM has also spoken of the need for a PR person to counter the bad press and help advise local orchestras during negotiations. She plans to bring Haig’s proposal to the IEB next week. Laura B. said she too has asked for a national “good news” promotion. There were questions about whether Haig would be available for brief questions or consultation. Laura B. said she’d like to get this program implemented (as early as Feb. if the IEB approves). Laura Ross asked if Barbara Haig would be available to come to the ICSOM conference and do a presentation? Laura B. seemed to think there would be cost involved for ICSOM. Barbara Haig is based in Milwaukee.

Jan asked if either he or Bruce would be invited to attend the IEB meeting regarding either St. Louis or the public relations discussion. Laura B. did not have an answer.

- Laura B. reported on the progress of the joint ASOL/AFM committee regarding orchestra statistical reporting.
- She also spoke about her concern that some orchestras appear to be downsizing, plus there have been changes to local subs and extras pay rates that are no longer in parity with orchestra salaries. Some orchestras have temporarily allowed hiring freezes and her concern is that orchestras will not negotiate the numbers back. Some orchestras are downsizing for their own self-interest.

The board thanked Laura Brownell for traveling to Dallas and wished her safe travels.

Richard requested that he be able to hire someone to sell ads for *The Directory*. Len will send him rates Local 802 has set. It was suggested he contact the RMA regarding their directory rates. We have already accepted an ad from Ziljian in the past. Richard would be happy to approach suggested companies. The board directed Richard to spend up to \$1,000 to solicit ads.

Discussion with Tom Lee:

Tom Lee expressed his appreciation for the posting by Jan on Orchestra-L regarding the Florida Phil and The Cleveland Orchestra. There was a brief discussion about the enforcement capabilities of the AFM regarding Article 14 Section 3.

He also spoke about the work dues concerns raised by Brad Eggen and said he hopes ICSOM will agree this is a Federation matter and not make it an issue or take a position in opposition in regard to this. Jan said Laura B. had to leave but that we had discussed it with her. He said Laura B. and he would be working together regarding on the issue and said it was possible the outcome might

not be as broad as the current position of the AFM. Tom said it was acceptable that Jan and Laura B. work on this but he also planned to check with General Counsel regarding legal issues. He understands that there is some validity to ICSOM's concerns and suggested they also consult Trish Polach.

Tom Lee spoke briefly about Puerto Rico and the lack of communication from the orchestra's attorney. Whatever the AFM can do, they are willing to do, especially speaking to politicians, consulates, etc.

Following the conversation with Tom Lee, Richard spoke briefly about *Senza Sordino*, *The Directory* & "publication" of ICSOM documents and delegate handbook. Richard wants to send *The Directory* out the same way as *Senza Sordino* since it will be less costly and is easier. Richard and Laura have been talking about the idea that whatever was handed out to delegates at the conference (barring copyright restrictions), the delegate handbook and other items, should also be available either on disk and/or on the website. There was also brief discussion regarding a wonderful article about Bill Roehl that will included in the next issue of *Senza Sordino*.

- Nominating committee – the board agreed to ask David Angus to serve as chair again. Jan will speak to Dave about the new timeline. Positions open during the 2006 conference are: Chair, Treasurer, Editor, 2 MALs and the AFM delegate.
- delegate response/Steve's MAL-delegate survey – Jan suggested the rules about responses to messages be either revisited or revised. There was a suggestion that Bruce address delegate responses in *Senza Sordino*. Another suggestion was to encourage delegates to communicate with their orchestras prior to the conference about conference topics. We need to find ways to empower the delegates. Are additional president's councils the answer?
- DVDs of the 3 conference presentations could be provided to all the orchestras but it was suggested the Michael poll the board and Delegate-L to find out if we should just make them available as orchestra request them. Laura mentioned that DVDs of former Lew Waldeck presentations are being produced. They will be advertised in the next *Senza Sordino*.

ICSOM Governing Board Call – Feb. 6, 2006

Jan Gippo, Bruce Ridge, Laura Ross, Michael Moore, Richard Levine, Steve Lester, James Nickel, Meredith Snow, Nancy Stutsman, Len Leibowitz

Discussion began with a review of a draft Laura Brownell had compiled regarding the AFM's desire to standardize and define which symphonic wages and payments are subject to work dues. Jan reported on his conversation with Laura Brownell on this issue, and further discussion revolved around how changes might impact musicians from different orchestras.

Jan will continue to work with Laura Brownell and will ask Len to join the discussion.

Michael, who was ill, left the call.

media negotiations - Steve gave a brief report on the status of self-produced recording and AV negotiations. He mentioned the recently canceled negotiations, and the rescheduling of the next full meetings on April 23-24. Zarin Mehta will head managers committee for the self-produced negotiations while Gary Hanson appears to continue in a leadership role regarding AV negotiations.

When Laura Brownell joined the call, Jan informed her that there are still a number of issues that are not settled regarding the work dues definition. He said they should continue to talk, with the addition of Len. He'd like to come up with a minimum definition with some sort of caveat. He will solicit more information from the board.

Laura Brownell reported that she will be traveling to Milwaukee to meet with Barbara Haig regarding the public relations training program. Laura will send Haig's proposal to the board. She said a full day training would cost about \$3,000 with the fee being split between the AFM and the Local. The IEB has approved this.

Laura Brownell spoke again about the ASOL leadership academy and her reaction to Peter Pastereich's comments (regarding playing injuries) and Henry Fogel's comments (regarding the "good" that can come from concessionary bargaining). She plans to write an article in the *International Musician*, and it was suggested it be published in *Symphony Magazine* as well (so donors and board members can benefit from these thoughts as well.) She'll be in touch.

Laura Brownell left the call.

directory/senza sordino – Richard reported the December issue of *Senza* has been shipped (by the Milwaukee printer). Some orchestras have not done their jobs and *The Directory* requires a lot of follow up before it goes to the printer. However, once he has done all he can to fix the problems, he plans to have it ready to go to the printer within two weeks. He was not able to put *The Directory* out for quotes this year but will in the future.

Richard will send the complementary and subscriber lists to Laura and Len, and will begin to draft a policy regarding complementary copies, which he will also send to Len and Laura. He also suggested contacting *emeritus* members and ask if they might be willing to receive *Senza* electronically instead of mailing it (it's a great expense, as there are over 800 *emeriti*.) The deadline for the next issue of *Senza* has not been set yet. Meredith suggested we discuss electronic delivery within our orchestras.

Laura recommended that ICSOM dedicate the conference this summer to Bill Roehl. Everyone agreed.

membership committee – Meredith Snow will be the MAL representative.

Puerto Rico – Len just received the two laws that are at the heart of the PRSO's and Local 555's arguments. Len also drafted a response to an article that was printed in their local paper (forwarded to the GB by Laura). It will be published in the paper in the next day or two. Jose Martin has also asked for help

setting up a press conference (which would hopefully include the Philadelphia Orchestra) regarding the Casals Festival.

website/orchestra-1 – Bruce spoke about delegate-1 sign-up and the moderator switchover on Orchestra-L from Robert Levine to Paul Gunter. Bruce and Richard have recommended that Bruce Christensen, the Nashville Symphony delegate, be offered the position as interim webmaster, and that he join the web committee so he can be involved in the discussion about redesigning the website. Bruce will deal with this in the next week.

conference planning – Jan asked that names be submitted via e-mail regarding a title for the conference to focus our thinking.

