

**ICSOM Governing Board Mid-Winter Meeting
Kansas City, MO**

February 17 – 18, 2008

AGENDA:

**SUNDAY EVENING -
Nominating Committee
AV sub-committee meeting
draft letter to the Mellon Foundation
Conference ideas**

**MONDAY –
“Calls to Action”
Delegate-L
PCC/LCC meeting
Collaborative Data Project (CDP)
ICSOM/Major Managers Liaison Committee
Website changes
Polyphonic.org
ICSOM Directory
Health Care Database
*Senza Sordino***

Laura Brownell’s visit –
topics discussed include **Mellon/Flanagan response letter, Puerto Rico, negotiating orchestra letter regarding cutting sub and extra pay, SSD contract administrator, ICSOM wage chart, SSD CD-ROM, Fédération Internationale des Musiciens** or International Federation of Musicians (FIM) conference, **New World Symphony, conference planning, and League initiatives**

**Electronic Media Committee
Conference planning**

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Sunday, February 17, 2008:

Brian Rood, Laura Ross, Richard Levine, Paul Gunther, James Nickel, Cathy Payne, Meredith Snow, Len Leibowitz, (Bruce Ridge and Michael Moore in transit)

Since Bruce was still on his way to Kansas City due to weather problems, Brian began the meeting and explained that David Angus did not wish to continue as **Nominating Committee** chair. He asked for recommendations. Since Mary Plaine (Baltimore) has served on past committees, she was recommended to serve as chair. Committee members were also suggested for Mary and Bruce’s consideration.

Laura reported on the recent **AV sub-committee meeting** in New York the previous week. She, ICSOM Electronic Media Chair Bill Foster, and Peter Rofe (Los Angeles) joined AFM counsel Trish Polach, SSD Director Laura Brownell, SSD Electronic Media Director Debbie Newmark and ROPA Vice President Carla Lehmeier-Tatum in a meeting with major manager representatives Gary Hanson (Cleveland), John Kieser (San Francisco), Michael Bronson (various opera constituencies) and their attorney Martin Oppenheimer. The AFM and players' representatives proposed negotiating a comprehensive media agreement that will incorporate the Audio-Visual agreement, along with the Internet, Live Recording and a new National Radio agreement.

There was a brief discussion about a **draft letter to the Mellon Foundation** concerning recent communication in regard to the Flanagan report. Brian and ROPA President Tom Fetherston assisted Laura B., who wrote the current draft. A few errors and changes were recommended that Brian will communicate to Laura B. Tom Lee, who will be signatory to the final draft, may also make further edits. Brian reported on scheduled meeting in May to discuss the Flanagan report with Mellon orchestra constituents and the AFM activities in regard to rebutting the report if it is released to the public. Susan Feder, who is heading the Mellon project, has suggested meeting with ICSOM, ROPA and AFM leadership in the near future.

Conference ideas for the San Francisco ICSOM Conference were discussed. (see Conference discussion in Monday notes). Cathy promised she would have identified a conference coordinator by next week.

Monday, February 18, 2008

Bruce thanked Brian for his quick work Sunday assisting board members with canceled and delayed flights. He expressed his enjoyment working with orchestras, spoke about the frustrations he deals with, cited accomplishments of various board members and thanked everyone for their work this past year.

The morning's discussion began with an evaluation of ICSOM's "**Calls to Action**" as part of our mission to elevate ICSOM's profile, including recent successes (AFM convention in 2007 and Jacksonville) and identifying improvements going forward (quicker responses, establishing a fund for troubled orchestras, educating our members/boards/administrators, and increasing ICSOM's influence at the local level). ICSOM's negotiating calls have been helpful to our members but we still need to address ICSOM's relevance amongst its largest member orchestras. Also discussed were the current situations in Columbus and Honolulu and possible future site visits.

Delegate-L membership was discussed. Some orchestras still do not have delegates signed up. Since we do not have a standing list of orchestra committee chairs (except what is listed in each updated Directory), it was suggested that this be a topic at the upcoming conference. Possible improvements could include a section on the website where the delegate could update OC changes and terms of office. James suggested posting the list on Delegate-L to ask for corrections, and to encourage more committee chairs to sign up.

