

ICSOM Governing Board Pre-Conference Meeting
Tuesday, August 17, 2010
Board Room B (6th Floor) Hyatt Regency, Houston TX

*Bruce Ridge, Brian Rood, Laura Ross, Michael Moore, Richard Levine, Matt Comerford, Paul Gunther, Meredith Snow;
@ 10:45AM Mike Okun joins meeting, (Cathy Payne had unexpected delay and was unable to attend)*

Bruce thanked the board for their support its year and presented a gift certificate to each member.

- a. review of year – it has been a difficult year but we finally have a better relationship with the AFM and the IEB. President Hair will need help because the union still faces great difficulties. ICSOM must continue its mission of advocacy and must try to maintain unity within our ranks, though landmines may appear without notice, so we must be vigilant.
- b. review of internal GB communication – there was a brief discussion about internal communications via email.
- c. discussion of presentations – there was a discussion about the possibility of audio or video taping presentations but presenters were not notified prior to the conference. It was suggested that people prepare something for the website if they do not have visuals for their portion of the conference. Laura said she would be posting information as it came available during the conference. Regarding the attorney selection decision, delegates have been informed at every point in the process that their input was encouraged, and they will be encouraged this week to speak with board members. Following any decision, the entire Delegate Manual will require review by Counsel, including the Resource area of the Manual.
- d. Minutes of 7/25/10 were approved pending Mike Okun’s review.
- e. International Federation of Musicians (FIM) – the March orchestra conference will be held in Amsterdam. There was a discussion of the FIM dues; it was agreed that the benefits of remaining as members include networking, exposure and the opportunity to give input on policy.

Following a break, Bruce welcomed Mike Okun and thanked him on behalf of the entire GB for his assistance and advice this past year.

- a. Mike Okun report – Mike reviewed what had occurred in the past year; he had previously submitted a written report.
- b. discussion and adoption of the new Governing Board Policy Book – a few word changes were made and new sections were explained. **MSC (Paul, Brian) to adopt the Policy Book.** Laura will print out the signature pages and will retain them afterward. Additionally, she will send electronic copies of the adopted Policy Book.

During lunch there was discussion about items each believed important for the new Counsel position. Paul Gunther led a discussion about working with Mark Lindsay (who presented to the 2009 board.) Much of our energy should be focused on working on positive steps as opposed to always having to fight opposition. There have been a few issues in the possible relationship that have not been settled. No action was taken.

Brian spoke about a joint meeting with select managers and player conferences representatives to craft a much-needed positive message about our industry. He was approached about this subject at OCSM, and there was some thought that George Cohen might be able to lead a discussion that would include Bruce, Carla Lehmeier, Chris Durham and Ray Hair. We will also revisit this topic on Saturday and Sunday.

Conference planning -

a. Agenda walk-through:

- Tuesday – the negotiating orchestra workshop will be moderated and Brian will try to limit the initial report by those orchestras currently in or preparing for negotiations to 2-3 minutes. Following introductions specific topics will be discussed. (One item that was mentioned was whether we should consider a mid-winter meeting for new negotiating orchestras, hosted by the AFM and ICSOM.)
- Honolulu dues forgiveness – will follow the welcoming remarks and come before approval of the 2009 conference minutes on Wednesday.
- Nominations will be handled by Brian (since Bruce is nominated) and they close Friday afternoon.
- Thursday includes the MAL/Delegate luncheon and the Governing Board dinner with Ray. Mike was asked to join the board for dinner and to attend the Town Hall Meeting.
- Friday includes the IEB and second Town Hall Meeting which can be flexible as to timing.
- Saturday includes a few presentations, bylaws and resolutions.

b. Bylaw discussion and votes – Mike and the Governing Board thanked Laura for her work and discussed presentation to the delegates.

c. media committee – discussion was postponed until Cathy Payne could be present

d. new format for delegate manuals – Laura will raise this issue in her officer report and will elaborate in Town Hall Meeting.

Chris Durham joined the Board at 4:30PM. He was asked to share any concerns, information, etc., he might have. He reported on some staffing changes, including Corina Seligman who processed B Forms for Debbie Newmark.

Bruce thanked Chris for being proactive with the *International Musician* articles though we were aware of some concern regarding an article about the St. Louis Symphony. Chris spoke briefly about the situation.

Chris reported that the wage chart presentation went well at ROPA and Brian reported it also went well at OCSM.

Bruce mentioned the GB discussion regarding FIM membership and asked Chris's opinion.

New World – The Fence Agreement includes provisions for site visits; he is trying to schedule a meeting in the fall. The agreement expires after the 1st of the year; he hopes to speak with Ray, Bruce, and Carla about this agreement.

There was a brief discussion about the Memphis Symphony's "approved partnership activities" and how that agreement is being portrayed in public forums.

The meeting adjourned at approximately 5:30PM.

Post-conference Governing Board meeting

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

Saturday, August 21, 2010

The board reviewed the conference evaluations and shared personal views of the conference. The overall impression was positive in length and material discussed.

There was brief discussion about expanding the negotiating orchestra sessions, beginning with a late afternoon session followed by an evening session. We will see if there is interest but there need to be more negotiating tools presented along with strategy development during sessions, possibly working one topic per year into the discussion. Video-conferencing or scheduling an AFM/ICSOM mid-season meeting are possibilities.

There was a question about the make-up and authority of the National Labor Relations Board.

Mike Okun departed for the day.

There was extended discussion about the attorney presentations. The meeting adjourned at 7:30PM.

Sunday, August 22, 2010

There was brief discussion about what is required to be reported on LM-30s.

There was further discussion regarding a possible working relationship with Mark Lindsay – we still have questions that need answers.

The status of player funds and orchestra committees still require further investigation.

Bruce, on behalf of the entire board, thanked Mike Okun for all his help this year.

Attorney discussion continued. After extended discussion, the board decided to wait until a later date to continue deliberations. Bruce spoke about how he would proceed in the next few weeks as this process continues; he will communicate with the board about his progress.

The board benefited greatly from discussion with delegates and we are considering all those comments as we continue to research the situation.

Mid-winter meeting was tentatively set for March 13-14, 2010 on the West Coast, which may allow for some orchestra visits, time permitting.

Bruce appointed Meredith, Cathy, Paul and Matt to serve as the Audit Committee.

The board adjourned at 1:30PM.