Len gave a brief report on Louisville.

Orchestra Statistical Report – Jan called Henry Fogel to apologize for missing the last meeting. Laura Brownell told Jan they had identified someone to do the analysis that would identify what statistics would really help. Until the analysis is completed, there is no reason to meet again.

Jan has a call in to Dave Angus to talk about the nominating committee.

The next call will be on Wednesday, March 8, 2006 at 8:00PM.

ICSOM Governing Board Call 3/8/06

Jan Gippo, Bruce Ridge, Laura Ross, Michael Moore, Richard Levine, Steve Lester, James Nickel, Nancy Stutsman, Meredith Snow, Len Leibowitz

Laura recommended and the board agreed that ICSOM donate \$100 in honor of Nathan Kahn's mother who died this morning.

Jan reported that the AFM is scheduling an upcoming local officers training program on May 8 & 9 (in Chicago?) that will focus on negotiations and the symphony orchestra. There will be panels, etc., and Jan has expressed interest in participating on a panel to discuss how to deal with local/orchestra member disagreements during negotiations. He asked if other board members might be available to attend. Len has also been asked to participate. We'd like to know who is being invited.

1. **Senza Sordino** – Richard reported on articles he anticipates, requested an MAL report from Meredith for the next issue, and asked for other topics. Steve will write a report regarding the MAL/delegate surveys from the 2005 conference and Len will also write something.

He reported that *The Directory* should be at the printer on the 20th and will go out UPS. There was a brief discussion regarding the possibility of putting *The Directory* on the web. Richard said this will be a topic for the web committee, which must deal with various issues like control and privacy issues as well as how much information should be made available (perhaps something along the lines of the AFM website membership directory access.) Richard would prefer the web committee come to the conference with recommendations. Meredith asked if, as a cost savings, *Senza Sordino* could be sent via e-mail and a few additional hardcopies could be mailed. Len said it was one of the most powerful things we produced, so for now, we'll continue to mail them and review this procedure again in the future.

2. **Louisville** – Len, Laura and Nancy reported on conversations they have had with orchestra musicians today regarding a 5-hour meeting the orchestra held with board president Joe Pusateri. The meeting was very positive and the orchestra hopes it had some effect. Executive director Scott Provancher notified the press today that he will be leaving soon.

Jan said he believes Baltimore is getting ready for some major problems as well. Mary has been in contact with Laura and Bruce and is talking to Trevor Johnson from the Louisville orchestra. Len suggested she should also talk to the bankruptcy attorney at Bredhoff & Kaiser. Bruce will be getting in touch with the orchestra committee chair.

Richard recommended that Jan, Bruce and their MALS should all be in contact with the delegates and committee chairs in Honolulu, Baltimore and Louisville. Richard asked what knowledge Laura Brownell had concerning the situations in these orchestras. Bruce has had some discussion with her.

Steve asked about Barbara Haig, the Public Relations person retained by SSD and suggested they make some use of her services in regard to these situations. Louisville has someone in place (William Thompson) and we've heard Baltimore has just hired someone. Jan will suggest that Laura Brownell contact both Baltimore and Honolulu to identify a way they might be of assistance.

3. **Conference planning** – Regarding the title for the conference, Len will work with ideas regarding orchestras reaching out to communities, investing in our communities and investing in our orchestras.

Topics:

- bankruptcy – what is it? Strategies, what to look out for, orchestras that have survived, etc. Len suggested we might ask the bankruptcy attorney from Bredhoff to lead a panel on this topic.
- Len and Peggy will do some preparation in the AM and the will hold sessions of mock mediations in the afternoon.
- Reports from St. Louis (Brad Buckley), Louisville (Daryl Johnson), and Honolulu (Steve Flanter?) – 30 minutes each
- Legislative issues will hopefully include a recommendation to amend current AFM bylaws regarding the Orchestra Services Program (OSP)
- Public relations presentation and possible workshop(?) with either Barbara Haig or William Thompson
- Panel discussion regarding the legal ramifications of new conflict of interest legislation for orchestra members serving on boards (attorneys and Brad Buckley)
- Break-out sessions – Jan and Laura will talk and report back

Jan ask what we can do to make orchestra managers and boards more accountable to the musicians and the public? Richard suggested this is another topic for Barbara Haig. Len believes the problem is deeper problem than managers screwing up; it's about whether the community wants an orchestra. Steve asked if Mary could provide us with a fact sheet that would allow us to speak intelligently about the orchestra though we do agree Baltimore's deficit is not due to inflated orchestra salaries. When we address ICSOM orchestra issues, we need to make sure they're involved and want our help.

4. **Puerto Rico trip** – Jan spoke briefly about his trip this weekend, which will include negotiations and a press conference. Since this is the beginning of the Casals Festival, members of the Philadelphia Orchestra will attend the press conference. Len regrets he's unable to attend (though he'll be on the phone during negotiations) and hopes to be able to get there in the future.

Laura expressed concern that the orchestra is under the impression they are hosting the 2008 ICSOM conference. Jan promised to explain that the orchestra must apply as well as concerns about travel costs and that the conference is scheduled during the middle of hurricane season.

5. **St. Louis report** – Bruce gave a brief report on what has been occurring recently. While it is not completely worked out yet, the orchestra believes it is heading in the right direction. He'll report more as he becomes aware of it. Jan spoke about the lack of official communication with ICSOM on this issue and Bruce commended Brad Buckley for his hard work and his patience with us in working this all out.

6. **Audition concerns from Laura Brownell and Nathan Kahn** – Bruce had previously forwarded their communication and Laura explained what occurred during the last Minnesota Orchestra audition as she understood the situation. Since she will be in Minneapolis in a few weeks, she will investigate and report back to the board for further discussion.

7. **Work dues report** – there is nothing further to report at this time.

**Next call:
April 18 – 4PM EDT/3PM CDT/1PM PDT**

ICSOM Governing Board Conference Call
4/18/06

*Jan Gippo, Bruce Ridge, Laura Ross, Michael Moore, Richard Levine, Steve Lester, Meredith Snow,
James Nickel, Nancy Stutsman, (Len Leibowitz)*

There was a discussion about Tom Lee's recent letter requesting that the PCC submit a list of 6 recommended names for pension trustee. A letter will be sent and Jan and Bruce will talk to Tom this weekend. Tom Lee's deadline for the PCC list submission is today. We need to understand why Tom has included a number of additional names that were not submitted by the PCC. According to our interpretation of Article 22 Section 6, one of the two positions must be filled by recommendation of the PCC.

ICSOM Conference agenda – There was discussion about the agenda. There is only 1 hour dedicated to public relations. Meredith suggested the electronic media report include an iTunes discussion and other agreements. James has compiled some of the agreements and/or explanations he collected.