Bruce will attend the June **PCC/LCC meeting** in Vegas.

Bruce reports that there has been no activity regarding the **Collaborative Data Project (CDP)** this past year. He also spoke about the **ICSOM/Major Managers Liaison Committee**. He recently met with Group A chair, Anne Parsons (Detroit). It was agreed that there should be an initial meeting to see if there were any topics of mutual concern (including the Touring Code of Ethics). Bruce will discuss a mutually agreeable meeting time.

Website changes were discussed, including the need for new content, the space usage for the Polyphonic newsfeed (an RSS feed was suggested), update space for orchestras in trouble (letter writing campaign addresses, latest news articles, links to information), etc. We can ask the delegates for suggestions as well. We'll include this discussion during the conference so we can bring Bruce Christensen to the conference for one day.

Paul spoke about a colleague who was interested in designing a computational tool for the AFM wage chart that would be very helpful to negotiating teams. At the board's recommendation, he will suggest this idea to Laura B.

[Kansas City Delegate Ho Anthony Ahn joined the board for lunch.]

Polyphonic.org - Ray Ricker has asked ICSOM for the names of the orchestra committee chairs of the top 25 orchestras. They have scheduled a meeting in early September with Paul Boulian as facilitator. Bruce will speak to Mr. Ricker, Brian to Dave Angus for further information.

Richard reported that the **ICSOM Directory** is going to print this next week.

James reports that there has been no activity on the **Health Care Database** and the information is most likely very out of date at this point. Since the database appears to be a moving target with constant changes, it is likely answers will be solicited on Delegate-L. Bruce will communicate with Florence regarding the status of the database.

Richard will send the .pdf version of *Senza Sordino* for the website when it is sent to the printer. A link can notify Orchestra-L and Delegate-L subscribers that it is available. There was a discussion about how to get more Newslets for *Senza* that included MAL contact and including information from our own orchestras. James suggested Newslets could be distributed as RSS feed on the ICSOM website. Richard also acknowledged that publication needs to be more timely. To assist Richard, Paul and Brian will take over the ICSOM Directory and James will assemble Newslets and articles prior to the deadline, which is March 5 for the next issue. Delegates should also be reminded that the management copy is included in the boxes.

Laura will enter the Local Secretary-Treasurer addresses and send them to Richard.

Laura Brownell joined the group for lunch.

Brian thanked Laura B. for the draft of her **Mellon/Flanagan response letter**. Going on record is very important, and timely, especially after reading a recent presentation by Flanagan that was a direct attack on musicians' salaries. ICSOM and the AFM agree that Flanagan's refusal to address any administrative costs and ignoring other data in the report make his report suspect. Laura B. says the paper is out there. Laura B. also spoke about discussions she and Tom Lee have had with the AFL-CIO that will require follow-up.

Laura B. included an internal report from Trish Polach regarding recent conversations with **Puerto Rico**, which was a topic of discussion at the most recent IEB meeting. The governing board is appreciative that the conversation finally occurred. She also included quarterly IEB reports, and the **negotiating orchestra letter regarding cutting sub and extra pay** that was sent out last year. She was pleased this last topic received significant discussion time last summer at the ICSOM and OCSM conferences. Len pointed out that part of Jacksonville's dispute involved sub and extra payment and that the musicians shifted some of their pension to assure subs/extras received appropriate wages. Laura B. would like to include positive movement as occurred in Jacksonville, Minnesota, and North Carolina in an updated letter. The recent Local 802 sub negotiations for the NYP and the impact of their health plan coverage was also briefly mentioned. We will discuss the letter and send Laura B. suggestions.

A full-time **contract administrator** has still not been hired. While the governing board is aware that a strong candidate was under consideration at one time, we continue to ask: Why there is this insistence that they must work in NYC, especially since, even with recent increases, the salary continues to be too low to attract qualified applicants who don't need excessive amounts of training? We must insist also that compensation levels reflect what we require.

Barbara Owens was just hired as an International Representative, replacing Don Shumate who just retired.

