

ICSOM Midwinter Governing Board Meeting The Renaissance Chicago O'Hare Hotel

Saturday, January 2, 2010

Dinner (@ Harry Carey's)- Bruce Ridge, Brian Rood, Laura Ross, Michael Moore, Richard Levine, Matt Comerford, Cathy Payne, Meredith Snow, Mike Okun, [Paul Gunther was unavailable]

Counsel Issues – Discussion with Mike Okun about privileged legal matters.

Sunday, January 3, 2010

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

University of Michigan Orchestra Summit – It has been agreed that Brian and Laura will attend and participate, as will Paul Austin for ROPA.

Washington University School of Medicine survey – Posting the link to the survey on Orchestra-L, Delegate-L and providing a link on the ICSOM website was approved.

Colorado Symphony site visit – Travel was approved for Bruce to visit the orchestra. He has communicated with the delegate about what this visit would entail and that it could occur in the next two months. Bruce will inform Chris Durham he will be visiting.

The Committee request for information – an anonymous member of Local 47 requested information; because the information has been publicly released in *Senza Sordino* it was decided that there was no reason to respond.

There was a brief discussion regarding counsel status.

Americans for the Arts “Green” Paper – they want a position paper that Bruce has agreed to write. James Nickel was recommended as a “young” leader/representative; his previous relationship with ICSOM’s board is a plus.

AFM issues

- a. Pension fund** – an orchestra representative, will likely be the topic of discussion at the major managers meeting this week in NYC. Matt & Meredith will attend the pension meeting on the 11th.
- b. AFM Convention** (Logistics/proposed resolutions/general preparation) – Are there any symphonic or strike fund resolutions we should be proposing? Matt is the elected 3rd delegate and Meredith is the alternate.

SSD Director Chris Durham was sorry he couldn’t be at the meeting in person. The board expressed their hope that Chris’s mother would recover quickly.

- a. Wage chart project** – Chris explained the timeline for David Herring, who is working on a version of the wage chart that can be manipulated for comparisons during negotiations, has sent out preliminary questions for review. At the end of January the final questions should be ready to send to the delegates. The board asked questions about whether this project would run in parallel to the old system or replace it. Chris reported it will be a replacement. In regard to when the wage and scale information will be requested, Chris hoped to send it out by the end of the month. Brian agreed to draft something, with Chris and the board’s review, for Delegate-L. Chris asked that Carla, David & Francine be in the loop. Anticipate printing and distribution depends upon the questions, how

information is returned, proofing and reduction of answers. He mentioned the ROPA pit orchestras desire for their own chart (and maybe ICSOM too.)

b. Update on staffing – Joel LeFevre is the new data/communications person who will be involved in the wage charts. Chris continues to look for a contract administration position, separate from Joel's position. Chris spoke about various potential candidates, many of whom either wanted to work at home or wouldn't live in NY. When asked if this position really required a NY residency, which could open the pool of applicants, Chris replied that at some point in the future this may be true but the AFM isn't ready yet because he believes much of the materials that would be used by this person (arbitration awards, legal opinions, CBAs, articles, pamphlets, etc.) are still stored in hard-copy form at the NY officers. He hopes that by hiring these two positions, it will allow them to begin implementing changes that might allow these materials to be made available on the website for everyone, as well as future off-site employees. Joel begins January 18, and Chris will be in the office that week to train him.

Regarding the hiring and training of a contract administrator, the job is partially about general labor enforcement, while the rest is about musical issues. There can be a steep learning curve regarding musical issues, and vice versa for musician applicants who don't have the basic labor background. However, they can be trained at the Meany Center and other places.

Brian was happy to hear that the residency requirement thinking was changing so others, like Joe Goldman, could be considered for these jobs because an orchestral background is important.

Chris indicated he was looking at a candidate who will be a negotiator and could also be a contract administrator. Chris would also like to have a team of people to go out and be advocates in grievances and arbitrations.

Chris spoke about local officer training that could involve orchestra members (leaders) who are involved in enforcement of contracts. He envisions "dog and pony" presentations that could be accessible to a number of orchestras at one time and would deal with filing grievances, duty of fair representation, handling terminations, etc. The AFM has never really focused on this. While orchestras may have access to attorneys through their locals but there are basic pieces of information musicians need before they talk to the attorney. Some of this information is available on the Opus disk but it may need updating and should be more widely available.

c. Opus discs – Bruce asked for a delivery update, and whether the requested information should come from the local. Chris said the posted deadline was Dec. 28, 2009 for inclusion on the disc and that little other information beyond the CBAs that would change. The staff will update many of the SSD pamphlets in the future. So far they have received 12 submissions and hope it will be ready for mailing by the end of January. He would also like to put this information online and make it available all the time. Chris previously asked the delegates for the information but said he would be happy to have committee chairs or the local submit the information since they are the ones dealing with the contract. He also expressed a desire to have a more direct line to committee chairs and local officers in the future. Chris would like to have a place to put an archive of articles that are sorted by orchestra. Bruce pointed out that Yahoogroups archives all articles posted on Orchestra-L.

d. Items from Chris – Chris has applied for a ticket, along with Joe Goldman, to the University of Michigan orchestra summit. He also asked for ICSOM's position regarding librarian attendance at CBA discussion meetings because there was a misunderstanding about the librarian's position as being supervisory. Paul said that no matter what other position that librarian holds, this could be construed as ignorance or fear of an administrative position held by a bargaining unit member. AFM bylaws are pretty clear about excluding only those who have hiring and firing power. Chris agreed. He asked the board to compile a list of resources they would like to see on an AFM orchestra website or webpage that would contain information dedicated to symphony musicians and the type

of information they need access to like the opus disc, wage charts. It would include an introductory page that isn't password protected for students, but the rest of the site would require some thought. The board will take this question to the delegates for response.

Finally, Chris asked if there were any *International Musician* topics we'd like to see, and there was a brief discussion about topics for forums/training sessions. The board will follow up on this request. Chris said he was not sure holding workshops at Locals conferences was the right time and place. He believes they should be regional workshops and training sessions that include orchestra leadership. Training could be done by Bredhoff & Kaiser, Rochelle Skolnick and others. This is in the planning stages but Chris wanted to include any ideas ICSOM might have.

Following Chris Durham's presentation, there was a brief discussion. Chris is beginning these initiatives but ICSOM must figure out what their relationship with all this will be. It was agreed that the workshops should be scheduled to accommodate orchestras and that seasoned musicians, who may not be current orchestra leadership, should also be able to attend as well.

Public relations are a priority for ICSOM as well as access to an insurance broker who can advise orchestras. Communication between SSD and Bruce still needs improvement. There are still questions about whether Chris's position as a negotiator is in conflict with his job as SSD director when dealing with a local that is balking at an orchestra's request to hire a specific attorney.

Mark Lindsay – There is still no formal letter of agreement and Bruce has not been able to speak to him yet. While we need to let our people know about this potential service there are still questions about how to move forward and to figure out what projects we can work on together to assist our entire orchestra industry.

Mike Okun departed the meeting.

A sympathy card for Lorraine Bartlett's family was passed around for signatures.

Next Board conference call – Jan. 15 (Friday) 5PM EST/4PM CST/2PM PST

2010 Conference planning

Discussion included a brief review of last year's conference, possible speakers and presenters, the mixer that is the responsibility of the Houston Local, possibly re-engaging Paul Castillo as parliamentarian, resolutions (JoAnn Falletta for conducting the Honolulu concert, support of Honolulu), and possible themes for the conference. Also discussed were items that were discussed during the pre and post-conference governing board meetings to see whether any follow-up was required.

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