Wednesday – August 16

8:30AM - 9:30AM – New Delegate Breakfast

10:00AM – 11:30AM – Welcome & Introduction of ICSOM Governing Board
Roll Call of Orchestras
Introduction of Guests and Attendees
Conference Dedication
Welcoming Remarks – Bradley Mansell, Conference Coordinator and Host
Alan Valentine, President & CEO – Nashville Symphony
Harold Bradley, President, Nashville Association of Musicians, Local 257 AFM

Officer Reports – Chairman
President, Secretary, Treasurer, *Senza Sordino* Editor
Membership Committee Report – Laura Ross, Chair
Nominating Committee Report – David Angus, Chair

11:30AM - 11:45AM – BREAK

11:45AM - 12:15PM – Len & Peg prep for afternoon

12:15PM – 1:45PM - LUNCH

1:45PM - 3:15PM - Len & Peggy Leibowitz

3:15PM – 3:30PM - BREAK

3:30PM – 5:00PM – Len & Peggy Leibowitz (*continued*)

6:00 PM - EVENING – TOUR & MIXER @ Schermerhorn Symphony Center

Thursday – August 17

9:30AM – 9:45PM – Announcements
Roll Call of Orchestras

Nominations

9:45AM – 10:30AM – AFM President Tom Lee, address and Q&A
SSD Director – Laura Brownell

10:30AM – 10:45AM - BREAK

10:45AM – 12:00PM – ROPA – Barbara Zmich, President
OCSM – Francine Schutzman, President
RMA – Phil Ayling, President
Strike Fund – David Angus & Brian Rood
Conductor Evaluation – Michael Moore
Legislative Committee – Leslie Shank
Abe Torchinsky ICSOM Emeritus Program – Mary Plaine
Directory & Website – Richard Levine

12:00PM – 1:30PM – LUNCH (*Governing Board lunch with Tom Lee*)

1:30PM – 3:30PM – Bankruptcy Discussion

3:30PM – 3:45PM – BREAK

3:45PM – 5:30PM – Louisville (Daryl Johnson), Honolulu (Steve Flanter), St. Louis (Brad Buckley) -
10-15 min. report plus additional Q & A

5:30PM - 7:30PM – DINNER

7:30PM – Break Out Sessions (includes negotiating orchestras)

Friday – August 18

9:30AM – 9:45AM – Announcements
Roll Call of Orchestras
Nominations

9:45AM – 10:15AM - Electronic Media Committee Report – Bill Foster

10:15AM – 11:45PM – Break Out Session reports and discussion

11:45PM – 12:00PM – BREAK

12:00PM – 1:00PM – Public Relations Presentation - ?

1:00PM – 2:30PM – LUNCH

2:30PM – 4:00PM – Nominations (close)

Musicians Serving on Boards in Today's Environment

4:00PM – 4:15PM – BREAK

4:15PM – 6:30PM TOWN MEETING – Governing Board, Delegates and Alternate Delegates only

EVENING OFF

Saturday – August 19

10:00AM - ?? – Announcements

Roll Call

Candidates Speeches

Election

Resolutions

LUNCH – [Members-At-Large with their assigned orchestra delegates]

Resolutions

Conference Site Selection

Good & Welfare

Posting of audition ads on Orchestra-L – The readership is not as broad as the reach of the International Musician. It was agreed audition ads will not be posted on Orchestra-L.

Puerto Rico report – Jan met, along with orchestra and local officers and their attorney, with CAM's attorney and a few board representatives. The CAM representatives said they would commit to suspending the lawsuit and creating a committee to look at ways to improve the use of the Puerto Rico Symphony. Len was on the phone during the meeting. Since this meeting, Jan has heard nothing from Emma or Jose. The meeting was followed by a press conference that included a statement by the Philadelphia Orchestra who was performing at the Casals Festival.

Website committee – Bruce Ridge will take over as chair of this committee.

Senza progress report – Richard is waiting for Brad Buckley's article on Bill Roehl (it could be delayed until the next issue if necessary.) Laura & Bruce will write an announcement about Bruce Christensen taking over as webmaster. Richard has sent a draft of Emma's article to her but has not heard back from her.

Health care database – The questionnaire will be e-mailed to the delegates and may be put on Delegate-L. James said he will send it out within the next week.

Conference title – Jan, Bruce and Laura will speak to Len about his proposed titles in New York this weekend and communicate with the board.

Audition resolution - Nathan Kahn had proposed a resolution that orchestras holding auditions communicate with candidates if there are local appointees not taking the audition who may be under consideration. There was some concern this would legitimize the practice of appointments, which the board does not endorse. Laura will work with Nathan to come up with some "Whereases" for further discussion.

Next call: May 20 – 12 EDT/11 CDT/9 PDT

ICSOM Governing Board Call
5/20/06

Bruce Ridge, Laura Ross, Meredith Snow, Steve Lester, Nancy Stutsman, Len Leibowitz; James Nickel, Jan Gippo and Richard Levine for portions of call; Michael Moore – not available

Bruce will attend the ASOL convention to speak on a panel about music director searches.

There was a brief explanation of the tentative agreement regarding self-produced recordings by orchestras.

Jan joined the call. Len mentioned a possible media proposal that was tabled and never discussed.

James explained that the health care survey had been distributed to the delegates that morning with a deadline of June 2 for return of information.

Jan spoke briefly about ongoing issues in Puerto Rico; however, much of the information was incomplete since neither Len nor Jan have been able to get in touch with Jose Martin or the Local's attorney. Jan hopes to set up a conference call next week that will also include Bruce and Len.

Jan gave a brief report regarding St. Louis following a recent visit by AFM President Tom Lee, IEB liaison Joe Parente and local orchestra "business agent" Bill Moriarity.

Laura asked about a Department of Labor investigation that might require orchestra committees to file paperwork with the DOL. The orchestra committee is an appointed (or elected) agent of the local so should not have to file according to Len.

Jan and Bruce spoke briefly about the phone call they had with Tom Lee regarding the pension fund rank-and-file appointments and the letter sent April 18.

Jan also spoke to Barbara Haig, the new public relations consultant who has been retained by SSD and who will attend the conference this summer, about his aspirations for the position – coming up with top-down image branding of symphony orchestras. Barbara said she was excited to be involved with the musician training programs. Roger Pollak and Trish Polach are speaking about the conference as well; Roger has a pending arbitration around that time and may have a conflict.

Jan left the call.

Len returned to the pension discussion for a moment and spoke about pending federal legislation that will allow participants to receive Summary Plan Description information. Right now the trustees refuse to divulge even basic information, which includes assumptions the trustees and actuaries make regarding the fund. This has caused problems for at least one of our orchestras, whose internal pension fund is dependent upon the AFM-EPF. Len will keep us apprised of the status of this legislation.

James expressed concern that the AFM return to the table very soon to negotiate the Internet agreement. Laura said the ICSOM media committee agrees with him but pointed out it was on hold while the AFM negotiated the self-produced recording agreement.

There was discussion about a pending audition resolution from the governing board, originally brought to the board's attention by Nathan Kahn. There are concerns about transparency in auditions but there are also concerns that orchestras are negotiating new clauses in their contracts that may require new considerations. Our industry is changing and perhaps the entire Code of Ethics for Auditions may need to be revisited.

