

INTERNATIONAL CONFERENCE OF
ICSOM
SYMPHONY AND OPERA MUSICIANS

SPRING SYMPOSIUM

INTERNATIONAL CONFERENCE OF SYMPHONY
AND OPERA MUSICIANS

LANGER HOTEL
ROCHESTER, NEW YORK
JUNE 6-7-8, 1963

Kineograph - Courtesy of Detroit Federation of Musicians Local #5

VOTING DELEGATES PRESENT

Baltimore - W. Hlang
Rte 1, Box 324
Severna Park, Maryland

Boston - G. Zazofsky
18 Fredana Road
Waban, Mass.

Buffalo - C. Cleaves
248 Heath St.
Buffalo, N.Y.
c/o Jacob Berg

Cincinnati - H. Shaw
1577 Elizabeth Place
Cincinnati 3, Ohio

Chicago - W. Barrington
1504 Elmwood Ave.
Wilmette, Ill.

Cleveland - L. Samuels
3273 Clarendon Road
Cleveland Heights 13, Ohio

Detroit - H. Laudenslager
16083 Buckingham Rd.
Birmingham, Mich.

Indianapolis - H. Hansen
4644 Rookwood Ave.
Indianapolis, Indiana

Los Angeles - G. Swan
5401 Weatherford Drive
Los Angeles, Cal.

Metropolitan - H. Mekselblatt
18 Holley Ave.
Hempstead, N.Y.

Minneapolis - J. Clute
116 Malcolm Drive, S.E.
Minneapolis, Minn.

New York Philharmonic - R. Mendelson
303 West Sixty Sixth St.
New York 24, N.Y.

Rochester - H. Harold Paley
168 Laburnum Crescent
Rochester 20, New York

St. Louis - R. Maisel
1740-A Belmont
E. St. Louis, Ill.

San Francisco - J. Sinai
555 Pat St.
San Francisco, Cal.

Toronto - H. Meyer
49 Clifferest Drive
Scarboro, Ontario
Canada

Washington-
National Symphony - R. Holloway
601 - 18th Street
Washington 6, D.C.

NON-VOTING DELEGATES PRESENT

Chicago - S. Denov
Cleveland - G. Raffaelli
Indianapolis - G. Rhodes
Metropolitan - H. Elizirk
Philadelphia - E. Arian
Rochester - W. Osseck

Philadelphia - H. Bookspan
271 South Fifteenth St.
Philadelphia 12, Pa.

Thursday, June 6, 1963

Meeting came to order at 2:00 P.M. Headed by Millard Taylor - Rochester.

Wayne Barrington, Chicago, nominated as temporary Chairman pending the arrival of George Zazofsky, Boston.

A G E N D A

1. Negotiation Proceedings between Management and Orchestras.
2. Discussion of ways and means to persuade the Federation to find solutions to the problems of symphony orchestras.
3. Retaining of lawyer for legal counsel.
4. Desire to make this group a permanent organization, selecting officers and setting up by-laws.
5. Scheduling of a Press Conference.

The St. Louis delegate extends an invitation to ICSSM to hold next meeting in St. Louis on September 5, 6 and 7.

Motion by Chicago and seconded to accept the offer of St. Louis. Motion made and seconded to table question of acceptance pending attendance of all delegates. Carried.

Report on status of "Senza Sordino" given by Robert Coleman, Chicago (present editor).

Items covered-

1. Question of ownership of "Senza Sordino".
2. Setting up means to cover funds.
3. Taking care of legal problems.
4. Length of term of Editor.
5. Nomination of next Editor.

Discussion followed.

Moved, voted and carried to extend invitation to R. Elster, of Metropolitan, editorship of "Senza Sordino".

Reply by telephone of Elster's acceptance as new Editor.

Motion made and carried to appoint a committee to make recommendations on matters concerning "Senza Sordino". Carried.

Report from "Senza Sordino" Committee*

- .. The ICSOI newsletter, established at the Symphony Orchestra Symposium of May, 1962 in Chicago shall be entitled "Senza Sordino" and shall be the official organ of ICSOI.
- B. Editorial policy shall reflect the aims and purposes of ICSOI.
- C. The Editor shall be chosen annually by majority vote of ICSOI.
- D. Financial responsibility shall be borne by the Treasury of ICSOI.
- E. The method of assessment shall be determined by such Executive Committee as shall be established by this Conference.
- F. Any legal questions concerning the above points shall be referred to counsel.

