MINUTES OF
THE INTERNATIONAL CONFERENCE OF SYMPHONY
AND
OPERA MUSICIANS

SEPTEMBER 2, 3 and 4, 1965

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Toronto, Ont., Canada
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Roll Call - Orchestras represented were: Boston, Buffalo, Chicago, Cincinnati, Los Angeles, Detroit, Houston, Metropolitan Opera (not voting), New York Philharmonic, National, Philadelphia, Pittsburgh, Toronto, New Haven (not voting), Vancouver (not voting), with Indianapolis, Minneapolis and St. Louis arriving later.

On a motion by Philadelphia, the names of orchestra or member will not be included in minutes except when otherwise designated and by maker and seconder of motions. The motion was carried unanimously.

I. Chairman's Report

Chairman Zazofsky mentioned the disappearance of problems regarding ratification of contracts. He said that the image of ICSOM at this time in certain areas is not very good and it has been misrepresented in some cases. The latest incident with which we must be concerned occurred on July 13th 1965: The Ford Foundation sponsored a Conference in New York City and invited the management of 15 orchestras to send a playing musician. The Orchestras invited to attend were:

Atlanta
Utah
Chicago
Hartford
Baltimore
National
Boston
Minneapolis
Cincinnati
Portland
Indianapolis
San Antonio
San Francisco
St. Louis
Syracuse

Extracts of notes taken by an orchestra delegate and pertaining to ICSOM were read. Zazofsky said these comments indicate a growing fear and apprehensions on the part of some that ICSOM is becoming a very strong organization; and fear that A.F. of M's reluctance to recognize this, also represented an attempt to abort and eliminate ICSOM as a driving force on the American scene. He said that these charges must be answered and he is making attempts to get a transcript of this one-day meeting from McNeil Lowry of the Ford Foundations. If he cannot do this, then he will make an effort to personally see McNeil Lowry and try to reverse these opinions; in other words, he is going to try and set the record straight. The first topic on the Ford Foundation meeting was "our personal frustration as orchestra musicians". (Sigmund Koch was the moderator). George Humbrecht, Cincinnati, brought up the question of preparing a handbook to remedy this.

Last year at the Convention in Washington it was decided that we would send a telegram to President Johnson asking that ICSOM be represented on the Arts Council. Zazofsky said he called the White House and asked to speak with Roger
Mr. Stevens, Chairman of the Arts Council. He was granted an appointment to see Mr. Stevens within 15 minutes of his call which illustrates the prestige of our organization. Mr. Stevens was very interested and was anxious to meet with the Executive Committee. He gave Zazofsky his number and said "let me assure you that you have a friend in court". We should make some reference again to Mr. Stevens about possible representation on the Council. The delegate from National suggested personal contact.

Symphony players were represented at the signing of the National Recording Agreement recently signed by the A.F. of M. This is the first time that players have been represented at these negotiations. The first royalty payments under the terms of the new Recording Agreement will likely be paid by October 1, 1965.

We decided that SENZA SORDINO would be incorporated as a non-profit organization. This was discussed at previous conventions but has not been acted upon. The Chairman said in his opinion we should pursue this matter again, due to the fact that this is the only printed material that could lend us libel.

III. Secretary's Report

Mr. Cox read the Secretary's Report on the activities of the secretary of ICSOM during the period from September 1964 to September 1965.

Enquiries for membership in ICSOM were received from the following orchestras:

1. Houston Symphony
2. Hartford Symphony
3. San Antonio Symphony
4. London Symphony (England)

Instructions were sent to these orchestras along with a copy of ICSOM By-Laws and the minutes of the Washington Conference.

Information about ICSOM and a copy of the By-Laws was also sent to the following orchestras:

1. Vancouver
2. Winnipeg
3. Dallas
4. Denver
5. Portland
6. Seattle

These orchestras were invited to send a delegate to the Toronto Conference as an observer.

