

ICSOM Governing Board Call – 4/11/09

Bruce Ridge, Brian Rood, Laura Ross, Michael Moore, Richard Levine, Matt Comerford, Paul Gunther, Cathy Payne, Meredith Snow, Len Leibowitz

1. SSD Director -

- a. There was a discussion about the serious concerns over the AFM President's miscommunication with the leadership of ICSOM regarding the appointment of a new SSD director
- b. July LCC/PCC meeting in Vegas – Bruce and the other PCC leaders have begun to discuss their presentation before the IEB and the LCC.
- c. initial conversations with Chris Durham – Bruce has spoken to Chris twice (at the time of this phone call). They have discussed some initial ideas for SSD. We should assemble a list to identify ideas and priorities. SSD is still understaffed, especially now that a negotiator has been moved to the director position; Chris plans to continue to handle some negotiations. Laura suggested we could invite Chris to participate in negotiating orchestra conference calls. Brian will speak with the orchestras.

2. news from orchestras

- a. Phoenix – Bruce reported on his recent trip to visit all the constituencies involved in the orchestra. Negotiations are very difficult right now as the board's intention is to cut the orchestra's budget from \$12M to \$8M. Bruce is drafting a couple of follow-up letters to the executive director and music director. There are also some NLRB hearings coming up later in the month.
- b. Local 16/New Jersey Symphony – there are problems with Local elections and the desire to use an attorney is still a point of contention between the Local and orchestra.
- c. releasing the San Francisco settlement – Cathy and Laura are working on the settlement bulletin.
- d. other orchestras – there was a discussion about some orchestras that have notified us they have been approached to reopen their contract. There was also discussion about what an orchestra's obligation is to reopen a contract and if by agreeing to talk, anything becomes binding. Some orchestras may have legitimate reasons to have this discussion but other orchestras seem to be using the financial crisis as a way to wipe out the mistakes of management.
- e. Honolulu – they are losing their executive director, are 11 weeks behind on payroll and have now been told they do not have to work without the expectation of payment and could qualify for unemployment.
- f. League invitation for April 20 – Bruce and the board agreed he should remain at home and rest, if the League wants to include him on a conference call, that would be fine if time allows.

3. conference calls between orchestras negotiating or that are in economic trouble –Bruce and Brian will coordinate these calls. There have been 2 calls so far; other orchestras will be scheduled soon, and though Atlanta has settled, Michael was encouraged to participate in these calls (Cincinnati as well).

4. *Senza Sordino* – Richard will send an updated draft very soon.

5. Directory update – The bulk of the Directories are in the mail, but Richard asked if there are additional copies we should send?

6. Wage Charts– Brian has spoken to Chris Durham about proofing and inputting any last minute information. Laura has sent Chris and Doug Lyon the updated delegate roster. Laura suggested Paul call Chris about his colleague who designed a wage chart comparison program.
7. AFM-EPF – there was discussion about the change to the multiplier, the possibility of having Bill Foster on a conference call about the pension (Bill asked that questions be submitted so he can run potential answers by attorneys and trustees first), a suggestion for a Q&A area on the pension website, and a suggestion that the management trustee letter sent a few years ago be sent again.
8. update on national media negotiations – there are phone calls scheduled this week, and the negotiations will be held April 20-21 in Cleveland. Chris Durham will attend briefly.
9. 2009 ICSOM Conference – there was discussion about guest speakers and preparing the conference mailing. Laura will reach out to Tom Reel, the conference coordinator. There was also discussion about a recently announced restaurant partnership to support the Virginia Symphony.
10. report from Paul on UnionHealthShare – Paul and his wife Holly have visited a few AFM Locals to make presentations on this new policy, which can be piggybacked onto other health plans and is union-driven. It was suggested that Holly might make a presentation to the GB at the conference, or it could be a stand alone or breakout session. Brian suggested putting out a delegate-l questionnaire about high deductible orchestras who can direct questions to Holly, as well as finding out which orchestras are making contributions to their health insurance.

Scheduling of next GB conference call – Friday, May 8 – 4PM EDT/3PM CDT/1PM PDT

This date changed due to Media negotiations in Washington DC.