* Committee Members - Indianapolis - Rhodes
Philadelphia - Bookspan
St. Louis - Haisel

Carried unanimously.

Questionnaire distributed by Committee on Electrical Exploitation (New York).

Discussion followed regarding electrical exploitation and legal problems.

Committee of one, Denov - Chicago, set up to draw up resolution concerning the participation in recording negotiations.

Report on Personal Contracts by Laudenslager, Detroit.

Report on Traveling Conditions by Committee (Indianapolis). Copies of report distributed to all delegates.

Conclusion to Personal Contract Report.

Question as to desirability to come up with format for personal contract situation.
Discussion on personal contracts.

Meeting adjourned 5:30 P.M. to convene at 7:30 P.M.

Meeting Thursday Evening 7:30 P.M.

Introduced George Zazofsky, Boston.

Motion made and carried to collect \$5.00 per voting delegate for clerical expenses.

Discussion regarding personal contracts continued.

See following letter:

1504 Elmwood Ave.
Wilmette, Ill.
May 16, 1963

Mr. Harold Laudenslager
16083 Buckingham Rd.
Birmingham, Mich.

Dear Mr. Laudenslager,

During the first self-sponsored Symposium the Chicago delegates submitted a sample contract just such as you are considering in your survey - five items, and no more. Since this time, however, further thought and events have led us to believe that even this simple kind of arrangement still leaves the individual musician at the mercy of the employer and defeats the whole purpose of being in a union, since the employer can still economically coerce any individual who receives overscale - and most orchestras include a large number of these people.

We find no escape from this situation short of the union's assuming full jurisdiction over every musician's working conditions and salary. This appears to many to be very complex - which is just what the management hopes for! -- that the union will agree with their contention that this is a "matter of musical judgement"; or, "these are matters of individual talents"; or, "each person must be compensated according to his ability". What is left unspoken, of course, is that the door is left open to the management to also "decompensate" any person who just happens to involve himself in some activity not altogether to the liking of the management - little things, like grievance committees and bargaining committees. Such a change is always, of course, said to be for "the good of the orchestra" or one of "musical incompetence".

There are individuals who staunchly deny that the management could ever stoop to such duplicity as this in spite of vast evidence to the contrary. Those of us who have involved ourselves in these activities are, however, most keenly aware of its reality.

We believe that an orchestra scale which permits a management to pay some 60% or more of the orchestra personnel overscale is

too low! It also suggests that the union has not assumed its obligation and responsibility to its members, by not looking fully into the work situation of symphony orchestras and working out methods and systems wherein every musician would have the full protection of the union in all matters.

What I am leading up to here is often called "job-rating." Of course, the immediate rejoinder by union officials is that you can't "job-rate" individual talent (a management reply, by the way). True enough, but you can job-rate the job or position!

A few examples:

The Union has unwittingly (?) done this for years in the posts of the Personnel Manager, the Contractor and the Leader which have union scales generally double that of the sideman - because of the work the job calls for.

Theater contract and recording contracts as well as many Local price books call for a special doubling scale.

Copyists and Arrangers have a whole set of prices covering every conceivable circumstance of their work - see the various Federation recording contracts.

The Boston Symphony and Seattle Symphony contracts, to name two, have special rates for first chair positions written into them.

It's true that the responsibilities of orchestra musicians are not so uniform as to lend themselves to a neat division into "Principals" and "Tutti" players, with a scale for each, and that's it! However, neither does the uniformity of the duties of the string players justify that they nearly all receive scale regardless of whether they were in the orchestra for one year or thirty!

Since we suggest the elimination of the personal contract altogether, it seems only proper that we offer alternatives to the questions which would arise as to how the engagement of individuals would be handled.

It is our opinion that the Federation should set certain uniform conditions which would be included in all orchestra contracts such as pension payments, service limits per week, touring conditions, grievance machinery, and perhaps even, hopefully, a seniority and/or merit system whereby a person could look forward and/or aspire to an improvement in his situation in the orchestra. Other conditions and the scales would be determined by the Local except for the provision that any scale differentials in the orchestra would have to be negotiated by the Local and not the individual. This would help to resist the tendency of orchestra managements to subsidize the costs of first chair

players by keeping the scale down.