The Orchestra Fact Chart compiled in Washington was not received by the secretary until the first of August. It was then duplicated and sent to all orchestras.

The Contract and Rapid Communications Centre that was established at the Washington Conference and located in Baltimore sent out their first contracts.
Contracts of 10 orchestras were sent to all ICSOM member orchestras.

In February a request was received from Mrs. Hilda Baumol on behalf of Professors Baumol and Bowen to assist in an Economic Survey of the Performing Arts. This study is being conducted by Mathematica for the 20th Century Fund. With their assistance, a questionnaire was drawn up and sent to all orchestras. Mrs. Baumol has agreed to send the information and findings gained from this study to ICSOM.

On Friday, June 18, the secretary had a meeting with Mrs. Helen Thompson of the American Symphony Orchestra in Washington, D.C. They discussed the possibility and desirability of establishing a liaison between ICSOM and the League. On the basis of this meeting, he will introduce a motion on this matter later in our Convention.

This concluded the Secretary's report.

Report approved on a motion by Philadelphia, seconded by Los Angeles.

Mr. Cox stated that he sent invitations to attend this Conference to 36 orchestras. The Chairman said that we started out with 26 orchestras. Obviously some of the orchestras have not come because of money problems. He plans to contact the Ford Foundation, or some such Foundation, to see if they will give a giant to enable ICSOM members to attend Conferences.

III. Treasurers Report

To await arrival of the Treasurer from Cleveland.

IV. Report of Editor of SENZA SORDINO

R. Elster stated that two issues of SENZA SORDINO were published. He apologised for the fact that four issues were not published. This was due to a particularly heavy schedule, together with other problems. He received $500. from the Treasury of ICSOM. While he did not have time to make a financial report, he thinks there is a $16.77 balance. He mentioned that he did not receive many contributions for items from orchestras.

He suggested some ways of sharing the load. As Editor he has some important things in mind - Perhaps the burdens of handling the publication could be distributed in several ways; someone to handle the matter with the printers and typesetters, help on the mailing and research, and the assistance of an associate editor. The entire cost of this publication is approximately $200 per issue.

Four thousand copies are printed at each issue. About 26 orchestras receive copies of this publication.

Report approved on a motion by Philadelphia, seconded by Chicago.

S. Denou, Chairman of the E.R.F. Committee reported that there are two legal requirements for setting up this fund, which could be set up in the form of a trust fund. The first requirement is that the fund must be registered with the Secretary of State, in the State in which the fund is located. Secondly a Court Order must be obtained locally in the District of Columbia transferring these funds from the National Symphony to the newly created ICSOM Fund.

The Chairman read the statement from the Washington Symphony.

Mr. Cox read an excerpt from the minutes (No. 7) regarding transfer of funds from the National Symphony Orchestra, Washington, to the proposed Emergency Relief Fund of ICSOM.

Meeting adjourned 1:00 P.M.

VI. Thursday, September 2, 1965 2:00 P.M.

Report of the Committee on Government subsidy by Mr. Shaw, Cincinnati.

The structure of the National Foundation on the Arts and the Humanities Act of 1965, differs from H.R. 9587, the National Foundation on the Arts, which went down to defeat in the House in 1964. It is significant that the first mentioned bill (H.R.6050) should encompass both the Arts and the Humanities. We reluctantly but necessarily, must ride the coat-tails of the Humanities if the bill is to have any chance of passage. There does not seem to be any organized objection in the House to monetary support of the Humanities - chances of passage are excellent for a dual-structured bill.

At present, H.R. 6050 has been reported out of committee and is now in the House Rules Committee. The last organized opposition to Government support for the Arts seems to have vanished with a report from a recently held meeting of the presidents and managers of nearly 40 symphony orchestras in Pittsburgh. It was there stated that "spiraling costs and urgent pressures to extend the length of orchestra operating seasons to 52 weeks are the prime factors that led to the change of viewpoint regarding proposed Federal support of the Arts". We see, significantly, a virtual complete reversal of stand from that made by the same group in the last ten years.