James left the call.

The audition resolution and the major managers/ICSOM liaison committee resolution were both tabled for the next call.

Bruce and Laura spoke briefly about the Virginia Symphony.

Richard joined the call and discussed the progress of *Senza Sordino*'s current issue as well as the next issue's deadline and possible distribution date. Articles deadline is June 10 and the issue will be distributed in July as the pre-conference issue. Since some orchestras will be done for the season, Richard will investigate ending times of each orchestra and either send boxes or individual copies based upon that information. Brad Buckley's article on Bill Roehl (the conference will be dedicated in his memory) should be in that issue.

The next call will be determined on-line.

ICSOM Governing Board Call – 7/11/06

Jan Gippo, Bruce Ridge, Laura Ross, Michael Moore, Richard Levine, Steve Lester, James Nickel, Meredith Snow, Nancy Stutsman, Len Leibowitz

Len asked if there had been any word from Bredhoff & Kaiser regarding the Department of Labor ruling regarding the St. Louis Symphony orchestra committee's status as a labor organization.

There was a brief discuss regarding how Sarbanes-Oxley applies to non-profit organizations, since the statute was originally supposed to apply to for-profit, publicly traded companies and whistle-blowers.

When will we decide upon breakout session topics? Laura will send out the list when she returns from vacation but the final decision will through online discussion in case preparation is required and topics will be finalized at the Tuesday governing board meeting.

www.polyphonic.org discussion – it would be great to find room in the agenda to have David Angus do a brief presentation. We will ask David Angus to make a 10-15 minute presentation on Friday before the breakout reports.

Code of Ethics for touring –We will present what we have come up with so far and express our current views on how we will proceed as the first topic during the town hall meeting. We will continue to work with the other orchestra conferences on a final version we can all agree on. What are ROPA and OCSM's plans? Jan will call Francine and Barbara.

Senza Sordino report – Richard wants the next issue to the printer by Monday. Richard would like to MALs to contact delegates to see if they would prefer boxes or direct mailing (they must be in session through the 1st week of August to receive a box).

There was discussion on action by ICSOM regarding a videogame agreement recommended by Local #6. According to Jan's report Tom Lee has directed the PCCs take a vote on this issue.

There was a brief discussion about what is currently going on in the Seattle Symphony.

Laura Brownell has been invited to meet with the Governing Board on Tuesday before the conference.

Bruce will begin setting up a call for some of the negotiating orchestras.

Media-L has been less than effective and was not moved to Yahoogroups since it was mostly a repeat of what was also posted on Orchestra-L and Delegate-L.

James reported that only 30 health insurance questionnaires have been returned. This led to a discussion about the lack of response from delegates when their input is required. We should have 100% participation in something as important as health insurance. We need to find ways to address this, possibly asking what we are doing wrong and what we can do to change this?

Resolution # - Richard Totusek

Whereas, In the numerous and important positions he held throughout the years, Richard Totusek was first and foremost a valued friend of symphony musicians, as well as musicians in all fields of endeavor; and

Whereas, His services as President of Local 105, Vice-President of Local 47, Honorary Parliamentarian of Local 369, and parliamentarian extraordinaire at many ICSOM and ROPA Conferences were sensitive, insightful, and truly valuable; and

Whereas, His good humor, intelligence, and devotion to the causes of musicians everywhere will be sorely missed; and

Whereas, The many ICSOM delegates and officers who knew Richard Totusek mourn his passing; therefore, be it

Resolved, That the delegates to the 2006 ICSOM Conference express their condolences to his wife and family, and posthumously name him Parliamentarian Emeritus of ICSOM; and, be it further

Resolved, That a copy of this Resolution be framed and presented to Ms. Joan Totusek as a token of their respect and admiration for her husband and devoted friend of musicians of the USA and Canada.

Approved by the Governing Board.

There have been recent discussions about reconstituting the ICSOM/Major Managers Liaison Committee. We believe this action does not require a resolution but we need to have an in-depth discussion amongst the Governing Board members about guidelines or policies regarding communication and other issues that might come up. This will be a topic on the Governing Board's Sunday morning meeting. *Steve would like to be considered as one of the possible representatives.* No resolution will be put forward.

Resolution # - Amendment of AFM Bylaw regarding OSP language

Whereas, It is AFM policy to provide the best possible representational services to its members; and

Whereas, One of the programs used to implement that policy for symphonic members is the Orchestra Service Program (OSP); and

Whereas, The current Orchestra Service Program by-law provides only one method of insuring that Symphonic members receive the best possible representational services; and

Whereas, It would be beneficial to members, locals and the AFM that there be other suitable programs; and

Whereas, A pilot program in St. Louis has proven useful in providing such representational services; therefore, be it

Resolved, That the 2006 ICSOM Conference recommends Article 5, Section 38(b) of the by-laws of the American Federation of Musicians be amended as follows:

ARTICLE 5, SECTION 38(b)

In the event that a Local does not or cannot provide the services set forth above in a satisfactory manner, or upon the request of the Local or the members of an orchestra for reasonable cause, the International President (after consultation with the Local and the members involved) shall have the authority to take any of the following actions:

1. Appoint a representative who shall work to resolve any issues that may exist between the Local and the Orchestra members; such representative shall act at the direction of the President, who shall consult with the International Executive Board (IEB) and the appropriate Player Conference on these matters;

2. Implement Article 5, Section 30, of the American Federation of Musicians by-laws;

SECTION 30. *Notwithstanding any other provision of these Bylaws and upon good cause shown, the IEB shall have the authority to assign collective*

bargaining rights from one Local to another. Such assignment shall be done in accordance with applicable labor law and with a procedure established by the IEB. Such procedure shall include:

- (1) Consultation with the current signatory Local;*
 - (2) Approval of the Local to which the collective bargaining responsibilities are being assigned;*
 - (3) Approval of the affected bargaining unit by secret ballot majority vote;*
 - (4) Agreement of the signatory employer if required by law or contract.*
3. Place the orchestra in an Orchestra Service Program (OSP) established and maintained under IEB supervision. The OSP shall provide those services and such other assistance as the IEB may deem necessary in the situation at a cost to the Local of 2% of the scale wages received by the orchestra members under the CBA. If the Local Work Dues payable by the members of an orchestra placed in OSP are less than 2%, the Local Work Dues rate payable by the members working under that orchestra's CBA shall be automatically increased to 2%.

Submitted by Bradford D. Buckley (St. Louis)

The Governing Board will sign onto this resolution as well.

There was a question about Tom Lee's reaction to this resolution. Jan said it seemed to him that Tom would be ok with it. Laura informed the board that Bill Moriarity was planning to attend the conference to help Brad Buckley with his St. Louis presentation.

Next Meeting – Tuesday, August 15

Governing Board Pre-Conference Minutes - 2006

Jan Gippo, Bruce Ridge, Laura Ross, Michael Moore, Richard Levine, Steve Lester, James Nickel, Meredith Snow, Nancy Stutsman, Len Leibowitz

Tuesday – August 15, 2006

Jan Gippo presented packets of ICSOM pencils to the board.

There was a brief review of the master schedule and agenda. It was recommended that agendas in the future not include the Tuesday governing board meeting.