Individual musicians would then be engaged by the management and the union mutually acknowledging by letter that so-and-so is engaged to play such-and-such an instrument. The musician would then be subject to, and protected by all the terms of wages, hours, working conditions of the collective bargaining agreement. Incidentally, the National Association of Broadcast Engineers and Technicians has provision in its by-laws that it may bargain for certain jobs which are so different and variable that the scale must be determined individually rather than by generalization.

As to the matter of the period of employment for which each musician is engaged - why should any person who once having joined the orchestra have to decide again each year whether or not he wants to rejoin the orchestra? If the orchestra management has a commitment of, say, a three year contract with the union, why should not the musicians have at least the same assurance as the union itself? If a musician wants to leave the orchestra during the period of that contract, let him give notice.

The length of notice period required of a musician should be sufficient to allow procurement of an adequate replacement but no more! Incidentally, one should not confuse a notice such as "90 days before the end of the season" as being the real notice period. A man gives notice, practically speaking, in advance of his expected absence not his departure. In symphony orchestras these dates are not the same. The orchestra could not care less about his whereabouts in the weeks after the season; it's in the first week of the following season when his absence will really be felt. Therefore, the notice period musicians give should be calculated from the first day they would be missed if they had not given the notice. With all due respect to our talents, none of us are that hard to replace, that we have to give from six to ten months notice!!

This whole renewal system has simply been a marvelously convenient means of the management relieving itself of the annoyance of having to pay a man more in order to keep him. Tie him down by contract - it's cheaper!

We admit these views and proposals represent very fundamental changes and are rather far reaching; but like the woodsman looking for his way out of the forest, he looks first at his compass to decide where to make the first step, and looks to the trees only to be sure he doesn't knock his head against them on the way!

Sincerely yours

Wayne Barrington
Chairman

Discussion regarding subject of whether ICSOM should be incorporated or not. Question set aside pending legal advice.

Moved and passed to amend Cleveland Statement of Purpose as follows:

STATEMENT OF PURPOSE

The Statement of Purpose will include but not be limited to-

The International Conference of Symphony and Opera Musicians is an Association of professionals whose concerns and efforts are dedicated to the promotion of a better and more rewarding livelihood for the skilled performer and to the enrichment of the cultural life of our society. It is a further objective to direct continuous cooperative efforts within the framework of the American Federation of Musicians of the United States and Canada.

Motion made by St. Louis and seconded to elect officers to function as an Executive Committee to include a Chairman, Secretary, Treasurer and Editor of "Senza Sordino".

Moved by Chicago and seconded to amend Executive Committee to include a Vice-Chairman as well as above listed. Carried unanimously to include Vice-Chairman.

Washington moved to elect officers at later time, in order to give delegates opportunity to become better acquainted. Carried.

Discussion of ways and means to persuade the Federation to find solutions to the problems of symphony orchestras.

Discussion of National Labor Relations Board jurisdiction over symphony orchestras.

Meeting adjourned 10:45 P.M. until 9:30 Friday Morning.....

Friday, June 7 - 9:30 A.M.

Mr. DeVitt, President of Rochester Local, addressed meeting. Discussed problems and needs of symphony musicians in light of Rochester's experiences.

Discussion of Press Conference

Moved and seconded that responsibility of Press Release to be prepared and printed be delegated to Executive Committee to be; and that copies of release be given to each delegate.

Motion made and seconded to proceed directly with election of officers of Executive Committee. Carried.

Officers elected as follows:

G. Zazofsky, Boston.....Chairman
S. Denov, Chicago.....Vice-Chairman
H. Loudenslager, Detroit....Secretary
G. Raffaelli, Cleveland....Treasurer
R. Elster, Metropolitan....Editor of "Senza Sordino"

Report by Traveling and Tour Conditions Committee. Copies distributed to all delegates.