We urge that nothing be taken for granted and that individuals in all member orchestras write or wire their Congressman to support H.R. 6050 when it reaches the floor for a vote.

We wish to bring to your attention also Public Law 89-10, the "Elementary and Secondary Education Act of 1965. Title III of this law has a great deal of
significance for symphony orchestras throughout the nation. It provides for grants which may be used for the development of programs to provide supplementary education activities and services. Live concerts and private or group lessons on musical instruments are considered a supplementary education activity. Also, the development, production and transmission of educational radio and television programs.

The services offered by cultural organizations are considered of value. Obtain the co-operation of the public school superintendents in your area as well as the Board of Trustees of your symphony to formulate a plan or program that could benefit from this piece of legislation. Whatever program is arrived at must be presented to and reviewed by your State educational agency and by the U.S. Commissioner of Education. Act now, as funding under the act has begun as of July 1st.

One hundred million dollars has been appropriated for Supplementary Services and Educational Centres under Title III. Whether your orchestras get its share depends on total community co-operation and immediate action on its part.

Mr. Shaw then read a bulletin which he sent out in May.

At 2.30 p.m. Mr. Cox introduced to the delegates Mr. J. Alan Wood, President of the Toronto Musicians Association, Local 149 A.F. of M. In his address, Mr. Wood welcomed the delegates to Toronto, and invited them to a party to be held for them at the Local's Headquarters that evening at 8.30 p.m.

VII. Notices of Motion

Mr. Cox read the recommended changes for the existing BY-Laws.

Notice of motion No. 1 - Moved to accept by Mr. Donov, Chicago, seconded by Toronto.

1. Article IV, Sect. 4:
Add.... "except that not more than one member of any one orchestra shall serve on the Executive Committee at the same time".
Carried 15-0

Notice of Motion No. 2 - Moved to accept by Mr. Moritz, Los Angeles, seconded by Mr. Shaw, Cincinnati.

2. Article V, Sec. 3:
Delete the words "printed in full and", so that it reads, "...cause the minutes of each meeting of the ICSOM to be distributed...".
Carried 15-0

Notice of Motion No. 3 - Moved to accept by Mr. Ireland, Detroit, seconded by Mr. Coleman, Buffalo.

3. Article V, Sec. 6-B:
After the words, "shall be in keeping with", add, "Section 6 above and with". Add the word "specifically" before the word "defined".
Carried 13-1, 1 abstention.

Notice of Motion No. 4 - Moved to accept by Chicago, seconded by Philadelphia.
4. Article VIII:  
Add "Section 2B - The Executive Committee may not borrow funds on behalf of the ICSOM". (This new section to be inserted between Section 2 and Section 3. 

Carried 11-4, 1 abstention.

VIII. Emergency Relief Fund

A general discussion took place on the Emergency Relief Fund as proposed at the Washington Conference. Mr. Cox suggested that this fund should be created by a motion passed at this Conference but not become a part of ICSOM By-Laws at this time. He then asked the Chairman to appoint a Committee to write the necessary motion and a Committee of six was appointed.

The following comments and amendments refer to the Emergency Relief as proposed and printed in the minutes of the Washington Conference of 1964. The following comments were read:

1. I approve the principle of such a fund.

2. Unless all members of the orchestra can be compelled to pay to this fund, collections would probably be insufficient to meet the orchestra's quota. This need not prevent our participation if ICSOM is willing to accept whatever we can send to the fund. I see no way to compel members to pay.

3. Amend Sec. 4 so that it reads:

"Sec. 4 Monies from the fund shall be disbursed to a participating member orchestra by the Treasurer. Such monies shall be disbursed only upon a loan basis, and shall be repayable to the fund within two (2) calendar years, without interest therefor."

Deleted words:

"....upon the approval of the Executive Committee, whose approval shall not be unreasonably withheld".

