

**ICSOM Governing Board Pre-Conference Meeting
Dearborn Hyatt Regency – Dearborn MI
April 16, 2011**

Bruce Ridge, Brian Rood, Laura Ross, Michael Moore, Richard Levine, Matt Comerford,
Paul Gunther, Meredith Snow, Susan Martin; (n/a Cathy Payne)
[guests in attendance during the day – Mark Clague, George Cohen, Jay Blumenthal]

Opening Remarks –Bruce thanked the board for their support during the past season and welcomed Susan to her first ICSOM conference as ICSOM general counsel. Susan expressed her pleasure working with the board and said she looks forward to working with the delegates in the 2011-12 season.

General Issues: Bruce reviewed portions of his Chairman's report he will deliver on Wednesday. This was followed by some brief follow-up on a few topics that were best discussed at the Town Meeting

Bruce raised the subject of the level of ICSOM dues. All agreed that while the timing to even consider a discussion to raise dues is not very good, it is certainly apparent that the need is great because our orchestras need the benefit of assistance through raised publicity, PR, advocacy, etc. Some of this may be addressed in the Chairman's report.

League of American Orchestras – Bruce Coppock's article in Symphony Magazine was discussed as was League President Jesse Rosen's invitation for Bruce to write an article for the October issue. Bruce will ask the delegates their opinion during the Town Meeting. Laura pointed out that reaching out to board members and managers would be a goal with this article, likening the approach to the expanded distribution of Senza Sordino the past few years which successfully communicated to AFM Locals what ICSOM's real goals and concerns were (and countered rumors and innuendos); Richard suggested Senza Sordino could be sent to ICSOM's member orchestras' individual board members to reach out to them directly.

Mark Clague from the University of Michigan joined the board meeting to discuss a second Orchestra Summit at U of M in early 2012. Mark thanked Brian and Laura for their participation in the first Orchestra Summit that was held in conjunction with the Chicago Symphony's visit to Ann Arbor in 2010. In 2012 the San Francisco Symphony will be in Ann Arbor so they have decided to host another Summit. They believe some good things came from the first Summit, especially the opportunity for open dialog. Mark asked that ICSOM be an active participant and the focus of this Summit will be the training of students and preparation for professional careers.

Bruce mentioned some of the problems musicians began to face following the 2010 Summit, including the mischaracterization of the Memphis Symphony's contract during the Summit and afterward. He touched on the profusion of negative rhetoric within the orchestra industry but said ICSOM would be more than happy to participate in a positive debate, while acknowledging that there will be disagreements as well.

Mark explained that the University Musical Society conducted a survey of audience attitudes which will be presented at the Summit, and that there will be many different voices represented – audience, professional musicians, and university respondents. Mark mentioned that U of M's School of Music, Theater and Dance trustee Paul Ganson had suggested a more proactive role for musicians, even going so far as to consider the establishment of a think tank. Mark mentioned that, following the first Summit, his students investigated and wrote about those orchestras that have achieved positive results and spoke about some of his current projects, including the bicentennial of the Star Spangled Banner.

Richard asked what academic work is currently focused on orchestras, to which Mark responded that it is primarily in dissertations.

There was a brief discussion about anticipated publicity for the next Summit which will include written articles, radio (NPR) and U of M's Big 10 television channel.

There was a brief review of the discussion once Mark Clague departed.

Laura received approval of the July minutes which will be forwarded to Susan for final proofing before posting.

ICSOM Media Committee discussion – The Integrated Media Agreement expires in 2013. To be discussed further on Sunday.

Conference planning

- a. Honolulu dues forgiveness – the board officially approved forgiving payment of 2010–11 dues and will present this to the delegates on Wednesday for a vote.
- b. Agenda walk through

It was suggested that Detroit Symphony musician Cathy Compton, who would be in attendance on Wednesday, be recognized as the founder of the ICSOM conductor evaluation program.

George Cohen, director of FMCS joined the board to share his thoughts with the board. George spoke about a project he has begun with various industries and unions to jointly identify key issues of concern and try to find ways to fix these problems. Because he believes American industry has generated a notion regarding cost sharing, he has encouraged the formation of joint labor/management cooperative committees to meet a year prior to contract expiration, and to hold these discussions with a great degree of transparency. He has witnessed first-hand that employers and employees can work together and, with regard to health care cost issues, deal with providers and gain better terms.

Because George believes in and is a devotee of the arts, he has become concerned about the future of the arts, so he requested a meeting with representatives from the League, the AFM, ICSOM and ROPA because he believes that something must be done to improve the relationship between the League, managers and musicians (the meeting was held before the bankruptcy filings began to occur.) He spoke about the uniqueness of orchestra bargaining units, their education and terms they work under. He pointed

out that common interests should prevail in the orchestra industry. Because of this he believes both sides should acknowledge problems and solicit input from the people who are actively involved.

George spoke about his recent talk to the League when he discussed these same ideas. He said he heard many comments expressing interest from managers who also spoke about the quality and dedication of musicians they employ. Managers from St. Paul, Florida, Atlanta, and San Francisco all spoke to him following his presentation. After Labor Day, George said he would like to put together another meeting of the various constituencies.

Governing board members expressed a desire to find people to talk and work with who believe in our product and wish to expand and advance our orchestras, not those who have been using such destructive rhetoric. Building on this premise, should ICSOM be working with the League or should we talk with managers who are positive, progressive and successful, as the board has recently been discussing? George wants to progressively move things along, and is not as concerned about specific details. He also believes bankruptcy must be on the table along with the three projects to collaborate on which included legislative action, that Bruce identified at the previous AFM/ICSOM/ROPA meeting with the League. George closed his comments with a brief discussion about the AFM-EPF withdrawal issue, pointing out that the Fund is in very good shape, and he spoke about his expected outcomes in regard to other orchestra negotiations that involve his mediators.

As George departed, Jay Blumenthal joined the meeting. Bruce welcomed Jay as the new SSD director. Jay said he feels very comfortable with ICSOM, that SSD and ICSOM are a team; what is past is irrelevant. He would like to set up a strategic planning committee meeting as soon as possible to craft a message and speak with one united voice. The anti union sentiment we face is shameful but this is the atmosphere we must maneuver in.

Bruce spoke positively about the idea of another strategic session. Jay said everyone needs to participate in this discussion and he believes a plan can be devised. Jay spoke about SSD staff, his duties as assistant treasurer, and his concerns that financial concerns do not distract him from his SSD director duties, adding brief comments about the financial health of the AFM.

(Susan left the meeting)

The question whether SSD had a budget was raised. Jay was surprised and said he would look into this.

Wage charts were discussed; Jay explained that Joel LeFevre is most familiar with the software, programs and other projects SSD has been developing. Jay knows that current wage charts and the new additional functionality is important; he asked whether it was time to consider moving to an electronic-only version of the chart to not only help the AFM's finances but perhaps divert those savings toward other more necessary issues. Brian responded that this is not the first time this idea has been raised; there are valid concerns that, while we are moving online more and more, the ability to look at the printed books is helpful to many and can't be replaced. It's also a

very tangible example of what our AFM dues provide. The majority of the information in the wage charts is not read by most of our musicians; however, it's vital to negotiators. Laura pointed out that the primary information, a mini wage chart, that included wages, weeks, pension, etc., used to be published each year in Senza Sordino. She suggested a smaller document, an "essential wage chart", could be devised and distributed, while the comprehensive document would still be online and up to date. The idea can be discussed at the Town Meeting.

The meeting adjourned at 5:20PM.