

**OFFICIAL MINUTES
1999 ICSOM CONFERENCE**

August 25-28, 1999
Vail, Colorado

Wednesday Afternoon, August 25, 1999

INTRODUCTIONS AND WELCOMES

Chairperson Levine welcomed the delegates to Vail and introduced and welcomed the members of the Governing Board, American Federation of Musicians [AFM] officers, and guests, including the following:

GOVERNING BOARD OFFICERS

President David Angus
Secretary Lucinda-Lewis
Senza Sordino Editor Marsha Schweitzer

MEMBERS AT LARGE

William Buchman, Michael Moore, Charles Schlueter, Mary Plaine

LEGAL COUNSEL

Leonard Leibowitz

OTHER PARTICIPANTS, GUESTS, AND SPEAKERS

Leszek Barnat [Metropolitan Opera Associate Musicians]
Brad Buckley [ICSOM Chair Emeritus/St. Louis Symphony]
Jim Clute [ICSOM Member at Large emeritus/Minnesota Orchestra]
Bob Docs [OSP Steward, Louisville Orchestra]
Tom Hall [Conference Coordinator, Chicago Symphony]
Paul Judy [Symphony Orchestra Institute]
John Paul Lindberg [Virginia Symphony]
Clara Markham [Louisville Orchestra]
Emily Melton [Symphony Orchestra Institute]
Dr. Simon McGrail [Physician, Toronto, Canada]
Jerry Montgomery [Indianapolis Symphony]
Dr. Richard Norris [Physician, Hartford, Connecticut]
Charles Olton, [CEO, American Symphony Orchestra League]
Joel Schaffer [Federal Mediation and Conciliation Service]
Dr. David Sternbach [Performance Psychologist]
Jeff Stewart [Baltimore Symphony]
Dr. Calvin Weber [Johnstown Symphony]
Hollis Ukaly [Charlotte Symphony]

AMERICAN FEDERATION OF MUSICIANS

SYMPHONIC SERVICES DIVISION

Florence Nelson, Supervisor
Laura Brownell [Canadian Office]
Chris Durham
Janice Galassi
Deborah Newmark
Nathan Kahn

ADDITIONAL AFM GUESTS

Steve Young, President, AFM
Tom Lee, Secretary/Treasurer, AFM; Secretary/Treasurer, Washington, D.C. Local 161-710
Barbara Nielsen, Special Assistant to the President of the AFM
Ken Shirk, IEB, Secretary, Portland Local
Jeff Tomberg, Assistant to the AFM President
Ed Ward, IEB, President, Chicago Local

LOCAL OFFICERS

Doug Fisher, President, Columbus Local 103
Mary Frank, Secretary-Treasurer, Jacksonville Local 444
Mark Jones, President, Buffalo Local 92
Bill Moriarity, President, New York City Local 802
Joe Shifrin, President, Washington, D.C. Local 161-710
Peter Vriesenga, President, Local 20-623

OTHER PLAYER CONFERENCES

Andrew Brandt, President, Regional Orchestra Players' Association
Steve Gibson, Recording Musicians of America
Steve Wilkes, Secretary, Organization of Canadian Symphony Musicians

ROLL CALL

Secretary Lucinda-Lewis called the roll of the 47 ICSOM member orchestras. Delegates were present to represent the following orchestras:

Atlanta Symphony	Michael Moore
Baltimore Symphony	Mary Plaine
Boston Symphony	Charles Schlueter
Buffalo Philharmonic	Melanie Haas
Chicago Lyric Opera	Linda Baker
Chicago Symphony	Rachel Goldstein
Cincinnati Symphony	Martin James
Cleveland Orchestra	Scott Weber
Colorado Symphony	Ken Harper

Columbus Symphony	Michael Buccicone
Dallas Symphony	Bruce Wittrig
Detroit Symphony	Ramon Parcels
Florida Orchestra	Warren Powell
Florida Philharmonic	Geoffrey Hale
Grant Park Symphony	Kevin Case
Honolulu Symphony	Mark Schubert
Houston Symphony	Christopher French
Indianapolis Symphony	Nancy Agres
Jacksonville Symphony	Dale Gosa
Kansas City Symphony	Brian Rood
Kennedy Center Orchestra	Nancy Stutsman
Los Angeles Philharmonic	Lyndon Taylor
Louisville Orchestra	Trevor Johnson
Metropolitan Opera Orchestra	Larry Wechsler [for Marvin Topolsky]
Milwaukee Symphony	Helen Reich
Minnesota Orchestra	Julie Ayer
National Symphony	Jeff Weisner
New Jersey Symphony	Robert Wagner
New York City Ballet Orchestra	Jay Blumenthal
New York City Opera Orchestra	Bruce Revesz
New York Philharmonic	Richard Simon
North Carolina Symphony	Bruce Ridge
Oregon Symphony	Fred Sautter
Philadelphia Orchestra	John Koen
Phoenix Symphony	John Lofton
Rochester Philharmonic	Erin Hannigan
St. Louis Symphony	Jan Gippo
St. Paul Chamber Orchestra	Herb Winslow
San Antonio Symphony	Beth Stoppels
San Diego Symphony	Richard Levine
San Francisco Ballet Orchestra	Peter Wahrhaftig
San Francisco Opera Orchestra	Thalia Moore for David Ridge
San Francisco Symphony	Cathy Payne
Syracuse Symphony	Walden Bass
Utah Symphony	Marion Albiston