Comment: The Executive Committee should not have the power to approve or disapprove the disbursement of monies from the fund. The possibility of disapproval by the Executive Committee would create a wholly improper, unwarranted, and unnecessary restraint upon a member orchestra's right to reject a contract proposal. The right to strike is recognized by federal law. No artificial restraints or restrictions should be introduced which might tend to infringe or encroach upon the right to strike. There are natural restraints upon striking. These natural forces are quite sufficient. The Executive Committee should not invade an area which by its very nature is strictly local, just as a member-orchestra should not attempt to invade an area which naturally lies within the jurisdiction of the Executive Committee.
4. Amend Sec. 5 as follows:

"Sec. 5 Applications for a loan from the fund shall be executed by the respective orchestra committee on behalf of the member-orchestra, and shall be submitted to the Treasurer by said committee through the chairman. Application forms, approved by the annual ICSOM Conference, shall be available from the Treasurer.

5. Transpose positions of Sec. 4 and Sec. 5.

Change Sec. 4 to Sec. 5 and Sec. 5 to Sec. 4. This is because an application precedes a disbursement.

6. Amend Sec. 7 - (A) as follows:

"Upon leaving a participating member-orchestra for any reason whatsoever an individual musician or his beneficiary shall as a matter of right be entitled to receive.....".

7. Add an additional section to be known as Sec. 8:

"Sec. 8 - In the event of the dissolution of the International Conference of Symphony and Opera musicians, each member-orchestra shall receive a refund equal to its equity in the fund".

or

"Sec. 8 - In the event of the discontinuation or dissolution of the fund, or of the dissolution of ICSOM, each member-orchestra shall receive a refund equal to its equity in the fund".

Comment: The second alternative, above, is preferable because it contains an added safeguard: a member-orchestra would have the right, under the By-Laws, to receive a refund if the fund is discontinued while ICSOM remains in existence.

8. I feel very strongly that our orchestra should not formally approve Article XI until it has been amended at the ICSOM Conference to include all clarifications and necessary safeguards. I see no need for action by our orchestra until the revisions are made.

IX. New Business

1. The Executive Committee recommended the admission of Houston into ICSOM. The motion was made by Philadelphia, seconded by Los Angeles, that they accept the Executive Board's recommendation. Carried 14-0.

2. New Contract Negotiations

National Symphony requested copies of Los Angeles, Minneapolis, St. Louis and San Francisco contracts.

On a question from the floor as to which orchestras retain legal advice to assist in their negotiations, the following was ascertained:
Orchestras who retain legal advice - St. Louis, Cincinnati, Philadelphia, Boston, Indianapolis, Metropolitan, Pittsburgh (not accepted by Local)

Orchestras not retaining legal advice:
- National, New York Philharmonic, Minneapolis, Houston, Detroit, Buffalo, Toronto, Los Angeles.

It was requested that an additional item be added to the Yearly Chart, that is, "Does your orchestra retain a lawyer?"

Meeting adjourned 7:30 p.m.

Friday, September 3, 1965 10:00 a.m.

Seventeen Orchestras represented (one not voting). The Cleveland delegate arrived.

The Treasurer, Gino Raffaelli of the Cleveland Orchestra read his report as follows:

Fifteen orchestras paid dues for the year of 1964-65. The present bank balance is $1,100.00.

On a motion by Philadelphia, seconded by Boston, the Treasurer's report was accepted unanimously.


Section 1 of the A.F. of M. Constitution was read. Add the word "substantially" before permanent personnel be deleted from this Section. Motion was made by Philadelphia, seconded by Detroit to delete the above-mentioned word. Motion carried 14-1, with 1 abstention.

Section 2 - Accepted as printed.

Section 3 - Add "Contract should be submitted to the Local and to the A.F. of M"

Philadelphia moved to adopt, seconded by Cleveland. Carried 16-0

Section 4 - Delete beginning with "any contract" and ending with "not exclusive".