The following resolution submitted by Chicago -

RESOLUTION

"Whereas, the current Phonograph Record Labor Agreement negotiated by the American Federation of Musicians will expire on December 31, 1963, and

"Whereas, the terms, wages and working conditions specified in the current and forthcoming Phonograph Record Labor Agreements will have general application to all symphony musicians whose services may be utilized in recording for phonograph records, and

"Whereas, symphony musicians have long felt the urgent need to fully participate in such negotiations which so vitally affect the livelihood and future security of all symphony musicians; therefore

"Be it resolved,

"That the assembled delegates to the International Conference of Symphony and Opera Musicians, in behalf of the symphony musicians employed by the major symphony orchestras in the United States and Canada, empower and authorize their duly elected Executive Committee to demand that the American Federation of Musicians grant the right and duty to such Executive Committee to participate fully in any and all future negotiations of proposed Phonograph Record Labor Agreements as a part of the union negotiating committee with respect to any such agreements that may apply to recording services rendered by symphony musicians, and

"Be it further resolved,

"That the above mentioned Executive Committee be empowered and authorized to demand of the American Federation of Musicians that any and all agreements so negotiated which relate to symphony recording be submitted solely to the symphony musicians affected, for ratification by a majority of those present and voting by secret ballot upon the acceptance of the proposed agreement, and that no such agreement be entered into unless and until such proposed agreement is ratified as specified above, at special meetings called by the American Federation of Musicians for such purpose after due notice."

Moved and seconded that resolution be delivered in person by the Executive Committee. Carried.

Meeting adjourned 12:20 to convene at 2:00 P.M.

Friday June 7 - 2:15 P.M.

Following motion made by Chicago and seconded:

"Whereas, in the absence of any official executive officers, a temporary chairman was chosen for this Conference and,
"Whereas, in the interim an Executive Committee of the ICSSOI has been elected, be it therefore,
"Resolved, that the Executive Committee elected at this Conference of the ICSSOI take office immediately, such term to continue indefinitely until amended by further action by the ICSSOI.

Carried unanimously.

Motion made by Chicago and seconded that:

"Whereas, the ICSSOI in order to carry out its stated purposes must draft and establish rules and make decisions on matters of vital interest to all members of symphony and opera orchestras and,
"Whereas, the approval of the various orchestra memberships involved is desirable to lend authority to such decisions, be it therefore,
"Resolved; that upon request of any voting delegate actions taken by the ICSSOI in order to become effective must be submitted for referendum approval to each orchestra involved; such approval to be forwarded to the Executive Secretary within thirty days of the adjournment of each conference."

Discussion followed concerning the power of veto by one orchestra and the rights of orchestras to decide their own methods of approval.

Resolution lost.

Report on a discussion held by "Senza Sordino" Committee with Attorney Saltzman regarding legal matters pertaining to "Senza Sordino".

Moved and seconded that "Senza Sordino" be set up as a non-profit educational corporation. Carried unanimously.

Discussion regarding:

1. Abuse by Management of "probationary clauses".
2. Free commercial broadcasting.

Moved and seconded that delegates be assessed an additional \$5.00 each for duplication expenses. Carried unanimously.

Meeting adjourned 5:00 P.M.

Friday, June 7 - 7:15 P.M.

Secretary Laudenslager requested that list of names and addresses of the Chairman and Secretary of each orchestra be submitted to him. Passed without objection.

Motion made and carried to adjourn this meeting at 10:00 P.M. sharp in order to give various committees an opportunity to prepare reports, work out problems, etc.

Moved by Chicago and seconded -

"That the Executive Committee be instructed to draft a Constitution and By-laws for the ICSSM and that such draft be considered for adoption at the next convening of the ICSSM". Carried.

Moved and seconded that copies of the drafts of the By-laws be sent to each orchestra by August 1 for study. Carried.

Moved, seconded and carried that telegrams be sent to the following:

1. P. Hume, Washington--stating appreciation of ICSSM for article written giving editorial support of Humphrey Bill S. 741 Creating Federal Arts Council.
2. To Congressional Member Involved - with bill on extending and covering all orchestra members with Federal Unemployment Compensation.
3. Sen. H. Humphrey in support of Bill 741.

Chicago submits following documents as suggested reading material:

1. Guide Book to Labor Relations, published by Commerce Clearing House, Petersen Ave. & Pulaski Ave. Chicago, Ill.

2. Government Reports Required of Unions by Landrum-Griffin Act.
 - a. Organizational Report LM-1
 - b. Financial Report LM-2Obtained from local City Bureau of Labor and Management Reports.
3. Taft-Hartley Rules and Regulations and Statement of Procedures of National Labor Relations Board.
Note: Includes amended Taft-Hartley Act.
4. Hearings On- Economic Conditions of the Performing Arts... #77502. Available from Government Printing Office.
5. Phonograph Record Labor Agreement. Obtained from AFL.
6. Phonograph Record Trust Agreement. Obtained from AFL.
7. Form 990-A. Return of Non-Profit Organizations Exempt from Income Tax.