The *Pittsburgh Symphony* was on tour and not represented at the conference. The Alabama Symphony was also not in attendance.

Officers' Reports

Reports of the President, Secretary, Treasurer and Editor were submitted in writing.

A brief report on the *ICSOM Directory* was made by *Directory* supervisor Mary Plaine.

The 1998 ICSOM Conference minutes were amended and approved.

Chairman's Report

ICSOM Chairman Robert Levine reported that AFM President Steve Young had committed to increased Symphonic Service Division [SSD] spending. He discussed the progress of the relationship between the Louisville Orchestra and the Louisville local and the need for a national critical negotiation fund. Levine described the changes in the AFM Strike Fund and in the definition of a symphony orchestra which were enacted at the AFM Convention in July. [Work dues collected under the new definition were to be used, in part, to increase SSD funding.] Levine reported that an attempt to do away with the Orchestra Service Program [OSP] had been successfully defeated. A resolution increasing the cap on the number of votes per local [based on the local's membership] was also adopted at the convention. Levine stated that there had been a significant increase in the number of AFM Convention delegates from the symphonic conferences. Only a few of the Investigative Task Force [ITF] proposals were adopted by the Convention, but some progress was made in barring employers from serving on local boards. The Conference Representative Board [CRB] legislation proposed by the ITF was withdrawn, but AFM president Steve Young agreed to appoint a task force to look further into the concept of the CRB. Levine concluded by reminding the delegates that information they receive at the ICSOM Conference should be reported to their orchestras.

American Symphony Orchestra League

Levine introduced American Symphony Orchestra League president Chuck Olton. Olton stated that he felt the League had to be more than a service or lobbying organization and should begin identifying ways of advancing classical music in society. He described areas the League had been examining to promote the symphonic cause. He spoke of the successful efforts to save the National Endowment for the Arts and indicated that the League would be more involved in government advocacy.

Olton stated that orchestral institutions needed to learn new methods of conducting their institutional relationships and advocated the benefit of discretion, silence, and problem solving out of public view.

Olton stated that Interest Based Bargaining [IBB] training had been offered to orchestra managers last year by the League. [IBB is a non-confrontational approach to labor negotiations.] Olton concluded his remarks by recommending that ICSOM and the League join forces to work together to improve the human environment in orchestras.

American Federation of Musicians

Levine introduced AFM president Steve Young, who reported on the important legislation which came out of the AFM Convention. He stated that the AFM had operated in the black for two years. The number of AFM orchestras had increased, as had the number of agreements with other musical and media groups. Young spoke of the possibility of a labor dispute in the Pamphlet B (traveling musicians) negotiations. He reported on the successful contract negotiations with the Provident Recording Company in Nashville and the Federation's involvement in the STAR Campaign, which supported Tejano musicians. Young stated that the AFM had been monitoring the new kinds of

Internet media. He said no cuts in Musicians' Performance Trust Fund [MPTF] funding had resulted from the phonograph negotiations.

President Young encouraged orchestra musicians to contribute to TEMPO [AFM's lobbying organization]*. He advocated training for all local officers, player conference officers, and union members. He encouraged symphonic musicians to become more involved with their locals. Young discussed the decertification of the AFM by the Tucson Symphony and attributed the cause to a weak local union. He stated that a newly adopted AFM bylaw would give the AFM president the right to remove a local officer without revoking the local's charter. He encouraged ICSOM delegates to get elected as their local's AFM convention delegate. He reported that the new AFM Strike Fund provision would allow smaller orchestras to join. Young described the activities of the AFM's Health and Welfare Committee, which had been exploring ways to provide health benefits to freelance musicians.