Moved to accept by Philadelphia, seconded by Cleveland. Carried 16-0.

Section 4 - No contract between Local and the management of a symphony orchestra shall be deemed to be in effect unless and until it is ratified by secret ballot by at least a simple majority of the entire membership of said orchestra.

Moved to accept by Boston, seconded by Los Angeles. Carried 16-0

Section 11- Motion was made by Philadelphia, seconded by St. Louis to delete Section 11. 15 in favour, with 1 abstention.

New Section: Motion was made by Boston, seconded by Philadelphia, to adopt the following new Section:

(a) Every musician shall be engaged for a specific position.

(b) Any notice of non-renewal must relate to that specific position.

Question called for - 14 in favour, 2 opposed.

Motion carried 9-7
Few Sections: Notification of a vacancy must be published in the International Musicians' Journal, listing the exact position.

Motion to adopt made by Chicago, seconded by St. Louis. Carried 10-4, with 2 abstentions.

4. Payment of Expenses

Motion was made by Boston, seconded by Cincinnati, that ICSOM reimburse the expenses incurred by those members of the Executive Committee attending this Conference who are not acting as delegates for their respective orchestras and whose expenses are not being borne by those orchestras.

Question called for - Motion carried unanimously.

5. Motion was made by Toronto, seconded by Boston, that an amount of $200 expense allowances be paid to the Secretary to cover expenses incurred by the Secretary for the year from September 1965 to September 1966. Motion carried unanimously.

6. Motion was made by Toronto, seconded by Philadelphia, that ICSOM apply for membership in the American Symphony Orchestra League. As an organization, the cost is $25.00. Question called for - unanimous, and the motion was carried unanimously.

7. Motion was made by Los Angeles, seconded by Boston, that the Executive Board continue their efforts to seek representation on the National Arts Council of the United States. Motion carried unanimously.

8. Motion was made by Toronto, seconded by Detroit, that the Executive Board be empowered to proceed to investigate the possibilities of receiving a Foundation Grant for the purposes of ICSOM. Motion carried unanimously.

9. Emergency Relief Fund

Motion was made by Toronto, seconded by Los Angeles, that the International Conference of Symphony and Oper. Musicians create a fund to be known as the Emergency Relief Fund of ICSOM. This fund is to be kept in a separate account, separate from the general funds as outlined in ICSOM By-Laws. It may receive donations and contributions assigned to it and may be loaned to assist member-orchestras experiencing difficulty in concluding contractual negotiations. Money from this fund may be loaned to a member-orchestra upon application by its orchestra committee, and upon the majority consent of the officers of ICSOM.

Amended this motion as follows: This fund to be banked at a permanent location. Only 7 delegates were in favour of the amendment, 8 were against, with 1 abstention.

The Motion was carried with 14 in favour and 2 abstentions.
10. Special Recording arrangements made in Orchestra Contracts.

A member-orchestra explained the background and terms of their Special Recording Agreement.

Motion was made by Philadelphia, seconded by Cincinnati, that ICSOM strongly protest the approval by the A.F. of M. of the exchange of service for recording and urge that this be prohibited in the future.

First Amendment:
Motion was made by Toronto, seconded by Boston, that a letter be sent to the A.F. of M. recommending that the Federation in the future does not permit the exchange of concerts and/or rehearsals for recordings.

Second Amendment:
Motion was made by Pittsburgh, seconded by Los Angeles, to amend the above amendment as follows: Add "that the Federation be urged to more effectively police all recording contracts and replays of television tapes".

Second Amendment defeated. 4 in favour, 11 against.

The first amendment was carried unanimously.

The Motion carried 14-1, with 1 abstention.

11. Emergency Relief Fund (return)

Motion was made by Toronto that ICSOM engage the legal services of Ruth Wayland to procure a Court Order to transfer the money from the Washington Strike Fund into the Emergency Relief Fund of ICSOM.