Len joined the meeting.

Jan Gippo spoke about his tenure as chair reiterating that ICSOM should set the agenda, not the AFM or others. He reviewed the history regarding the invitation from ASOL to join the board, saying he believed that the apparent changing philosophy within the ASOL could lead to a withdrawal of the invitation to join the board. He believes the OSR project is no longer a priority for ASOL, in part due to the opposition of certain orchestras, who refuse to share their financial information with any but their own musicians. Gippo doesn't want ICSOM to sit on the sidelines as spectators.

He addressed electronic media and his belief that the board needs to listen to conceptual ideas and be ready to jump on new technologies. He also spoke about educational projects, the need for marketing and public relations, and that a positive, unified message reach the public nationally, internationally and locally. Gippo is pleased the AFM has finally answered our request for public relations assistance.

He spoke about invigorating our member orchestras, calling chairmen, etc., and his belief that the problems we face today are as bad as they were back in the 1960s. Many managers are not working in our best interests.

A meeting called by Laura Brownell to discuss the Orchestra Statistical Report (OSR) was held before Gippo got to ROPA. Henry Peyrebrune and Ron Bauers were in attendance but Gippo reported ASOL has come up with nothing since their last meeting. According to Gippo, Laura Brownell had extended an invitation to ASOL members involved in the discussion with the AFM, ROPA and ICSOM, to attend in Charleston WV but received no response. ASOL does not appear to be focused on this topic anymore and ASOL appears to be moving in a different direction.

Steve Lester and Richard Levine pointed to the "baby steps" the governing board required prior to acceptance of a board seat, one of which was regarding the OSR. Gippo said we have worked with ASOL, in good faith. He thinks the ASOL board believes we rejected their invitation and so they've taken offense. Gippo noted ICSOM invited Henry Fogel, Lowell Noteboom and Bruce Coppock to make presentations at the conference as one of the authentic baby steps, but it's all about perception. Gippo continued that ICSOM's actions and public press need to stand on their own. This is where we need to put our efforts in the future. We will discuss what ICSOM's message will be. We must reinforce the artistic support for the orchestra – cheaper is not better.

- ICSOM & ROPA – Gippo spoke about ROPA conference agenda and David Bonior's presentation. ROPA now has 72 members. He believes Barbara Zmich grew a lot during her term. Tom Fetherston is the new President, and we look forward to working with him.

Gippo suggested putting attention on Naples FL and announced he will continue to be involved in restarting some sort of orchestra in the South Florida area, at the request of Local 655, once he steps off the board.

- ICSOM electronic media committee – Gippo believes the committee should also be empowered to look at different and emerging technologies and suggested someone could attend a national electronics fair and report back to the committee to begin discussion to deal with these technologies.

James Nickel mentioned podcasts as preparation for orchestra concerts. Laura Ross mentioned the existence of an AFM limited videotape agreement and that the delegate handbook contained a summary of AFM agreements. There are still issues about reporting to the committee about projects, there must be more compliance and we also need better and more open communication with the AFM.

- AFM videogame agreement – Gippo spoke about Seattle’s possible role in a controversial videogame proposal from Local 6 (San Francisco). This proposal would counter “business as usual” in Seattle but there are far greater concerns about the impact of these changes on motion picture use and the loss of Film Fund payments. The “selling point” has been that it would provide more work (initially) for AFM members.

Gippo explained that there was some sort of miscommunication about the PCCs weighing on this issue. The Governing Board thought that the issue should be tasked to the AFM Electronic Media Committee. Until we have all the information, it would not be right for us to make any recommendation or decision. He suggested we hear from Chris Durham and Tom Lee to ask questions and decide if we need to weigh in on this issue.

- Break out sessions – Following a great deal of discussion it was agreed that the topics will be negotiating orchestras (including benefits & health insurance) led by Len Leibowitz with assistance from Chris Durham and Nathan Kahn; electronic media led by Bill Foster and Debbie Newmark; Education/Outreach led by Meredith Snow (Cathy Payne will also be asked to participate) and Musicians On Boards led by Jan Gippo. Each group will have a secretary to report on the discussion on Friday.

Due to airline arrival requirements Saturday morning now will begin at 9AM.

Laura Brownell arrived and spoke about public relations, reporting that Barbara Haig has already worked with Honolulu (online). She believes the *International Musician* is a good step but believes we must be more proactive with the press, being early and prepared. She reported that she is not getting the same volume of calls from newspapers as she used to. She would have been a good source for comments on the Atlanta Ballet situation. She said she’d like to work with Barbara on her press skills.

Brownell reported on the NPR issue regarding the St. Paul Chamber and Philadelphia.

Gippo requested that there be more communication between Laura Brownell and the new chair, so ICSOM has more up-to-date info so we don’t appear always to be reacting. Brownell asked for time on governing board calls. She was told that the Governing Board believes it is important to maintain and improve the communication between her and the ICSOM chairperson, but she was also assured that, if necessary, the chairperson would attempt to find her time on a call.

Gippo asked SSD to update media language definitions such as “profit sharing” and “revenue sharing” by presenting ideal language.

Lester asked about the Metropolitan Opera agreement – each musician will receive from \$7,000 up to \$12,000 in the final year for a large increase in media activity.

Laura Brownell left the meeting.

Press Releases – ICSOM will have to do them and hopefully some stories will run. We need to assemble a national arts list including information from every single delegate. Richard said there are services that will put this together.

- Code of Ethics for Touring – progress is that a preliminary draft has been shared with ROPA, OCSM and Henry Fogel. It still requires further editing with all constituents and discussion with the managers.

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Topics discussed by the Governing Board during the conference:

[With Tom Lee] AFM-EPF trustee and financial questions, AFM's deficit

[With Electronic Media Committee] IEB promulgated videogame agreement

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[MEDIA COMMITTEE ONLY] – NPR, Boston negotiations, the Met agreement, and St. Louis recording project.

2006 Post-Conference Governing Board Meeting

Saturday, August 19, 2006

Bruce Ridge, Brian Rood, Laura Ross, Michael Moore, Richard Levine, Steve Lester, Meredith Snow, James Nickel, Len Leibowitz, Jan Gippo, Nancy Stutsman

Bruce Ridge thanked Jan Gippo and Nancy Stutsman for their work and leadership.

Assistant conference coordinator Robert Levine recommended and the board approved donating the printer and purchasing a new one next summer. He left the meeting.

- Lew Waldeck article request – the board will reserve its decision until more information is gathered on the website requesting the article.
- MAL luncheon reports – Each reported topics and ideas of interest:
 - Can Legal Counsel's report reduced to bullet points (a table of contents or directions to subject topics with brief explanations)
 - Request for bullet points in the minutes
 - Suggestions for additional ways to promote ICSOM during the year
 - Requests for additional databases to include benefits, tours, scheduling
 - Include hard news from the minutes, and topical issues in *Senza Sordino* (more issues)
 - PowerPoint presentations should be available immediately
 - More face time with delegates, including ICSOM's officers
 - A presentation on health care, perhaps bring in a health insurance broker
 - Coordinated MAL conference calls about various topics, structure of orchestra committees & other committees and merits of artistic committees
 - Breakouts by budget groups, do more than one breakout group during the conference
 - The pit orchestras need more breakout time and could include symphonies that also do opera and ballet

Gippo suggested negotiating orchestras come ½ day early (possibly with AFM assistance as ROPA has done in the past) with committee chairs. This led to discussion about scheduling negotiating sessions, and concern about the role delegates play in their orchestras and whether they should be on committees. Ridge expressed interest in the extra conference calls with delegates.