Counsel's Report

ICSOM legal counsel Leonard Leibowitz discussed the community outreach programs in the contracts of many ICSOM orchestras. He was not opposed to the concept of such programs but was concerned about the potential for the exploitation of musicians. He offered examples of situations where managements were offering fewer weeks and proposing that the musicians could get them back by doing outreach programs. Leibowitz recommended that orchestras be very careful about any language regarding outreach.

Leibowitz addressed the requirements of paying off unfunded liability of private defined-benefit pension plans for orchestras wanting to move into the American Federation of Musicians-Employer Pension plan [AFM-EP]. These rules apply to groups with at least 100 participants in the plan. One way he recommended to get around the requirements was reduce the number of participants in the plan by buying annuities or to provide a window for participants to take a lump sum amount and leave the plan.

Leibowitz stated that more cases of sexual harassment in orchestras had been reported. He did not believe this was necessarily due to greater occurrence but from an increase in reporting.

Leibowitz discussed maintenance of contract provisions that prevent a management from reducing overscales during the term of a contract.

Leibowitz expressed concern over the growing number of orchestra contracts of more than three years. While he felt a long-term agreement might allow a particularly difficult situation to heal, as in the case of the San Francisco Symphony, he believed long-term agreements generally provide more opportunities for involuntary re-openers, inability to modify provisions as they become outdated, etc.

*ICSOM delegates contributed in excess of a thousand dollars to TEMPO during this conference.

Report of AFM Symphonic Services Division [SSD]

SSD director Florence Nelson reported on the activities of that department over the last year. Nelson said she was encouraged by the number of player conference members who had attended the AFM Convention as elected delegates and hoped even more would attend the next Convention. She reported on the one-year extension of the Audio Visual [AV] agreement and said SSD would be sending out ballots to all orchestras in the near future. Nelson requested that any orchestras asked to engage in IBB should contact Symphonic Services. [SSD provided a packet of materials which included media information to all ICSOM delegates.]

Report of the Membership Committee

Levine introduced Membership Committee chair Lucinda-Lewis [New Jersey Symphony/ICSOM Secretary], who reported on the membership application of the Charlotte Symphony. It was the recommendation of the Membership Committee that the Charlotte Symphony, having met all of the requirements of ICSOM membership, be granted membership status.

A motion to admit the Charlotte Symphony as a member of ICSOM carried unanimously. [**Motion #1**/Membership Committee]

Report of the Nominating Committee

The members of the committee were Nancy Agres [Indianapolis Symphony], Camille Avellano [Los Angeles], and Tom Hall [Chicago Symphony]. Committee chair Tom Hall explained the nominating process and the history of the committee. The four positions of Governing Board Member at Large were to be elected. The Nominating Committee placed into nomination the names of three incumbents running for reelection: Michael Moore [Atlanta Symphony], Mary Plaine [Baltimore Symphony], and Charles Schlueter [Boston Symphony]. No recommendation was made for the fourth position. Those nominated from the floor were Nancy Stutsman [Kennedy Center Orchestra], Michael Buccicone [Columbus Symphony], Clara Markham [Louisville Orchestra], William Kuyper [New York Philharmonic], John Koen [Philadelphia Orchestra], Jan Gippo [St. Louis Symphony], and Jay Blumenthal [New York City Ballet Orchestra]. Nominations remained open.

Thursday Morning, August 26, 1999

Levine introduced Symphony Orchestra Institute [SOI] Chairman Paul Judy, who spoke of the activities of his organization. The SOI sponsored a reception in the Hospitality Suite on Thursday evening.

Interest-Based Bargaining Presentation

Levine introduced Mary Plaine [Baltimore Symphony/ICSOM Member at Large], who led the IBB workshop. Plaine introduced Joel Schaffer, Commissioner, Federal Mediation and Conciliation

Service. Schaffer began by describing traditional bargaining as adversarial and IBB as joint problem-solving without giving up separate interests. A key challenge in IBB is keeping in touch with the members of the bargaining unit. Schaffer offered the pros and cons of traditional bargaining and of IBB.

The delegates then broke into groups which engaged in a dialogue about interest-based bargaining followed by a question-and-answer period.

Thursday Afternoon

Levine requested additional nominations for the positions of Member at Large. There were no additional nominations. Nominations remained open.

Interest Based Bargaining [IBB] Workshop

Mary Plaine introduced the IBB workshop panel: Leonard Leibowitz, Peter Wahrhaftig [San Francisco Ballet], Jim Clute [Minnesota Orchestra], Fred Sautter [Oregon Symphony], and Florence Nelson [Symphonic Services].

