OFFICIAL MINUTES

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS
September 3, 1968
Detroit, Michigan

First Session -- 3:00 P.M.

Chairman George Zarosky called the roll of member orchestras; orchestras represented were Baltimore, Boston, Buffalo, Chicago, Cincinnati, Cleveland, Detroit, Honolulu, Houston, Indianapolis, Kansas City, Los Angeles, Metropolitan Opera, Minneapolis, National, New York, Philadelphia, Pittsburgh, Rochester, St. Louis, San Francisco, Seattle, Toronto.

Chairman Zarosky then introduced Mr. Merle M. Alvey, President of Detroit Local #5, AFM, and Mr. Fred Crissay, Secretary of Local #5.

Harold Laseruslager, a former Secretary of ICSOM, presented Mr. Alvey to the delegates, and Mr. Alvey welcomed the delegates to Detroit. Secretary Fred Crissay seconded Mr. Alvey's welcoming speech, addressing the convention briefly.

Delegate Carl McDell of San Francisco introduced Mr. Jerry Spain, Vice-President of Local #5, San Francisco, to the delegates; delegate Larry Fashhorn of Kansas City introduced Mr. Ted. Dreamer, President of Kansas City Local #34; ICSOM Secretary Robert Maisel introduced Mr. Ken Sarner, President of Local #2 of St. Louis, who expressed his gratification at being at the Conference.

The motion was made and seconded that the following orchestras be admitted to membership in ICSOM: Dallas, Denver, Chamber Symphony of Philadelphia (conditional acceptance upon receipt of letter of intent to join will become full member), Montreal, New Orleans, New York City Ballet, San Antonio, Vancouver. The motion was passed unanimously.

In answer to a question about the agenda, the Chairman said that the most important item was the retention of an attorney to represent ICSOM.

Reports of ICSOM Officers

Chairman's Report

Chairman Zarosky gave a brief resume of the meeting in Houston between the ICSOM Board and members of the IFB at which the support of ICSOM goals was solicited. He also gave a resume of
the meeting between ICSOM and the AFM on November 30, in which both parties agreed to have further meetings on matters pertaining to ICSOM.

The Chairman announced that ICSOM had engaged I. Philip Sipser as legal counsel as directed by the delegates at the Houston Conference. Members of the ICSOM Board met with Mr. Sipser in New Rochelle, N.Y., and discussed various legal problems confronting ICSOM, including the conductor evaluation proposal.

The necessity of engaging an attorney for ICSOM was discussed with Mr. Sipser. He felt that the organization had done a good job in the past without the benefit of legal counsel but that now legal counsel was necessary to enable ICSOM to render more meaningful service to member orchestras. Mr. Sipser felt that the primary function of ICSOM was to provide services to orchestras especially as far as collective bargaining is concerned.

After consultation, the ICSOM Board decided to engage Mr. Sipser on an interim basis until the next Conference.

The Chairman also gave a report on the meeting between ICSOM and the IBE in New York on May 12. This meeting was devoted to a discussion of ICSOM's becoming an official Conference of the AFM and the changes in its by-laws felt necessary by the IBE. Following this meeting and after consultation with Mr. Sipser, the ICSOM Board again met with the IBE in Shreveport prior to the AFM convention, at which time an agreement on the new amendments (subject to ratification by the orchestras) was reached.

The Chairman cited his participation on a panel investigating collective bargaining in symphony orchestras as an example of the growing recognition of ICSOM. He also reported that a Rockefeller report now in preparation entitled Labor Relations in the Performing Arts will devote considerable space to ICSOM in the chapter on symphony orchestras.

Secretary's Report

Secretary Robert Feitel announced that a new method of collecting ICSOM orchestral chart information was to be put into effect, i.e., the information is to be supplied by the delegates at the conference. He also asked that other pertinent information be supplied by the delegates and thanked them for their co-operation.