There was a request that board minutes be pasted into a posting on delegate-l as further encouragement to make sure delegates know what we are talking about.

There was discussion about a possible Unity conference. While it was agreed it would be a good idea in the future, we're still trying to reach out to our own members. It would also be better to hold a Unity conference the year before an AFM Convention. St. Paul and Minnesota will be in negotiations next summer and ICSOM's presence in Minneapolis will be important. We are still hopeful that the orchestras in San Francisco will consider tendering an offer to host the 2008 conference.

We need to coordinate our convention activities earlier with the other Player Conferences. Laura Ross expressed a desire to identify voting delegates from all conferences and to communicate with them much earlier. Stutsman agreed to continue as chair of the Legislative Committee chair for 2006-07 and asked that we solicit more members to serve on the committee. Laura Ross, Meredith Snow (as the ICSOM AFM delegate) and Robert Levine will serve as committee members.

There was a brief discussion about the media negotiations in St. Paul.

- South Florida – the recent postings about the Cleveland hall tunings in Miami have caused a new flurry of activity on Orchestra-L.

Sunday, August 20, 2006

Bruce Ridge, Brian Rood, Laura Ross, Michael Moore, Richard Levine, Steve Lester, James Nickel, Meredith Snow, Len Leibowitz, Nancy Stutsman

- Communication with the board: agendas will be provided in advance, any reports that may require additional explanation should also be provided in advance so that questions about items can be asked prior to the call to allow for shorter calls. Bruce Ridge promised to notify the board in advance (whenever possible) of any meetings he schedules so he can gather information and opinions before talking to others. The board expressed their trust that Ridge would represent us well, even if he can not notify us in advance.
Ridge reported on his breakfast with Bob Wagner, Robert Levine and Laura Brownell. There was a wide ranging conversation about the relationship between ICSOM and the ASOL and how that relationship might continue to be developed. Laura Brownell is very involved in the publicity aspect, and he and Brownell may try to schedule a meeting with the ASOL public relations person. We must convince managers to change their attitude but it's a question of how to do it. Steve Lester agreed ICSOM must have its own messages, but we cannot attack the managers outright. Accentuate the positive to cancel out the negative.
- ICSOM/Major Managers liaison committee – this was a pre-existing committee that stopped meeting a while ago but was responsible for the Audition Code of Ethics. According to Counsel, the group met regularly, with some innocuous discussions but at other times good things came from them. The managers spoke only to the governing board members.
 - Internet Agreement – The new recording agreement also covers digital downloads which are also covered by the Internet agreement. The Internet agreement also has streaming, on demand streaming and digital downloads. The committee's concerns have also been directed at radio issues regarding syndicated radio rates, NPR, and streaming.
- Finances – dues will come to \$177K next year. There is about \$20-30K available for discretionary activities, site visits, etc. Ridge will reach out try and move the OSR process further. There was a question about what has happened with the financial database - very little.
- Crafting ICSOM's message – Steve Lester suggested we might want to work with a publicist, perhaps bring someone in to mid-winter. What we asked for regarding public relations assistance from the AFM hasn't materialized. We need to find a way to elevate our industry and ICSOM's profile. It would be good to have our message in place when we visit orchestras. There are many

reasons for site visits, not just visiting orchestras in crisis. We have to make orchestras feel the excitement of ICSOM. We need to collect names of all local media contacts so we can compile a database. Arts editors of each newspaper should be sent to Laura, Brian and Bruce. It was also suggested we could craft our message and get Barbara Haig help us polish it up. We might also look for funding sources at the AFL-CIO and foundations.

Lester will be in New York on tour and would be happy to speak with the Met Orchestra and their orchestra committee but he wants something to present - bullet points and a message of what we hope to accomplish: "Here's what we're trying to do and this is what we need from you." We should be able to utilize all our officers, including our MALs. When they are on tour they can reach out to other orchestras.

- Richard Levine expressed interest in re-invigorating the ethics discussion.
- **Mid-winter dates** - January – 21-22 or 28-29, for perhaps 1.5 or 2 days of meetings. Where will be decided later.
- Brian recommended that each topic of discussion be revisited at the end of our meetings to decide who will follow up and report. Internal communications of the governing board should not be sent without board approval. If something is forwarded, it should be sent separately so there is no "bleed through" in responses.
- Possible website offerings in a password protected area: phone lists, Counsel's reports, and the delegate handbook.
- American Violist Society request for e-mail mailing list of ICSOM violists – It was noted that the person making the request is a member of an ICSOM orchestra and, as such, already has access to the e-mail addresses listed in the ICSOM Directory. ICSOM's policy has always been not to provide our list to anyone. With the board's approval, Richard Levine agreed to send their message under their own address this one time. The recipients may be asked to provide their own e-mail addresses to the American Violist Society if they so choose. ICSOM's policy about not sharing Directory information, which is confidential, should be reinforced.
- Pension Reform – Counsel believes some of the new pension legislation could make in-house pension fund negotiations more difficult with the requirement that funding levels move from 90-100% over 7 years. [There are 19 private plans in ICSOM].
- **ICSOM POLICY REGARDING ICSOM CREDIT/DEBIT CARDS, REIMBURSEMENTS and NOTIFICATION**
 1. ICSOM provides officers bank debit cards for the convenience of those officers when conducting ICSOM business. It is the policy of ICSOM that such cards shall be used expressly and exclusively for that purpose. No personal expenses nor expenses that have been or will be reimbursed by ICSOM or any third party can be charged against any ICSOM card.
 2. It is understood that certain expenses, such as parking, laundry service if on an extended ICSOM business trip, etc. are acceptable ICSOM expenses. Others, such as entertainment, in room movies, etc. as outlined in the previous ICSOM Travel Policy are not considered ICSOM expenses.

3. Notification of the Treasurer of incurred expenses-

It is the duty of each officer to notify the Treasurer as soon as practical of all checks and charges made against the ICSOM accounts (this should also be done in advance if an anticipated large amount is involved.) This is to ensure that there are adequate balances in each sub-account for said expenditures. Additionally, as soon as practical, or once a month (if there is activity) supporting paperwork (hotel bills, etc.) should be sent via U.S. mail, fax or email to the Treasurer. This is to ensure a paper trail in the event of an audit.

- Website – The committee met with Bruce Christensen to discuss the planned site redesign. He will begin working on it. To save costs, the site will be moved to a new host. The site will need to be kept current, with new information. One question posed was where the information and contributions will come from.