Plaine introduced Leonard Leibowitz, who offered his perspectives on IBB. He stated that traditional bargaining was adversarial but said that there was nothing wrong with adversarial bargaining. The goal of collective bargaining is not to build relationships but to get the best contract obtainable.

Peter Wahrhaftig described the recent experience of his orchestra with IBB. The relationship between the musicians and the Ballet management had not been adversarial, so IBB was not a difficult process to engage in. Schaffer had been hired to train each side in IBB. Even the skeptics in the orchestra were impressed by the training sessions.

Jim Clute said that the Minnesota Orchestra was the first orchestra to use IBB to negotiate a pension re-opener. Clute had been skeptical about IBB but found that it worked quite well and felt it had allowed his orchestra to get an excellent pension. It also helped them with their next contract negotiation and had advanced the quality of the relationship between the musicians, board, and management.

Fred Sautter stated that the Oregon Symphony was preparing to use IBB. He indicated that the orchestra committee, board, and management had already been working together to address some of the Oregon Symphony's problems.

Florence Nelson addressed the pros and cons of IBB and the training which accompanies the process. She was concerned that the lines of labor and management were blurred in IBB and that IBB could reduce the leverage and power of the bargaining committee.

The delegates broke into smaller groups to discuss the merits of IBB. A general discussion followed.

Each group reported that a lack of trust in management would be the primary barrier to their orchestras adopting IBB, as well as a fear that it would create a division with their colleagues.

Shaffer was asked how musicians could engage in IBB without relinquishing their power. Shaffer responded that the bargaining unit would have to determine what they want to achieve, but a difficult relationship between management and labor might not benefit from IBB. He suggested the use of grievance mediation as a good tool in helping foster mutual problem-solving.

Leibowitz suggested that a mediation step be added to the grievance process. He also said orchestras should not enter into IBB thinking it was going to get them a great contract or a develop a good relationship with their managements.

Plaine related that during her training at the Meany Center, adversarial meant two sides and not necessarily confrontational.

Schaffer concluded the workshop by stating that one of the dangers of IBB was the bargaining unit's becoming apathetic.

Following the workshop, Levine spoke of Jim Clute's long and distinguished service to ICSOM. Clute was presented with a plaque in recognition of his contributions to the field.

Friday Morning, August 27, 1999

Levine requested additional nominations for the positions of Member at Large. There were no additional nominations. Nominations remained open.

Performing Arts Medical Panel

Levine introduced Lucinda-Lewis, who discussed the background of the relationship between ICSOM and performing arts medicine and then introduced panelists Dr. David Sternbach, Dr. Richard Norris, Dr. Simon McGrail, and Leonard Leibowitz.

Sternbach spoke of the impact of stress on the body and how it contributes to injury. He cited data which indicate musicians have shorter life spans than the general population. The standards of music making and workplace responsibilities have increased, causing more emotional stress in musicians. Sternbach said performance anxiety and repeated exposure to stress were harmful. He also said that anxiety sometimes causes players to over practice, leading to injury. He recommended that musicians educate their boards and managements about the problems of workplace stress.

Dr. Richard Norris spoke of overuse injuries and cited factors contributing to performance-related injuries: over-practicing, abrupt change in practice time or intensity, quality of instrument, inadequate

rehabilitation of a previous injury, other nonmusical activities; temperature; faulty technique, stress, and performance anxiety; and poor physical conditioning and physique.

After a brief break, the following resolution, dedicating the 1999 conference to Fred Zenone, was adopted unanimously. [**Motion #2**/Governing Board].

Whereas, Fred Zenone has served ICSOM with great distinction as regional vice chairman from 1974 to 1978, as ICSOM vice chairman from 1978 to 1980, and as ICSOM chairman from 1980 to 1986; and

Whereas, The ICSOM Governing Board and delegates have traditionally sought to express their gratitude to those who have served with such distinction on suitable occasions; and [Paragraph]

Whereas, Fred Zenone is now retiring from the National Symphony Orchestra after thirty years of service; therefore, be it

Resolved, That the ICSOM Governing Board and the delegates to the 1999 ICSOM conference express their profound gratitude to Fred Zenone for his service to ICSOM, to orchestra musicians, and to the orchestra field as a whole; and, be it further

Resolved, That the ICSOM Governing Board and the delegates to the 1999 ICSOM conference congratulate Fred Zenone on the occasion of his retirement from the National Symphony and wish him well in his further endeavors to advance the cause of symphonic music and musicians; and, be it further

Resolved, That the ICSOM Governing Board and the delegates to the 1999 ICSOM conference dedicate the 1999 annual ICSOM conference to Fred Zenone.