ICSOM is trying to strengthen our union and serve our members. The Executive Director database is something we continue to ask for. Paul Gunther spoke about his colleague's suggestion to develop **wage chart** comparative data that could be a spreadsheet engine, accessible from either AFM or ICSOM website. She agreed a search/comparison feature would be helpful. Paul will get Laura B. the information. Laura complimented Eric Beers work on the wage charts. Laura B. said some missing information regarding audited numbers was taken from League data, potentially older numbers if necessary. Laura B. thinks Eric will continue to do the charts in the future.

There was a request for a search feature for contracts on the **CD-ROM** but Laura B. said part of the difficulty is that orchestras send .pdf files or hard copies that must be scanned instead of Word files. Laura asked Laura B. why national recording agreements are not available on the AFM website and also asked that more CD-ROMs be distributed to include orchestra committees and their Locals.

Previously ICSOM, ROPA and OCSM agreed to only send one representative each to save the AFM money sending representatives to the *Fédération Internationale des Musiciens* or International Federation of Musicians (**FIM**) conference in Berlin. Tom Lee has now included Canadian Vice-President Bill Skolnik as an AFM representative (along with Tom Lee and Laura Brownell).

Laura B. spoke about the **New World Symphony** fence agreement negotiations, her recent visit to NWS, and a concern about NWS providing the pit orchestra for a tour of *Porgy & Bess* to Europe, which is seen as displacing musicians. There are concerns about how the fence agreement applies in this situation. Laura B. will send the governing board a copy of the new NWS agreement. Site visit provisions in the agreement allow for one mandatory day for first year fellows. She said that while the AFM had already held their visit, she didn't think there would be any objection if we wanted to do a site visit. Other topics briefly touched on were the status of the new South Florida Orchestra being organized to perform in the Carnival Center, the status of Naples, and any other organizing activity that might fall under the protection of the fence agreement.

Since we are beginning our **conference planning** Laura B. was asked if she has any plans for our conference, how much time and subjects she'd like to present? She mentioned a presentation at the OCSM conference last summer by an attorney who was involved with the Montreal negotiations.

As her portion of the meeting came to a conclusion, Laura B. spoke about a couple of **League initiatives** including retaining Joe Kluger & Michael Bronson as media consultants, that they are now surveying all levels of orchestras regarding media activity, and that they have retained Segal to advise them on pension changes, risk sharing, etc. Bruce thanked Laura B. for meeting with us as she departed.

There was a brief discussion about the **Electronic Media Committee**. Discussed were the need for agendas on calls and better communication.

Before beginning the **Conference planning**, the board reviewed last year's conference. The location was great, and we need to continue to evaluate the value of breaks for communication amongst the

participants. The brochures were a good conversation starter. It was suggested that a few season brochures and educational brochures be brought this year.

- Possible theme – “Education for all Levels”
- Bylaws evaluation (e-mail them prior to the conference so it can be provided on disk to all participants at the conference) – they will be evaluated with good and bad examples provided.
- Association Incorporation & tax law – would Trish be interested in this topic or someone else from Bredhoff & Kaiser? Cathy will check with her local to see if they have a CPA who could speak about 501(c)3, 5 & 9 (VIBA) status.
- Bruce will draft a letter to Robert Lynch, director of Americans for the Arts to see if he might be interested in serving as keynote speaker.
- For the education discussion: Michael Tilson Thomas and Brent Assink (SFSO executive director) were suggested. Other suggestions: (1) an additional breakout session by MAL group to discuss education programs, highlighting good and bad, with reports to follow in full session of successful examples; (2) short presentations on a couple successful education programs.
- Website discussion will require one day (plus travel day) attendance for Bruce Christensen.
- We will retain a parliamentarian for resolutions. Cathy will investigate local candidates.
- Breakout session topics - organizing between negotiations, health care, media (breakout leaders need more direction)
- Since Tom Hall will be attending, we might ask him to speak briefly about the CSO emeritus program.
- A participatory session of mock negotiation
- A follow-up on the AFM-EPF with Maureen Kilkelly
- Orchestra reports (Jacksonville, Columbus, Honolulu)
- IEB attendance with a Q&A panel discussion
- Resolutions

Next conference call – March 16, 2008 9PM EDT/8PM CDT/6PM PDT

Adjourned at 4PM.