Moved by Chicago and seconded that:

The Chairman of the Executive Committee appoint a committee which shall draw up an amendment to the I. P. of I. By-laws embodying all the necessary provisions establishing a Symphony Musicians Department, its structure, officers and duties, and any other features that shall be found necessary and desirable; and be it further,

Resolved, that such draft shall be submitted to the ICSON for its consideration.

Discussion of similar departments in other unions.

Federation By-laws read.

Moved and seconded that Chair appoint a committee to draft an amendment to Federation By-laws. Carried unanimously.

Chair appointed: Barrington and Denov, Chicago. Kaisal, St. Louis

Discussion of Back-to-Back Children's Concerts (two children's concerts within one service).

Motion made and seconded to take from table matter of acceptance of invitation from St. Louis regarding holding next meeting in St. Louis. Voted and carried unanimously.

NEXT MEETING TO BE HELD AT ST. LOUIS, SEPTEMBER 5, 6 and 7.

Discussion regarding retention of attorney for St. Louis meeting in September.

Discussion regarding the extension of membership.

Moved and seconded that invitations be extended to all orchestras who have collective bargaining contracts. Carried unanimously.

Meeting adjourned at 10:00 P.M.

Saturday, June 8 - 9:30 A.M.

Moved and seconded that due to the difficulty of transportation and distance the motion requiring the Executive Committee to personally present the resolution asking for participation in recording contracts be rescinded (it being understood that mailing will suffice).

Discussion took place on implementation of integration in symphony orchestras.

A. Press Release Draft was submitted and discussed.

Moved and seconded that the following release be adopted. Carried unanimously.

FOR: INTERNATIONAL CONFERENCE OF SYMPHONY & OPERA MUSICIANS

CONTACT: George Zazofsky
18 Fredana Road
Waban, Mass.
LA 7-6751

FOR IMMEDIATE RELEASE

Rochester, New York -

Musicians representing 18 of the outstanding symphony and opera orchestras in the United States and Canada held its third meeting on June 6, 7 and 8 in Rochester, New York. This group has organized itself into a permanent body which calls itself the International Conference of Symphony and Opera Musicians.

The musicians have elected as their Chairman, George Zazofsky of the Boston Symphony. Mr. Zazofsky recently testified before a Congressional Committee investigating the adverse economic conditions existing in the performing

arts. Although on the local level there have been a few instances of progress, the delegates to ICSOM emphasize that their national union, the American Federation of Musicians, has failed to meet its responsibility to properly represent the symphony players.

Mr. Zazofsky points out "that while the symphony orchestra musicians constitute one of the nation's greatest cultural assets, these same artists are a distinct minority within the A.F. of M. "As such," Zazofsky explains, "the symphony musician has been unable to successfully legislate resolutions of his special problems."

One of the principal aims of the group is to have A.F. of M. President, Hernan D. Monin, establish a Symphony Department, wherein symphony musicians will resolve their own problems.

Mr. Zazofsky added, "We support equal employment opportunities for Negro musicians in America's symphony orchestras, as well as, an end to segregated audiences."

The orchestras represented at the conference in Rochester were Boston, Philadelphia, New York, Metropolitan Opera, Rochester, Detroit, Cincinnati, Minneapolis, Toronto, Buffalo, Chicago, Cleveland, Indianapolis, St. Louis, Baltimore, Los Angeles, San Francisco (Symphony and Opera) and the National Symphony (Washington, D.C.).

The ICSOM has scheduled its next meeting for September 5, 6 and 7 in St. Louis.

Moved and seconded that the ICSOM support the inclusion of a non-discrimination clause in every collective bargaining agreement. Carried.

Discussion of ways and means for orchestra memberships to raise money to pay for delegates' expenses.

Discussion of problems concerning radio broadcasting; specifically the matter of free sustaining broadcasts, and the situation of one orchestra undercutting another by virtue of different pay scales in various locals.