Lewis introduced Dr. Simon McGrail, who addressed the problem of injuries to brass players' lips. McGrail described the symptoms of a lip injury: pain with prolonged playing, pain associated with playing high notes, rapid fatigue, and tonal deterioration. Horn players have the highest rate of lip injuries. McGrail has operated on 50 players and only operates on players he knows have muscle tears. It usually takes 6-8 months for a player to recover his playing after surgery.

Lewis described the mechanism and symptoms of focal dystonia. Focal dystonias are classified as a movement disorder and are associated performing a specific task. The symptoms include an uncontrollable pulling, spasming, or quivering of a particular muscle. Dystonias usually affect the finger of a string player or pianist. Woodwind players can also develop a dystonia in a finger. Embouchure dystonias affect the lip of a brass player. The cause of dystonias is unknown, although it is believed that stress and overuse play a role in the development of the condition. There is currently no cure for a dystonia. The most common treatment for controlling the symptoms of a dystonia is Botox. Lewis also mentioned the embouchure dystonia study being conducted on brass players by Dr. Steven Frucht at Columbia-Presbyterian Hospital in New York City.

Leibowitz discussed insurance, and workers rights. He recommended that musicians look to prevention of disabling injuries and suggested that orchestras include health and safety clauses in their contracts, including sound-shield clauses. Sound levels are the biggest health and safety issue in orchestras, especially for pit orchestras. Leibowitz said that OSHA had not been a great source of help for health issues in orchestras.

He recommended that orchestras find out whether their health plans cover the more unusual kinds of treatments for performers' injuries. He also encouraged orchestras to ensure that their contracts have a salary bridge to their disability plans. Leibowitz explained that if the employer has paid 100% of the disability premium, a player would have to pay income tax on the benefit. The percentage of tax is reduced pro rata, depending on how much a player pays toward the premium. Leibowitz said that a player on disability was still considered an employee but is not always protected from being fired.

Bill Morarity [President of Local 802, New York City] explained the AFM-EP disability benefits.

Leibowitz described the general rules governing workers' compensation and explained that an employee would not be eligible for workers' compensation if he were receiving group disability benefits. He encouraged every orchestra to include the Family Medical Leave Act in their contracts because if management violated the law, it could be then be addressed in arbitration.

A brief question and answer period followed.

Friday Evening

Friday evening's session was reserved as an open forum between the ICSOM Governing Board and ICSOM delegates. Because of the confidential nature of the discussion, this session was not documented for the minutes.

Saturday Morning, August 28, 1999

After the Secretary called the roll of member orchestras, Levine read a note from Fred Zenone thanking the delegates for dedicating the conference to him.

Levine called for further nominations for ICSOM Governing Board Members at Large. There being none, the balloting followed.

Media Workshop

Levine introduced Brad Buckley, who gave a presentation on electronic media. Buckley introduced Deborah Newmark, the new supervisor for electronic media for SSD. Newmark explained the media information passed out during the conference.

Buckley stated that reports of symphonic media activity diminishing are exaggerated. He reported on the symphonic phono negotiations and other projects of the media committee from which a report will be generated. He briefly discussed new media available over the Internet and said orchestras needed an overall Internet agreement from the AFM.

Buckley stated that symphony managements wanted greater ability to negotiate media agreements locally, and they wanted service conversion. He was opposed to allowing media agreements to be negotiated locally. He encouraged orchestras to avoid negotiating local media agreements which abrogate national media contracts and to avoid accepting service conversion. He further advised that any recording projects be discussed with Deborah Newmark and SSD.

Buckley commented on foreign orchestra recording rates and agreements and on wholly owned subsidiary recording companies.

A question-and-answer period followed.

Buckley concluded by encouraging all symphonic musicians to be very careful about the way they do any kind of media work.

Florence Nelson added that there are already protections for musicians in their contracts and in the Phono Agreement.

Levine announced the results of the election for Governing Board members at Large in order of most votes received: Mary Plaine, Michael Moore, Jay Blumenthal [NYCOpera], Charles Schlueter.

Saturday Afternoon

Levine introduced ROPA President Andy Brandt who offered a few brief remarks.

Levine then introduced Stephen Wilkes, OCSM Secretary, who brought greetings from Canadian orchestras.