The web committee consists of Bruce Ridge (chair), Richard Levine, Michael Moore, Bruce Christensen, Robert Levine, Jeff Weisner and Henry Peyrebrune. Peyrebrune and Weisner were not in attendance. Michael Moore pointed out that the Orchestra Facts domain name has been paid up for another year and suggested it might be incorporated into the ICSOM site. Richard Levine pointed out that a separate site makes it appear less union driven. It was suggested that Henry Peyrebrune update the figures at Ridge's request.

The rapid response team is not really necessary anymore. Bruce Ridge can write his own letters and send them out to Counsel and others for approval. Board members are asked to respond immediately but if Counsel approves and one or two others do as well, the letters will be deemed ready to go. Counsel suggested he write a short report about the conference and new board.

Items suggested for upcoming issues of *Senza Sordino* were to ask Meredith Snow to expand upon her election speech and to reach out to Houston Symphony ICSOM Delegate Eric Arbiter to write about his ICSOM experience. Levine reported that feedback is positive regarding MAL reports. Officer reports are not always necessary unless there is something they'd like to say. The diversity of the board was also a potential topic and Counsel said he would prepare an article addressing the role of ICSOM delegates on their orchestra committees.

- Conference evaluations – There needs to be more dialogue between the delegates and we must find speakers who will stimulate conversation. Labor issue presentations, especially applying real cases, are helpful - start with a case and grow the presentation from there. We need to cut down on big presentations. We need more PR and outreach discussion and need to change the setup, without talking heads, and instead engaging the delegates to talk about their situations and how they relate to others. Delegates will need to be prepared with information, and should also bring season brochures. Perhaps a presenter could evaluate the merits of the brochures and suggest improvements. Negotiation and breakout session scheduling must also be addressed.

Our goal this year is to move the delegates and our industry forward.

TOPICS COVERED IN 2006 PRE-CONFERENCE AND POST-CONFERENCE GOVERNING BOARD MINUTES

Pre conference – August 15, 2006

- Jan Gippo comments regarding ICSOM's relationship with ASOL and work on the orchestra statistical report (OSR)
- electronic media committee
- AFM videogame agreement
- breakout sessions
- conversation with Laura Brownell
- press releases
- code of ethics on touring

Topics discussed by the governing board (and electronic media committee) during the conference

Post conference – August 19-20, 2006

- MAL luncheon reports
- Conference review, scheduling and location of 2007 conference
- Board communication
- ICSOM/Major managers liaison
- Internet agreement
- ICSOM finances
- crafting ICSOM's message
- midwinter meeting scheduling
- American Violist Society request
- pension reform
- ICSOM spending/credit card/reimbursement policy
- ICSOM website
- general discussion

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.

ICSOM Governing Board
November 12, 2006

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

AGENDA TOPICS DISCUSSED:

- 1. Media updates on recent IEB actions regarding recording**
- 2. Mid-winter scheduling (January 28-29, 2007 in Chicago)**
- 3. Orchestra visits**
- 4. Next conference call**
- 5. ASOL/ICSOM/ROPA/AFM meeting Dec. 18, 2006**
- 6. Review of committee assignments for ICSOM**
- 7. Health care database**
- 8. Potential new press release**
- 9. Other meetings**
- 10. Governing Board policy book review**
- 11. Senza Sordino/ICSOM Directory report**
- 12. Other issues**

1. Media Update

- a. IEB action - St. Louis:** the IEB has approved the Vonk project. The ICSOM electronic media committee made no recommendation.
- b. IEB action – Boston:** the IEB did not approve the media language in their new contract. Bruce reported that Tom Lee is expected to travel to Boston. We hope compromise is still an option.
- c. Report on October 23 meeting in Chicago –** in addition to his written report last week, Bruce said he and Bill will be making conference calls to other orchestras, but have not been able to accomplish this yet.
- d. IEB action - promulgated video game proposal –** The IEB has approved 2 contrasting one-year experimental agreements, one modeled on the Film Agreement by the RMA and the other from members of Local 802 New York.

2. Finalize scheduling of Mid-winter meeting – Michael is in negotiation with the Marriott 2-blocks from Midway airport in Chicago. Laura Brownell will be invited to join the board beginning around lunchtime. The board will gather for dinner on Sunday evening around 8PM and the Monday session will end by 5:30PM.

James asked if there was a way to work with ASOL to put pressure on Pops Artists to lower their decibel levels. We can mention it but Len said ICSOM has not been successful in past attempts.

3. Orchestra reports

- a. San Antonio** –Bruce will be visiting soon and continues to speak frequently with the delegate.
- b. Charlotte** – Bruce reported on his visit to Charlotte.
- c. possible Oregon site visit** – Dolores D'Aigle has communicated with Bruce to ask if he could visit between February and March. These visits are helpful. Bruce thinks what happened in Charlotte was very beneficial.

[Meredith joined the call]

4. scheduling of next conference call – Friday, December 15 – 11AM EDT; 10AM CDT; 8AM PDT

5. Proposed ASOL meeting with AFM, ROPA and ICSOM – Henry Fogel has asked that Bruce, Laura B., Tom Fetherston and he meet on Dec. 18 but there is apparently no set agenda. Views were expressed that there should be an agenda, with discussion about more tangible ideas than how to improve communication between managers and musicians. Bruce agreed to meet only after he speaks with Laura B. and Tom F. (both of whom have already accepted the invitation.) ROPA and the AFM need to be well organized and have a discussion in advance of any meeting. The meeting is supposed to be for 3 hours. Bruce will continue to insist the meeting with the major managers we had initially discussed with Henry Fogel occur as soon as possible.

6. Committees (as listed in the Governing Board policy book):

a. Legislative – Nancy Stutsman has asked to step down as chair.

b. Current Committees:

Financial Database Committee- Henry Peyrebrune, Hampton Mallory, Bruce Ridge, Joe Goldman, Brian Rood, Richard Levine

Membership Committee - defined in bylaws - Laura Ross, Brian Rood and MAL Meredith Snow

Conductor Evaluation Committee - Michael Moore said it was more of a task force and they did their work 2 years ago, at which time it ended. It will be deleted.

Legislative Committee - Laura Ross, Leslie Shank, Robert Levine, Meredith Snow, (Bruce & Brian are ex-officio)

Internet/website Development Committee - Bruce Ridge, chair; Richard Levine, Bruce Christensen, Michael Moore, Robert Levine, Henry Peyrebrune, Jeff Weisner – they are a current committee, awaiting word from Bruce Christensen.

Electronic Media Committee - Bill Foster, chair; Laura Ross, Cathy Payne, Fiona Simon, Paul Frankenfeld, Steve Lester, Peter Rofé, Roger Ruggeri, Bruce Ridge, Brian Rood

Vision Committee - Bruce Ridge, Brian Rood, Steve Lester, Henry Peyrebrune. This was from the San Diego conference, and seemed “job-specific”. It does not need to be a standing committee but we will spend some time at Mid-winter (Sunday night topic) on this subject and also take the conversation to the Delegates next summer to seriously discuss where ICSOM should be in the future.

Oral History/Videotape Committee - Michael Moore, Laura Ross, Len Leibowitz, Julie Ayers, Bob Rydel. This was an outgrowth of a resolution to save our orchestra’s special history. Michael would like to be able to save the tapes Julie Ayers has as well.