Moved and seconded that a letter of thanks and appreciation be sent to the Manager of the Manger Hotel with specific thanks to Marilyn Dron for her assistance in duplicating materials. Carried unanimously.

Moved and seconded to extend heartfelt thanks to the Rochester Symphony for their hospitality to the ICSOM delegates. Carried unanimously.

Moved and seconded to adjourn Conference of ICSOM. Carried.

END OF CONFERENCE.....

SPRING SYMPOSIUM

CONFERENCE ^{HNO}
INTERNATIONAL ~~CONGRESS~~ OF SYMPHONY, OPERA
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Items covered-

1. Question of ownership of "Senza Sordino".
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3. Taking care of legal problems.
4. Length of term of Editor.
5. Nomination of next Editor.

Discussion followed.

Moved, voted and carried to extend invitation to R. Elster, of Metropolitan, editorship of "Senza Sordino".

Reply by telephone of Elsters' acceptance as new Editor.

Motion made and carried to appoint a committee to make recommendations on matters concerning "Senza Sordino". Carried.

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- F. Any legal questions concerning the above points shall be referred to counsel.

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 Philadelphia - Bookspan
 St. Louis - Maisel

Carried Unanimously.

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Committee of one, Denver, Chicago set-up to draw-up resolution concerning the participation in recording negotiations.

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Report on Traveling Conditions by Committee. ^(INDIANAPOLIS) Copies of report distributed to all delegates.

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It is our opinion that the Federation should set certain uniform conditions which would be included in all orchestra contracts such as pension payments, service limits per week, touring conditions, grievance machinery, and perhaps even, hopefully, a seniority and/or merit system whereby a person could look forward and/or aspire to an improvement in his situation in the orchestra. Other conditions and the scales would be determined by the Local except for the provision that any scale differentials in the orchestra would have to be negotiated by the Local and not the individual. This would help to resist the tendency of orchestra managements to subsidize the costs of first chair players by keeping the scale down,

Individual musicians would then be engaged, by the management and the union mutually acknowledging by letter that so-and-so is engaged to play such-and-such an instrument. The musician would then be subject to, and protected by all the terms of wages, hours, working conditions of the collective bargaining agreement. Incidentally, the National Association of Broadcast Engineers and Technicians has provision in its bylaws that it may bargain for certain jobs which are so different and variable that the scale must be determined individually rather than by generalization.

As to the matter of the period of employment for which each musician is engaged - why should any person who once having joined the orchestra have to decide again each year whether or not he wants to rejoin the orchestra? If the orchestra management has a commitment of, say, a three year contract with the union, why should not the musicians have at least the same assurance as the union itself? If a musician wants to leave the orchestra during the period of that contract, let him give notice.

The length of notice period required of a musician should be sufficient to allow procurement of an adequate replacement but no more! Incidentally, one should not confuse a notice such as "90 days before the end of the season" as being the real notice period. A man gives notice, practically speaking, in advance of his expected absence not his departure. In symphony orchestras these dates are not the same. The orchestra could not care less about his whereabouts in the weeks after the season; its in the first week of the following season when his absence will be felt. Therefore, the notice period musicians give should be calculated from the first day they would be missed if they had not given the notice. With all due respect to our talents, none of us are that hard to replace, that we have to give from six to ten months notice!!

This whole renewal system has simply been a marvelously convenient means of the management relieving itself of the annoyance of having to pay a man more in order to keep him. Tie him down by contract - it's cheaper!

We admit these views and proposals represent very fundamental changes and are rather far reaching; but like the woodsman looking for his way out of the forest, he looks first at his compass to decide where to make the first step, and looks to the trees only to be sure he doesn't knock his head against them on the way!

Sincerely yours

Wayne Barrington

Wayne Barrington,
Chairman

Discussion regarding subject of whether ICSOM should be incorporated or not. Question set aside pending legal advise.

Moved and passed to amend Cleveland Statement of Purpose as follows:

STATEMENT OF PURPOSE

The Statement of Purpose will include but not be limited to-

The International Conference of Symphony and Opera Musicians is an Association of professionals whose concerns and efforts are dedicated to the promotion of a better and more rewarding livelihood for the skilled performer and to the enrichment of the cultural life of our society. It is a further objective to direct continuous cooperative efforts within the framework of the American Federation of Musicians of the United States and Canada.