A motion to retain Leonard Leibowitz as legal counsel and to increase his retainer to \$31,500 carried.
[**Motion #3**/Governing Board]

The following resolution, amending Article 5, Section 7.(b), of the ICSOM bylaws, was adopted.
[**Motion #4**/Governing Board]

Whereas, The principle of open elections is fundamental to the healthy functioning of a democratic organization; and

Whereas, There has been a perception expressed to the ICSOM Governing Board that the functioning

of the ICSOM Nominating Committee has discouraged interested individuals not nominated by the Nominating Committee to run for office; therefore, be it

Resolved, That Article 5, Section 7.(b), of the ICSOM bylaws be amended to read as follows:

The Governing Board shall appoint a Nominating Committee which may, at its discretion, nominate candidates at each annual conference for those offices which are to be filled that year. Additional nominations may be made from the floor.

The following resolution in support of the AFM's STAR Campaign for Tejano musicians was adopted. [**Motion #5**/Governing Board]

Whereas, The music of the Latin community, like the music of other ethnic communities in the United States, represents the rich ethnic fabric of North America and is an integral part of the modern culture of the United States; and

Whereas, The labor of Latino musicians across the U.S. created \$570.8 million in Latin music revenue for record companies in 1998—a 16% increase over 1997— while many Latino musicians do not receive fair industry standard compensation for their work; and

Whereas, The AFM, by initiating the grass roots STAR (Support Tejano Advancement in Recording) campaign in Texas, has taken a position in opposition to such profiteering when it is at the expense of the artists who made such profits possible; and

Whereas, The STAR campaign, coordinated by the AFM's Organizing and Education department, has galvanized a broad base of support among community and labor organizations, thereby bringing favorable attention to our union; therefore, be it

Resolved, That we, the delegates to the 1999 Conference of the International Conference of Symphony and Opera Musicians, endorse the STAR campaign and declare our unqualified support for Tejano musicians' campaign for justice and equality; and, be it further

Resolved, That we, as union symphony, opera, and ballet musicians, shall individually and collectively do whatever possible to support the AFM's efforts to increase union density in the recording industry through organizing and mobilizing musicians who record Latin music; and be it further

Resolved, That we will educate and inform musicians in our orchestras, as well as supporters of classical music in our communities, about STAR and encourage them to support the campaign actively; and, be it further

Resolved, That we hereby call upon the AFM's International Executive Board to make available to the STAR campaign whatever financial and human resources are practicable in order to assist in bringing the campaign to a logical conclusion for the benefit of our brother and sister musicians.

The following resolution, recognizing the efforts of the ICSOM Directory Supervisor, was adopted. [Motion#6/Governing Board]

Whereas, The position of ICSOM Directory Supervisor has become increasingly demanding; and

Whereas, The current occupant of that position has filled it with great distinction and competence; therefore, be it

Resolved, That ICSOM pay an honorarium of \$500 to the current ICSOM Directory Supervisor, Mary Plaine, in recognition of and appreciation for her contribution to ICSOM during the past year.

The following resolution, recognizing the efforts of the ICSOM Conference Coordinator, was adopted. [Motion#7/Governing Board]

Whereas, The position of ICSOM Conference Coordinator has become increasingly demanding; and

Whereas, The current occupant of that position has filled it with great distinction and competence; therefore, be it

Resolved, That ICSOM pay an honorarium of \$500 to the current ICSOM Conference Coordinator, Tom Hall, in recognition of and appreciation for his contribution to ICSOM during the past year.

The following resolution, urging the AFM to expedite the signing of the Fence Agreement with the New World Symphony, was adopted. [Motion#8/Governing Board]

Whereas, The AFM and ICSOM have negotiated a "fence agreement" with the New World Symphony which governs the conduct of the New World Symphony with relationship to professional orchestras; and

Whereas, This agreement has not yet been signed; therefore, be it

Resolved, That ICSOM urge the AFM to expedite the signing of this agreement and that the AFM vigorously enforce the terms of that agreement in consultation with the ICSOM Governing Board and the elected representatives of the musicians of the Florida Philharmonic; and be it further

Resolved, That any future renegotiation of the "fence agreement" be conducted by the AFM and ICSOM in consultation with elected representatives of the Florida Philharmonic.

The following resolution, calling upon the ICSOM Governing Board to borrow from the ICSOM Emergency Relief Fund an amount necessary to settle Richard and Fionia [Fiona] Simons' remaining legal bills, was presented. [Motion#9/Governing Board]

Whereas, Richard and Fiona Simon of the New York Philharmonic have spent over \$50,000 to win

a major victory for symphony musicians in the field of tax law; and

Whereas, Their principled stand on behalf of their colleagues nationwide will result not only in great tax savings for those colleagues but also in ensuring that musicians entering the symphonic field will be able to afford access to quality string instruments; therefore, be it

Resolved, That the ICSOM Governing Board borrow from the ICSOM Emergency Relief Fund an amount necessary to settle the Simons' remaining legal bills, said amount not to exceed the guidelines of the Fund; and, be it further

Resolved, That the delegates and Governing Board of ICSOM appeal to every ICSOM orchestra to make a collective contribution of a sufficient amount to repay the ERF.