Treasurer's Report

Treasurer Gino Raffaelli reported that all of the twenty-three orchestras had paid their ICSOM dues except the Metropolitan Opera.
The balance in the General Fund at 8/31/67 was $3,600.00. Receipts from 9/1/66 to 8/31/67 totalled $3,367.92. Expenses for this period were $3,385.40. The UFF balance in the checking account was $15,428 and in the savings account was $7,631.07. (See Senza Sordini, October 1949 for a breakdown of contributors.)

HIll Henry, Senza Sordini editor, said that the UFF had helped San Francisco with $950 in union capital and contributed to Berkeley and Oakland for their financial support. He also stressed the necessity for an APS symphony strike fund.

The treasurer said that the retention of Mr. Sirac mean that ICSOM will have to reconsider its dues structure.

A motion was made, seconded, and passed to accept the treasurer's report.

Editor of Senza Sordini's Report

Editor Dave Stiller reported that during the 1967-68 season four regular issues of Senza Sordini and one summer supplement using the format adopted in 1965 were published. The same union printer, Graphic Arts of Marin in Sausalito, was employed, although there was an increase of 5% in production costs announced by this firm. Names were added to the national and international mailing list, which is now well over 100.

Money was received from the following sources:

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<tr>
<th>Source</th>
<th>Amount</th>
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<tbody>
<tr>
<td>ICSOM treasurer</td>
<td>$2,600.00</td>
</tr>
<tr>
<td>Individual subscriptions</td>
<td>122.90</td>
</tr>
<tr>
<td>Non-ICSOM orchestras</td>
<td>257.00</td>
</tr>
<tr>
<td>Total</td>
<td>$2,979.90</td>
</tr>
</tbody>
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Please note that there was no income from advertising.

Balance as of August 29, 1967—$295.92
Receipts for 1967-68 fiscal period—$2,979.90
Total----------------------------------------$3,275.82

Expenses for 1967-68 fiscal period—$3007.53
Balance as of August 29, 1968—$244.29

(The editor filed a detailed account of expenses with the ICSOM secretary.)

The editor commented that as always the problem of getting news-
worthy items from the various Santa correspondents remain. Some of them, of course, are quite useful, but many act only as the distributors of the issues in their respective orchestras.

Report of Gerald Corey on ICSOM's Contract and Rapid Communications Center

Gerald Corey, in charge of the Center, cited the increased workload since the formation of CRCC four years ago and requested a ditto reproduction machine since the mimeograph machine was worn out.

He urged the orchestras to send contracts to CRCC and also suggested that orchestras having many extra contracts could themselves send copies to the other orchestras.

The Chairman thanked Mr. Corey for his help to orchestras; he also thanked the orchestras for their telegrams to the IEB in support of ICSOM.

The Secretary also thanked Mr. Corey and added that contract and other information was being distributed by CRCC at his request to non-member orchestras asking for ICSOM's help.

Following the reports of the ICSOM officers, an agenda was drawn up:

1. Taping
2. Problem of Marlborough-type situations
3. Forthcoming recording contract
4. Boston co-op orchestra
5. Report from orchestras in strike situations
6. Manuscript legibility
7. ICSOM participation in arbitration
8. Updating of ICSOM information: TRF
9. String placement problems
10. Pension plans information
11. Orchestra organizations
12. Over-scale seating in strings
13. Pros and cons of 52-week seasons
14. Orchestra control of conductor hiring
15. Orchestra splitting
16. Help for emerging orchestras
17. Policies of International Musician and AFM Congress of Strings
18. First chair bargaining separate contract
19. Segregated locals
20. Payment to orchestra committees by locals
21. St. Louis-Kansas City merger
Evening Session - 8:00 P.M.

Henry Shaw, delegate from Cincinnati, reported on the strike situation of his orchestra. Management proposed a cut in weeks which would amount to less of $100.00 in annual salary. This proposal was rejected; finally, after management's "last" offer, the committee offered to go back to work under the previous contract and continue negotiations for a new one, with a retroactive agreement; management turned this offer down, so the orchestra has been locked out for three weeks.

There was extensive discussion concerning press releases, public relations, the relationship between the committee and the local; the committee is part of the negotiating team and the legal counsel engaged is acceptable to both parties.

The San Francisco representatives described their PR campaign and suggested to the Cincinnati delegate that some of these ideas be tried.