Motion was carried 15-1, with 1 abstention (Washington abstained).

Friday, September 3, 1965.

The meeting reconvened at 8:00 p.m. with 17 delegates present, Mr. George Zasloffy acting as Chairman.

12. Moved by Mr. R. Cox, Secretary, that this Conference instruct the Executive Committee to request a meeting with the President of A.F. of M., Mr. Kenin, and at that time request the A.F. of M. recognize ICSOM as a Conference within the Federation.

Seconded by Los Angeles delegate.

An Amendment was moved by Philadelphia that the Secretary write a letter to the A.F. of M. asking for clarification of Article 32, Section 8.

Seconded by St. Louis.

Amendment carried. (16 for, 4 opposed).

On receipt of this clarification and to the satisfaction of the officers of ICSOM that a meeting be requested with President Kenin with a view to establishing ICSOM as a Conference recognized by A.F. of M.
Motion as originally presented by Mr. Cox carried (For 15, 1 abstention).

13. Nominations were called for the position of Editor of the publication, SENZA SORDINO. The only nominee was Mr. S. Denov. Ballots were counted and the vote was unanimous in favour of Mr. Denov for this position.

The Chairman expressed the sincere thanks of the delegates and members of ICSOM for the work performed by the past editor, Mr. Rhinehart.

14. Moved by Mr. Cox that an addition to Article 22 read: "All radio broadcasts, sustaining, commercial and remotes, all f.v. engagements, and all recordings are to be paid to each member in addition to regular weekly salary at the prevailing fee, as found in the current wage scales "Terrif-of-Fees" schedule prevailing in the Locl.

Seconded by Detroit.

Carried (For 12, Abstentions 4)

15. The Philadelphia delegate asked for time to review the Viet Nam situation and suggested the group go on record that ICSOM is opposed to the United States participation in Viet Nam. Many of the delegates felt they could not speak on behalf of the members of their orchestras without prior discussion. After some discussion, Detroit suggested that the Philadelphia delegate prepare and circulate a form letter asking for signatures of orchestra members, reading "we, the following members of the _________ orchestra___________. When completed, this letter would be sent to the United States Government. The Philadelphia delegate agreed to do this and asked each delegate to present the subject to his own orchestra regardless of their own personal feeling in the matter. When questioned if he had been authorized by his own orchestra to introduce this subject at the meeting the Philadelphia member stated that he had not, but it was his own personal idea.

16. Although they are not members of ICSOM, several members of the Vancouver Symphony Orchestra attended some sessions of the conference. One of their members outlined their endeavors to become a major professional orchestra and that one recent achievement is that they were able to establish a weekly salary in their latest contract. When questioned, he disclosed that about 75 - 80% of the group were full-time professional musicians, but they were not sure they were large enough to join ICSOM. One delegate felt that ICSOM needs small orchestras such as Vancouver and that small orchestras need ICSOM, each can gain from the association. Another delegate suggested that ICSOM could set up minimum conditions for which small orchestras could strive. The Vancouver group have asked the Federation to set up a Canadian Symposium. At this time, they asked if it would be possible to have
separate fees for "mailing list only membership. Mr. Cox felt that this could be
explored, but felt that Vancouver does not fall into this category and would benefit
more from full membership.

17. The Chairman invited each voting delegate to discuss the effects of ICSON in
their own orchestra.

Philadelphia referred to some Festival concert activities where musicians
play for only room and board and wondered how the A.F. of M. could endorse such action.
Chicago advised that they are going into contract negotiations and wanted advice on
tenure (eliminate non-renewal). It was suggested much of the problem is created by
poor hiring practices and that they should ask for responsibility in the hiring as
well as firing of orchestra personnel. They were also interested in the role of
personnel managers. This will be on the agenda next day.