A motion to amend **Motion #9** deleting the word string carried [**Motion#10**/Michael Moore]

Motion #9 carried as amended.

The following resolution, calling upon the ICSOM Governing Board to accept an invitation from a member orchestras or find another suitable site for the ICSOM Conference 2000 and to explore the possibility of another Unity conference in 2001, was presented. [**Motion#11**/Governing Board]

Whereas, ICSOM has often held its annual conferences in a member orchestra's home city; and

Whereas, The 1998 Unity Conference resulted in valuable sharing of information and networking among the representatives of member orchestras of ICSOM, ROPA, and OCSM; and

Whereas, The longtime venue for the annual ICSOM Conference, the Antlers at Vail, will be unavailable in 2000 and perhaps in 2001; therefore, be it

Resolved, That the ICSOM Governing Board be given the authority to accept an invitation from a member orchestras or find another suitable site for the ICSOM Conference 2000; and, be it further

Resolved, That the ICSOM Governing Board be directed to explore, in consultation with the boards of OCSM and ROPA, a joint symphonic conference for the summer of 2001.

Motion to divide the question carried. [**Motion #12**/Gippo]

The following resolution, calling upon the ICSOM Governing Board to accept an invitation from a member orchestras or find another suitable site for the ICSOM Conference 2000, was adopted [**Motion#13**/Governing Board]

Whereas, ICSOM has often held its annual conferences in a member orchestra's home city; and

Whereas, The longtime venue for the annual ICSOM Conference, the Antlers at Vail, will be unavailable in 2000 and perhaps in 2001; therefore, be it

Resolved, That the ICSOM Governing Board be given the authority to accept an invitation from a member orchestras or find another suitable site for the ICSOM Conference 2000.

After a brief discussion, **Motion 13** carried.

The following resolution, calling upon the ICSOM Governing Board to explore the possibility of having another Unity conference in 2001, was presented. [**Motion#14**/Governing Board]

Whereas, The 1998 Unity Conference resulted in valuable sharing of information and networking among the representatives of member orchestras of ICSOM, ROPA, and OCSM; and

Whereas, The longtime venue for the annual ICSOM Conference, the Antlers at Vail, will be unavailable in 2000 and perhaps in 2001; therefore, be it

Resolved, That the ICSOM Governing Board be directed to explore, in consultation with the boards of OCSM and ROPA, a joint symphonic conference for the summer of 2001.

A motion carried to amend **Motion #14** to read:

Resolved, That the ICSOM Governing Board be directed to explore, in consultation with the boards of OCSM and ROPA, the advisability of, and possible agenda items for, a joint symphonic conference for the summer of 2001. [**Motion #15**/Richard Levine]

Motion #14 carried as amended.

The following resolution, calling upon all ICSOM orchestras to elect working musicians to local boards and as AFM Convention delegates and directing the ICSOM Governing Board to assist in this effort with research, advice, and exhortation was presented. [**Motion#16**/Governing Board]

Whereas, The positive impact of rank-and-file working musicians attending the 1999 Convention of the American Federation of Musicians was widely noted; and

Whereas, The American Federation of Musicians belongs to its members; and

Whereas, Rank-and-file working musicians have a fundamental interest in the health and operation not only of their local unions but of the American Federation of Musicians as a whole; therefore, be it

Resolved, That the delegates to the 1999 ICSOM Conference urge all ICSOM member orchestras to elect working musicians to local boards and especially to the position of AFM Convention

delegates for their locals; and, be it further

Resolved, That the delegates to the 1999 ICSOM Conference direct the ICSOM Governing Board to assist in this effort with research, advice, and exhortation.

A motion carried to amend paragraph four of **Motion #16** to read:

Resolved, That the delegates to the 1999 ICSOM Conference urge the members of all ICSOM orchestras to actively support the election of working musicians to local boards and especially to the position of AFM Convention delegates for their locals; and, be it further [**Motion #17/Wagner**]

Motion #16 was adopted as amended.