Health Insurance Database Committee - James Nickel & Richard Levine.

Lew Waldeck Fund (with ROPA, OCSM and Local 677) – Laura Ross, Len Leibowitz, Michael Moore are the ICSOM representatives. Laura and Michael will speak to Marsha Schweitzer about any recent activities of the fund.

Touring/Residencies “Code of Ethics” Committee (with AFM, ROPA and OCSM) - Laura Ross, Brian Rood, Bruce Ridge, Len Leibowitz, Paul Gunther.

7. Health care database – James asked what the direction of the database should be? There was discussion about inclusion of insurance policy costs, and it was agreed this should be included.

8. Possible new press release – Laura distributed the most current list of press contacts prior to the conference call. She asked if someone else would be willing to maintain the list. Brian has agreed to maintain the list.

James suggested there might be another press release ICSOM could do defining the benefit of a local orchestra.

James said the board made a commitment to put out positive messages about our orchestras and the industry and he sees this as a continuation of that mission.

9. Other upcoming meetings

- a. PCC meeting, January 14 in Chicago – Bruce, Tom Fetherston, Phil Ayling, Francine Schutzman and Vicki Smolick will meet with an eye on convention legislation. Marc Sazer and Dan Blackman may also attend.
- b. Collaborative Data Project – no follow-up has been scheduled. Bruce asked who pays the expenses for these meetings? Bruce will contact Jesse Rosen for more information.
- c. International Federation of Musicians (FIM), September, 2007, Berlin – Laura mentioned there has been discussion about holding a meeting in Nashville as well. If the meeting is in Berlin, Bruce will ask who will cover expenses?

10. Discussion of ICSOM Governing Board Policy book – there were 2 corrections to the *Directory* and *Senza Sordino* sections. It will, as always, remain an ongoing project.

11. Senza and Directory update – *Senza* is printed and awaiting the labels. *The Directory* is about to be printed and a box will appear opposite the Alabama Symphony page addressing the upcoming change to RoadRunner (rr.com) addresses. Richard set the deadline for the end of November for a December issue of *Senza*. Paul will write the next Orchestra Roundup.

12. Remaining issues

- a. **new logo and letterhead** – Richard has been unable to speak to his friend. He will also reach out to Bruce Christensen about incorporating a logo into the website.
- b. **U of Michigan sleep survey** – Len will send an indemnification letter. Response to the survey will be optional.
- c. **listing audition winners in the *International Musician*** – there is currently no mechanism for reporting.

Bruce feels we have made some good progress since we began. Laura added her thanks to Bruce for his organization and communication with the board. Richard believes this issue of *Senza* will be important in forwarding a positive message about ICSOM.

MAL topic-specific conference calls – James suggested we discuss this at Mid-winter since we talked about this at the conference and suggested the first topic could be health insurance. Bruce asked if there has been good dialog with their delegates? Bruce suggested MALs e-mail about upcoming GB calls.

Governing Board Call December 15, 2006

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

DISCUSSION TOPICS: new ICSOM website, *Senza Sordino* Newslets, posting of GB minutes, site visits, meetings Bruce will attend (ASOL, CDP, PCC), discussion about the health care database and strike fund request, and notice to ICSOM members regarding a University of Michigan sleep study

1. **Website** – following general discussion and initial approval by the board it was further suggested that delegates be given a chance to comment on the website with an announcement via Delegate-L. All agreed that Bruce Christensen has done a great job. Additional comments from the board included the prominence of the newsfeed links and suggestions that there be no mistake that this is the ICSOM website. Additional suggestions including the addition of graphics on the home page to identify ICSOM and perhaps using old and submitted photographs from ICSOM orchestra members. Paul also recommended that MOLA be included as a link. Since Bruce Ridge recommended the site go live with a press release that the date be established in conversation between Bruce Ridge and Bruce Christensen.

Richard asked if we need signed agreements regarding the news-feeds Polyphonic and ArtsJournal. Len believed it would be a good idea.

2. **Newslets and other *Senza* updates** – since it has not been clear where the information for the Newslets come from in *Senza Sordino* (our preference is always to receive the information from the delegates) it was suggested that a policy/disclaimer be included in the next issue along with encouraging submissions for future issues. Richard suggested attribution (press release, newspaper, etc.) for anything not submitted by the delegate. The MALs will contact their delegates in the next week to ask for submissions.

Richard planned to have the issue done by the end of December. Michael requested a box be included to remind orchestras to pay their dues. Brian said he was considering writing something for this issue and Richard reported that Bruce and Len have written long articles.

3. **Posting governing board minutes on Orchestra-L** – Minutes will continue to be pasted into Delegate-L messages as well as their normal posting on the ICSOM website. Laura will announce each posting on Orchestra-L. Bruce suggested MALs recommend delegates print out governing board minutes for posting on their orchestra boards.

4. **Possible site visits -**

- a. **Oregon** – Bruce has been in touch with the delegate and while the orchestra is preparing for negotiations, there may be a window to visit in March. Bruce spoke about his 3 site visits (Virginia, Charlotte, and San Antonio) and said they are very enriching experiences for him. He tries to meet with all constituencies so he can truly understand the orchestra's issues. Bruce believes these visits are very important especially in light of our goal to elevate the profile of ICSOM. This is a chance to teach our orchestras to be their own advocates.

- b. **Phoenix** – There have been discussions about a possible visit in the future. Laura pointed out that the Local reached out to ICSOM last summer and suggested they be involved in any visit. Reaching out to the Local is something Bruce will continue to do in the future.

Charlotte report – According to Bruce, Tom Morris (who was hired by the Charlotte Symphony as a consultant) recently presented his report. Bruce suggested he might be able to return for another site visit since Charlotte is close to Raleigh.

5. **December 18 ASOL meeting in NYC** – Bruce will visit the AFM in the morning before meeting with ASOL representatives in the afternoon.

- 6. Florence Nelson and the Health Care Data Base** – Bruce has spoken to Florence about the history of the New World Symphony Fence Agreement (which expires soon). James has e-mailed Florence regarding her assistance with the database. He and Michael hope to speak to Florence this weekend.
- 7. Pacific Symphony request to join Strike Fund** – Brian (as one of ICSOM's 2 strike fund trustees) spoke about issues the strike fund faces with this orchestra's request. The major challenges are the lack of weekly salary (81-service guarantee) and an established roster. According to the wage chart only 20% of the orchestra's \$17M budget goes to the musicians. No decision has been made so far.
- 8. Scheduling of next call** – January 7, 2007 midwinter agenda 10PM EDT/9PM CDT/7PM PDT
- 9. Topics for Mid-winter** – to be discussed on next call
- 10. Sleep study** – ICSOM will send out an e-mail with a link to the University of Michigan sleep study questionnaire stating that this will be a one-time mailing on this topic. There should be some sort of message from the GB explaining why our members are receiving the message.
- 11. CDP meeting on January 15** – Bruce had requested that Brian be added to the group but the ASOL said there were to be only 2 from each representative group; currently they are Bruce and Henry Peyrebrune. The ASOL is covering expenses for this trip, though additional expenses for a PCC meeting on January 14 will be covered by ICSOM.