Washington expressed delight with experience of attending Conference. Stated
their orchestra 90% in favour of ICSON, but some of the balance were viciously
opposed. Suggested higher dues for ICSON; an additional day added to Conference
time; two delegates from orchestra in attendance; broader scope of subject matter in
SENZA SORDINO.

(As the matter of dues is a by-law item, they cannot be changed this year.
By-law could be amended).

Philadelphia (2nd time) Spoke on the Music Performers Trust Fund. He feels that
A.F. of M. should not ask working musicians to subsidize musical scholarships.

Los Angeles stated he would like to see a report on the activities of the
Executive Committee between conferences either in the publication of SENZA SORDINO or
by newsletter. (He was advised this would be done).

Houston stated that, because of distance, they felt out of touch with what is
going on elsewhere and that SENZA SORDINO is a good contact. He requested a call
from any orchestra booked to play near Houston so they could attempt to have an area
discussion either by 'phone or in person.

It was suggested at this time that travelling itineraries of orchestras should
be sent to the Secretary for circulation.

Minneapolis suggested that not only finalized contract results be shown, but
also that initial requests be indicated.

Boston suggested a column in SENZA SORDINO to stimulate discussion and to keep
interest current.

Buffalo had been directed to recommend to the Conference the book "Commitment to
Culture". He asked the members to notify his orchestra if they see any advertising
which does not specify Buffalo Symphony Orchestra. The only way to avoid this is to place a penalty on this possible omission.

Toronto stated they would like IOSOM to recommend a standard symphony contract showing minimum standards.

18. Mr. R. Cox, Secretary, asked for the return of questionnaire charts earlier sent to delegates. He stated that he had been given the O.K. to investigate Foundation Grants. Mr. Cox requested a mailing address list of all orchestra members be returned to him on 3 x 5 index cards showing: (name - surname first) (instrument) (address) (and on the right-hand side of card the name of the orchestra). It was noted that questionnaires must be returned in order to result in continuity. He felt it was imperative to always have a responsible person in charge at the Baltimore Rapid Communication Centre and if the regular staff is not on duty he should be advised who the replacement will be.

19. Moved by Mr. Cox that his expenses for the last year in the amount of $155.54 be paid. Seconded by Boston. Carried unanimously.

It was decided the majority of delegates could attend to-morrow's meeting until about 2 p.m. before returning to their homes and the meeting for Saturday was called for 10:00 a.m. sharp.

The meeting adjourned at 11:30 p.m.

The Conference reconvened at 10:20 a.m. Saturday, September 4th 1965, with 15 delegates present (2 others arrived later).

20. Personnel Managers

The Chairman invited the members to a discussion on defining the role in which the Personnel Manager functions. He is employed by Management and/or Corporation and often plays side by side with musicians in orchestra. In the United States it has been suggested that he be restricted from playing in the orchestra. Toronto advised that they have a steward who writes reports on any infractions - he is paid by Management to do union job. It was pointed out that this would be illegal in the U.S.A. Chicago's Personnel Manager can not be a member of the Orchestra Society. Meetings are held once a month between Management and orchestra members establishing lines of communication. Some 25 years ago, the Cincinnati Orchestra Committee was formed and it is their purpose to report violations of management on job re overtime, insubordination, etc. In Philadelphia the Personnel Manager is a union member and the position was created by the Local. This is to be discussed with Mr. Kenin as it is a violation of Federal Law. Some members felt a steward should not be a playing member of an orchestra, but in Toronto this presents no problem.

Moved by Cleveland that this Conference authorizes the Executive Board to draft
an additional amendment to Article 22 of the Federation By-Laws to be presented to President Kenin dealing with the need for a Steward for symphony orchestras. This amendment will be drafted so as to embody the ideas and suggestions expressed by the delegates.

Seconded by Los Angeles.
Carried. For 14, Abstention 1.

Mr. Cox announced that he would send corrected By-Laws to each orchestra and they are to be attached to the present copies with the changed sections to be erased in the old copies.