The following resolution, urging the AFM, the Player Conferences, and all their member orchestras, to resist any attempt to create locally negotiated rates, terms, and conditions to replace and/or undermine AFM national agreements covering all media projects, was adopted [**Motion #18/Governing Board**]

Whereas, It is vital for all ICSOM orchestras and classical musicians in general that wage rates for national and international media product be uniform; and

Whereas, There is currently increasing pressure by employers to undermine these uniform rates by creating locally negotiated rates and other terms and conditions which are lower than the uniform rates; and

Whereas, This effort by employers must be resisted by the AFM, ICSOM, ROPA, and OCSM; therefore, be it

Resolved, That the delegates to the 1999 ICSOM Conference urge the AFM, the Player Conferences, and all their member orchestras, to resist any attempt to create locally negotiated rates, terms, and conditions to replace and/or undermine AFM national agreements covering all media projects covered thereby.

The following resolution, calling upon ICSOM to support the goal of removing any "cap" on or restriction of a local's voting power at the AFM Convention, was presented. [**Motion #19/Koen, Goldstein, Buchman, Taylor, Simon**]

Whereas, AFM bylaws restrict to a maximum of 30 the number of votes allotted to each local in elections for national administrative offices, regardless of a local's size; and

Whereas, This restriction or "cap" produces an inequity in the representation of members of larger locals in comparison to smaller locals; and

Whereas, this inequity stands in contrast to the democratic ideal which supports and equal voice for every member in the governance process; and

Whereas, The "cap" was increased to 30 from the previous "cap" of 20 at the 1999 AFM Convention; and

Whereas, This change represents a good first step toward the full democratization of the electoral process in the AFM; now, therefore, be it

Resolved, That ICSOM support the goal of removing any "cap" on or restriction of a local's voting power; and, be it further

Resolved, That ICSOM enlist the support of the other Player Conferences and work at the next AFM Convention toward the goal.

A motion to postpone the motion indefinitely carried. [**Motion#20**/Michael Moore]

The following resolution, calling upon President Steve Young to monitor the ability of the Florida Philharmonic's local to maintain and enforce the orchestra's collective bargaining agreement, was presented. [**Motion #21**/Koen].

Whereas, The management of the Florida Philharmonic Orchestra violates the terms of its collective bargaining agreement on a regular basis; and

Whereas, Management appears to view its CBA as a set of guidelines rather than a binding document; and

Whereas, One of the purposes of locals is to enforce the conditions of the CBA and not to engage in "mediation" or attempting to make concessionary grievance settlements which do not maintain the terms and conditions of the CBA; and

Whereas, The musicians are in a period of transition out of the Orchestra Services Program; now, be it

Resolved, That the delegates to the 1999 ICSOM Conference call upon President Steve Young to monitor the situation closely and the legitimate concerns of the musicians of the Florida Philharmonic Orchestra until they are satisfied with the local's ability to maintain and enforce the CBA; and, be it further

Resolved, That the Florida Philharmonic Orchestra remain in the transition period out of the OSP until such time as those legitimate concerns are resolved to the satisfaction of the musicians of the orchestra.

A motion carried to amend **Motion #21** to include the following [**Motion #22/Gippo**]:

Whereas, It appears that the management of the Florida Philharmonic Orchestra violate the terms of the collective bargaining agreement

A motion carried to amend **Motion #21** to include the following [**Motion #23/Plaine**]

Resolved, That the delegates to the 1999 ICSOM Conference call upon President Steve Young to continue to monitor the situation closely

A motion was presented to remove paragraph two completely of **Motion #21**. [**Motion#24/Wisner**]

A motion to close discussion on the amendment carried. [**Motion #25/Plaine**]

A motion to amend **Motion #21** to read [**Motion #26/Bass**] was presented:

Resolved, That the delegates to the 1999 ICSOM Conference call upon President Steve Young to continue to monitor the situation, and, be it further

After considerable discussion, **Motion #21** failed.

Levine acknowledged Bill Buchman and thanked him for his service on the Governing Board as a replacement for Jim Clute.

Warren Powell [Florida Orchestra] acknowledged Marsha Schweitzer for her work as Editor of *Senza Sordino*.

Thalia Moore spoke of the foundations for musicians National Academy of Recording Industry Sciences.

Holis Ukaly [Charlotte Symphony] thanked the conference for the warm welcome.

SteveYoung thanked ICSOM for its hospitality.

Florence Nelson asked the delegates to remember to provide their locals and orchestra memberships with a complete report on the ICSOM conference.

Conference Coordinator Tom Hall thanked the delegates for the honorarium and acknowledged Stephanie Willingham and the rest of the staff of the Antlers Hotel for all of their work on the conference.

Levine asked for further items of good and welfare. There being none, a motion to adjourn the 1999 ICSOM Conference carried. [**Motion #28/Chair**]

Submitted November 9, 1999

Lucinda-Lewis

ICSOM Secretary