Motion made by St. Louis and seconded to elect officers to function as an Executive Committee to include a Chairman, Secretary, Treasurer and Editor of "Senza Sordino".

Moved by Chicago and seconded to amend Executive Committee to include a Vice-Chairman as well as above listed.

Carried unanimously to include Vice-Chairman.

Washington moved to elect officers at later time, in order to give delegates opportunity to become better acquainted. Carried.

Discussion of ways and means to persuade the Federation to find solutions to the problems of symphony orchestras.

Discussion of National Labor Relations Board jurisdiction over symphony orchestras.

Meeting adjourned 10:45 p.m. until 9:30 Friday Morning.....

RESOLUTION

"Whereas, the current Phonograph Record Labor Agreement negotiated by the American Federation of Musicians will expire on December 31, 1963, and

"Whereas, the terms, wages and working conditions specified in the current and forthcoming Phonograph Record Labor Agreements will have general application to all symphony musicians whose services may be utilized in recording for phonograph records, and

"Whereas, symphony musicians have long felt the urgent need to fully participate in such negotiations which so vitally effect the livelihood and future security of all symphony musicians; therefore

"Be it resolved,

"That the assembled delegates to the International Conference of Symphony and Opera Musicians, in behalf of the symphony musicians employed by the major symphony orchestras in the United States and Canada, empower and authorize their duly elected Executive Committee to demand that the American Federation of Musicians grant the right and duty to such Executive Committee to participate fully in any and all future negotiations of proposed Phonograph Record Labor Agreements as a part of the union negotiating committee with respect to any such agreements that may apply to recording services rendered by symphony musicians, and

"Be it further resolved,

"That the above mentioned Executive Committee be empowered and authorized to demand of the American Federation of Musicians that any and all agreements so negotiated which relate to symphony recording be submitted solely to the symphony musicians affected, for ratification by a majority of those present and voting by secret ballot upon the acceptance of the proposed agreement, and that no such agreement be entered into unless and until such proposed agreement is ratified as specified above, at special meetings called by the American Federation of Musicians for such purpose after due notice."

Moved and seconded that resolution be delivered in person by the Executive Committee. Carried.

Meeting adjourned 12:20 to convene at 2:00 p.m.

Friday June 7 - 2:15 p.m.

Following motion made by Chicago and seconded --

"Whereas, in the absence of any official executive officers, a temporary chairman was chosen for this Conference and,

"Whereas, in the interim an Executive Committee of the ICSOM has been elected, be it therefore,

"Resolved, that the Executive Committee elected at this Conference of the ICSOM take office immediately, such term to continue indefinitely until amended by further action by the ICSOM.

Carried unanimously.

Motion made by Chicago and seconded that,

"Whereas, the ICSOM in order to carry out its' stated purposes must draft and establish rules and make decisions on matters of vital interest to all members of symphony and opera orchestras and,

"Whereas, the approval of the various orchestra memberships involved is desirable to lend authority to such decisions, be it therefore,

Resolved; that upon request of any voting delegate actions taken by the ICSOM in order to become effective must be submitted for referendum approval to each orchestra involved; such approval to be forwarded to the Executive Secretary within thirty days of the adjournment of each conference."

Discussion followed concerning the power of veto by one orchestra and the rights of orchestras to decide their own methods of approval.

Resolution Lost...

Adjourned meeting at 12:20 to convene at 2:00 p.m.

Report on a discussion held by "Senza Sordino" Committee with Attorney Saltzman regarding legal matters pertaining to "Senza Sordino".

Moved and seconded that "Senza Sordino" be set-up as a non-profit educational corporation.

Carried unanimously...

Discussion regarding -

1. Abuse by Management of "probationary clauses".
2. Free commercial broadcasting.

Moved and seconded that delegates be assessed an additional \$5.00 each for duplication expenses. Carried unanimously.

Meeting adjourned 5:00 p.m.

Friday, June 7 - 7:15 p.m.

Secretary Laudenslager requested that list of names and addresses of the Chairman and Secretary of each orchestra be submitted to him. Passed without objection.

Move made and carried to adjourn this meeting at 10:00 p.m. sharp, in order to give various committees' an opportunity to prepare reports, work out problems etc.