Following Mr. Shaw's report, the delegate from St. Louis, Mel Jernigan, described the situation in his orchestra: St. Louis had started negotiation talks well before the end of the season, but as the result of a dispute concerning hiring practices, negotiations were temporarily suspended for a month. The St. Louis delegate stressed the rapport between the committee and the local; the negotiation team consisted of the committee and three officers of the local and legal counsel representing the local was the orchestra's lawyer. He also commended the orchestra for its support of its negotiations.

Again, as with Cincinnati, the St. Louis situation was discussed in detail by the delegates, and many valuable suggestions were made.

The delegate from Montreal, Edward Kudlak, reported on his situation: the new conductor had fired and denoted many players, but the local said that, since there was no protection in the contract, nothing could be done about it. The orchestra hired a lawyer, whose position was that since the conductor was not a member of the AFM, the non-renewals were invalid. Management replied by stating that the laws of the AFM were of no concern to them.

The Montreal delegate gave a detailed account of negotiations, arbitration proposals, and difficulties with the local; at present management is threatening to cancel the season before the expiration of the present contract.
The delegates discussed the Montreal situation and debated on the ways in which they could help.

The Baltimore delegate, Gerald Corey, reported on the problems facing his orchestra. The situation is complicated by the fact that the Philadelphia orchestra plays a series in Baltimore; also, the National Symphony is inaugurating a series this season.

Following this report, the delegates discussed the problems of involuntary competition between orchestras. The delegate from the National Symphony regretted management's decision to book a series in Baltimore. The Philadelphia delegate doubted that his orchestra would cross a Baltimore picket line if a strike developed.

A book published by the 20th Century Fund, Performing Arts--The Economic Dilemma, was recommended to the delegates.

After the delegates had made various suggestions to Baltimore, the Chairman appointed a sub-committee to make a report and recommendations to help orchestras in strike situations: Irving Socol, Philadelphia; Sam Benov, Chicago; Lloyd Green, San Francisco; Anthony Antonacci, Toronto.

The Chairman also appointed a sub-committee to make recommendations concerning music sheet legibility: Carl Sotul, San Francisco; Larry Hartshorn, Kansas City; and James Weaver, Seattle.

The next item on the agenda was ICSCM involvement in arbitration. The San Francisco delegate read a resolution which argued that ICSCM representatives should be on arbitration boards because of their expertise. The response from the delegates was unfavorable.

On the matter of over-scale according to seating, the Los Angeles formula was recommended. On seating vacancies and audition procedure, the new Boston clause was recommended.

The delegate from Honolulu, Miss Linda Hoes, reported on the difficulties experienced by her orchestra; the relationship between the committee and the local was not good, so the committee asked for help from the Federation. Mr. Kaiser and Mr. Rogers went to Honolulu and helped to negotiate the three-year contract. The local is now recognizing the committee; the committee for the first time now participates in negotiations.

Miss Hoes cited some deficiencies in the new contract, for example, the absence of a non-renewal clause; the local, however,
had agreed to appoint a committee from the orchestra to investigate each case of non-renewal & to support the recommendations of this committee, but when fourteen players were fired and fifteen were denoted, the local generally supported the conductor rather than the recommendations of the committee.

After general discussion, the delegates felt that if ICSOM were an official Conference, it would be of more assistance to orchestras, especially in protecting players.

Room Session -- September 1

A motion was made, seconded, and passed unanimously to authorize the ICSOM Executive Board to send two representatives to Montreal to assist in negotiations if requested by the orchestra. (ICSON's legal counsel advised ICSOM to ask permission of the AFM after such request.)

Upon receiving from the sub-committee a report on manuscript legibility, ICSOM adopted the policy of refusal to perform compositions whose orchestra parts are illegible, to communicate notices of this policy to publishers, rental libraries, composers' organizations, and orchestra management and to encourage member orchestras to include in future agreements a clause requiring legibility for the orchestra members.

A motion was made, seconded, and passed to have the Chairman appoint a sub-committee to examine the ramifications of the above-adopted policy and to report back to the next Conference. Roland Moritz of Los Angeles was appointed to head this committee.