21. Moved by Boston that an ICSOM representative be sent to the next Convention of the A.F. of M. for a purpose of promoting the objectives of ICSOM.

Seconded by Houston.
Carried Unanimously.

The Chairman urged the members to note the necessity of lobbying among their own orchestra members to support the objectives of ICSOM.

Moved by Cleveland that Mr. George Zazofsky of Boston be the ICSOM representative to attend the next Convention of the A.F. of M.

Seconded by Los Angeles.
Carried unanimously.

Moved by Houston that an alternate delegate be appointed in the person of Mr. Sam Denov.

Seconded by Cincinnati
Carried unanimously.

Moved by Detroit that each delegate be directed to report to his own orchestra committee the proposed action of ICSOM regarding the role of Personnel Manager. Each committee will be urged to draft suggested rules governing Personnel Managers and a proper union representative. They will submit same to the Executive Committee of ICSOM by December 1st 1965.

Seconded by Chicago
Carried unanimously.

Moved by Detroit that the Secretary of ICSOM be directed to forward to the Editor of the International Musician: (1) A copy of ICSOM's invitation to President Kenin to attend this Conference (2) A copy of President Kenin's reply naming Mr. Wood as his personal representative and (3) Our recognition and appreciation of Mr. Alan Wood's attendance and constructive contribution to this Conference and (4) A summary of the work processed by the delegates of this conference.

Seconded by Pittsburgh.
Carried (For 15, Abstention 1).
The Chairman requested that names of current chairman of all orchestra committees be sent to the Secretary, Mr. Cox.

22. Moved by Cleveland that the delegates at the Convention recommend to their respective orchestras that during the coming year the newly-founded ICSOM Emergency Relief Fund be started with a voluntary contribution from each member of $5.00.

Seconded by Washington.

An amendment to this motion was made by Mr. Cox changing the $5.00 as above to $3.00.

Amendment Seconded by National.

Amendment Carried (For 8, Opposed 7, Abstentions 2 - Boston asked to be identified as abstaining).

A show of hands indicated unanimous approval of stopping debate on this amendment and a vote was called for on the Motion as Amended viz: "That the delegates at the Convention recommend to their respective orchestras that during the coming year the newly-founded ICSOM Emergency Relief Fund be started with a voluntary contribution from each member of $3.00". Carried (For 7, Opposed 5, Abstentions 4 - Boston asked to be identified as abstaining).

23. Invitations were invited for the site of the next Conference and offers were received from Chicago, Los Angeles, Houston and Detroit (for the 2nd consecutive year). Votes indicated 3 in favour of Chicago, 5 in favour of Los Angeles, 3 in favour of Houston and 5 in favour of Detroit. Because of the tie vote another count was taken which gave Los Angeles the decision of 9 votes to Detroit's 8.

Philadelphia suggested that, in future, consideration should be given to pooling transportation expenses of all delegates so that the ones travelling long distances would not have heavy transportation expenses.

Mr. Cox asked the delegates to send in their latest Trade Agreement, when signed, to the Baltimore Rapid Communication Centre.

The Chairman expressed the thanks of the delegates to Mr. Alan Wood, President of Toronto Local 149 of A.F. of M. for his courtesy and hospitality during their stay in Toronto and for his attendance at some of the sessions. Mr. Wood responded saying that he felt there would be some changes within the Federation in future and suggested that when the ICSOM delegation meets with President Kenin they should ask for discussion at the International Board level.

The Washington delegate reiterated that he was interested in having the Conference lengthened by one day (to 3½ days) which seemed to meet with the approval of the majority of delegates and discussion indicated that the extra day could be added to the end of the week (going through to Sunday) and that next year the dates
possibly could be September 7, 8, 9 and 10, 1966.

The Chairman expressed the thanks of the delegates to the Toronto delegate for his work and efforts in making their stay in Toronto enjoyable.

The meeting was adjourned at 1:15 p.m.