Moved by Chicago and seconded -

"That the Executive Committee be instructed to draft a Constitution and By-laws for the ICSOM and that such draft be considered for adoption at the next convening of the ICSOM". Carried.

Moved and seconded that copies of the drafts of the By-laws be sent to each orchestra by August 1, for study. Carried.

Discussion of similar departments in other unions.

Federation By-laws read.

Moved and seconded that Chair appoint a committee to draft an amendment to Federation By-laws. Carried unanimously.

Chair Appointed: Barrington and Denov, Chicago. Maisel, St. Louis.

Discussion of Back-to-Back Children's Concerts (two children's concerts within one service).

Motion made and seconded to take from table matter of acceptance of invitation from St. Louis regarding holding next meeting in St. Louis. Voted and carried unanimously.

NEXT MEETING TO BE HELD AT ST. LOUIS, SEPTEMBER 5, 6 and 7.

Discussion regarding retention of attorney for St. Louis meeting in September.

Discussion regarding the extension of membership.

Moved and seconded that invitations be extended to all orchestras who have collective bargaining contracts. Carried unanimously.

Meeting adjourned at 10:00 p.m.

Saturday, June 8 - 9:30 a.m.

Moved and seconded that due to the difficulty of transportation and distance the motion requiring the Executive Committee to personally present the resolution asking for participation in recording contracts be rescinded (it being understood that mailing will suffice).

Discussion took place on implementation of integration in symphony orchestras.

A Press Release Draft was submitted and discussed.

Moved and seconded that the following release be adopted.

Carried unanimously...

FOR: INTERNATIONAL CONFERENCE OF SYMPHONY & OPERA MUSICIANS
 CONTACT: George Zazofsky
 18 Fredana Road
 Waban, Mass.
 LA 7-6751

FOR IMMEDIATE RELEASE

Rochester, New York -

Musicians represent 18 of the outstanding symphony and opera orchestras in the United States and Canada held its' third meeting on June 6, 7 and 8 in Rochester, New York. This group has organized itself into a permanent body which calls itself the International Conference of Symphony and Opera Musicians.

The musicians have elected as their Chairman, George Zazofsky of the Boston Symphony. Mr. Zazofsky recently testified before a Congressional Committee investigating the adverse economic conditions existing in the performing arts. Although on the local level there have been a few instances of progress, the delegates to ICSOM emphasize that their national union, the American Federation of Musicians, has failed to meet its' responsibility to properly represent the symphony players.

Mr. Zazofsky points out "that while the symphony orchestra musicians constitute one of the nation's greatest cultural assets, these same artists are a distinct minority within the A F of M. "As such," Zazofsky explains, "the symphony musician has been unable to successfully legislate resolutions of his special problems."

One of the principle aims of the group is to have A F of M President, Herman D. Kenin, establish a Symphony Department, wherein

Add One - ICSOM

symphony musicians will resolve their own problems.

Mr. Zazofsky added, "We support equal employment opportunities for Negro musicians in America's symphony orchestras, as well as, an end to segregated audiences."

The orchestras represented at the conference in Rochester were Boston, Philadelphia, New York, Metropolitan Opera, Rochester, Detroit, Cincinnati, Minneapolis, Toronto, Buffalo, Chicago, Cleveland, Indianapolis, St. Louis, Baltimore, Los Angeles, San Francisco (Symphony and Opera) and the National Symphony (Washington, D.C.).

The ICSOM has scheduled its' next meeting for September 5, 6 and 7 in St. Louis.

End...

Moved and seconded that the ICSOM support the inclusion of a non-discrimination clause in every symphony collective bargaining agreement.

Carried...

Discussion of ways and means for orchestra memberships to raise money to pay for delegate's expenses.

Discussion of problems concerning radio broadcasting; specifically the matter of free sustaining broadcasts, and the situation of one orchestra undercutting another by virtue of different pay scales in various locals.

Moved and seconded that a letter of thanks and appreciation be sent to the Manager of the Manger Hotel with specific thanks to Marilyn Dron for her assistance in duplicating materials.

Carried unanimously...

Moved and seconded to extend heartfelt thanks to the Rochester Symphony for their hospitality to the ICSOM delegates.

Carried unanimously...

Moved and seconded to adjourn Conference of ICSOM.

Carried...

END OF CONFERENCE.....