

ICSOM Governing Board – Pre-conference
Tuesday, 8/14/07
Millennium Hotel – Minneapolis MN

Bruce Ridge, Brian Rood, Laura Ross, Michael Moore, Richard Levine, Meredith Snow, Paul Gunther, Len Leibowitz (absent – James Nickel)

- 1. Reports of events at ROPA/OCSM** – Bruce reported briefly Monday evening about his experiences at the OCSM and ROPA conferences.
- 2. Conference agenda/break out sessions** – There was a walk-through of the agenda, clarifying any changes. The motion regarding removing the Florida Phil from active status was discussed. Since Tom Lee is unable to attend the conference we will invite OCSM VP Dan Blackman and ROPA Treas. Dennis Danders to lunch.

Breakout Group moderating assignments: Role of the Orchestra Committee – Len will moderate with Chris Durham or Nathan Kahn; Internal Organizing – ask Laura B. if she would be interested along with Richard; Role of the Delegate – Brian and Laura; Education – Bruce and Meredith.
- 3. Pension resolutions** – Norbert Nielubowski and Matt Comerford have submitted a number of preliminary resolutions. Len rewrote them.
- 4. Pension discussion with Norbert Nielubowski** – Len’s rewritten pension resolutions were reviewed and discussed. Norbert explained what he and his colleagues were trying to address based upon their current understanding of the pension fund.

Resolutions for Bruce Christensen, Julie Ayer and Steve Lester were reviewed and adjustments made. The Pasadena Pops resolution from ROPA and OCSM’s resolution regarding the ethical treatment of payment to subs and extras will be rewritten by Len.

- 5. Mellon report/League Communication and other relationships** – Some of the numbers used in the Flanagan report are arbitrary and make generalizations that could be taken the wrong way. The Flanagan report was an outgrowth of the “Elephant Task Force” and was considered “Phase 2”. The data is from the League’s Orchestra Statistical Reports (OSRs). When released, it will be accompanied by some sort of “framing document” written by members of the Elephant Task Force.

There is concern over expressed opinions of some League officers, board members and managers regarding education. This needs to be discussed further.

- 6. Laura Brownell meeting** – Laura B. began with her presentation Thursday morning that will include her staff to demonstrate what services SSD provides. It seems there were misunderstandings about the message from ICSOM regarding SSD services in the “call to action”. Bruce reminded Laura B. that ICSOM’s concerns regarded promises and assurances for further funding and staffing provisions for SSD that never appeared after the dues increase. ICSOM wanted to know what was going to be done with the new monies and was advocating for more staff and more money. Bruce reminded Laura B. that he had kept both her and Tom Lee in the loop regarding the “call to action.” Many view SSD as more relevant to smaller orchestras, so Laura B. would like her presentation to show that that is not necessarily the case. She also acknowledged that the “call to action” may have been helpful in achieving a raise for one of her staff members.

Laura B. spoke about the role of SSD in regard to Locals and their orchestra committees. Richard asked who in SSD handles organizing of other orchestras outside ROPA and ICSOM. Janice Galassi is usually the one involved in organizing smaller orchestras; then SSD negotiators can later come in

to negotiate their contracts. Laura B. said SSD has dealt with a few big issues for ICSOM orchestras this year.

Wage Charts: Laura B. wants to ‘contract out’ the Wage Charts, and to make it more “user friendly”. There was discussion about the act of filling out the information and Michael volunteered to be a proofreader. Another concern is in regard to the inclusion of audited versus un-audited data, as using audited information either holds up publication or is a year old.

Job loss/extras salary issues: SSD and ICSOM have worked on this issue together. Consultation of subs and extras during bargaining is something to be encouraged.

Coordination/running education/orientation programs: SSD can coordinate programs with Locals, using local professional musicians. SSD could devise a program that can be used either in conjunction with SSD, in organizing campaigns, or on their own.

There was a discussion about the availability of SSD negotiators, the possible training of new people, etc. Laura B. reported that Nathan and Chris have done up to 12 negotiations each in one season. All agree that limiting negotiations to 8 in a season is more in line. David Schoenbrun and Janice Galassi also do some negotiating and she would like to find people who might cover regional territories; she’d be interested in hearing any recommendations.

Bruce addressed the allegations that ICSOM was campaigning for any candidate during the last AFM convention. ICSOM has taken a position that we will not be involved, nor will we endorse any candidate, since we have to work with whoever is elected.

Laura B. touched briefly on the following topics: local officer meetings, the July Mellon meeting, the FIM international symphonic conference to be held on April 7-8, 2008 in Berlin (Bruce aired concerns about the expense, and loss of salary), New World negotiations in light of the demise of the Florida Philharmonic, and the good news campaign in the *International Musician* which will feature orchestras 3-4 times a year. Richard asked about the national symphonic campaign – Laura B. said she’s been told that it’s too expensive even if working with the League.

7. **Media Committee status** – Concerns have been raised in regard to the possibility of a national syndicated radio agreement and what happens upon expiration of the NPR agreement since MPR now owns SymphonyCast and Performance Today. The committee should remain active.
8. **Review of all standing committees** – this will occur after the conference.

Richard related the tentative results of the University of Michigan Sleep Study ICSOM members participated in online, pointing out that this was the first time we have used our e-mail database in this way.