Mr. I. Philip Sipser, interim legal counsel for ICSOM, was introduced to the delegates by the Chairman.

Mr. Sipser analyzed the relationship between ICSOM and the AFM, the necessity of ICSOM's being able to assist orchestras, the need for revision of ICSOM's By-Laws, the advantages of ICSOM's becoming an official Conference of the AFM, ICSOM has been of great service to orchestras without being an official Conference but could be of even greater service if it were an official Conference, in that it would have the power and resources of the AFM behind it; obviously, certain agreements would have to be made between ICSOM and the AFM, but ICSOM, as well as the AFM, could profit from this new relationship in that a new posture for ICSOM would be established and better ways would be found to assist orchestras.

Mr. Sipser felt that the proposed amendments to the ICSOM By-Laws should be adopted by the delegates and ratified by the orchestras.
because they were necessary requirements for attaining conference status and did not fundamentally alter the structure of ICSOM. He pointed out that Conference status would not guarantee a utopian situation but was certainly worth exploring; moreover, if Conference status did not prove satisfactory, ICSOM could always disestablish.

Mr. Sipser thought that the AFF was correct in asserting that all APF orchestras should have the right to join ICSOM but felt that guidelines would have to be established.

Mr. Sipser examined various topics which would have to be discussed by ICSOM and the APF: discussion of matters affecting legislation by conferences; ICSOM and local autonomy; clarification of status of orchestras, i.e., annual scale, length of season, etc. (Mr. Sipser did not think that the inclusion of smaller orchestras would, as some delegates feared, would necessarily dilute the strength of ICSOM but would tend to increase the strength, provided that weighted voting procedures were adopted.)

On the question of mandatory dues to ICSOM, if it becomes an official Conference, Mr. Sipser was of the opinion that if an orchestra voted to join ICSOM, the dues would be mandatory, just as local dues are mandatory and that the penalty for non-payment would also apply; this, incidentally, demonstrates another right which would flow to ICSOM if it became an official Conference.

The delegates decided to vote by secret ballot on adoption of the proposed ICSOM By-Law amendments.

Consideration of Article II was postponed until Article III was disposed of.

All three amendments were adopted, subject to the provision that, under Article III, Section 2, aplying symphony orchestras, opera orchestras, and ballet orchestras be clarified and classified by the APF according to weeks in annual season, annual salary, names of actual aplying orchestras.

Mr. Sipser invited questions from the delegates:

Q: If the Federation could make new rules concerning tapes, how would the individual contract be affected?
A: It would depend on the provisions of the local contract.

Q: Does a local union officer have the right to chair an orchestra meeting?
A: Yes, unless stated otherwise in the local by-laws.
should take part in the application and development of new technologies in the field of education and training. The role of education in preparing for the future should be recognized and the need for innovation in the field of education to meet the challenges of the 21st century should be acknowledged.

The principles of modern education are based on the idea that education should provide students with the necessary knowledge and skills to succeed in the future. Therefore, education should be a continuous process that starts at an early age and continues throughout life.

According to the National Education Policy of India, education should be accessible to all individuals regardless of their background or financial status. The policy also emphasizes the importance of promoting values such as respect for diversity, inclusivity, and social justice.

In conclusion, education is crucial in preparing individuals for the future and promoting social and economic development. Therefore, education should be prioritized and supported at all levels.
A. This area is extremely important to ICSOM and all arbitration cases and decisions involving orchestras should be sent to Mr. Sipser so that his office can make recommendations to all orchestra lawyers.

This session ended with a discussion of the conductor evaluation. Mr. Sipser explained the concept of "qualified privilege," which would permit information to be disseminated to people directly concerned with the profession; this information could not be disseminated to outsiders; management could have such information only upon written request and only if they needed it, i.e., were choosing a new conductor, for example.

The Chairman cited the Boston management's interest and support of such evaluation; in fact, a clause to this effect is in the contract.

Morning and Afternoon Session -- September 2

The Chairman read a telegram received from Vice-President Carlton Barrett: "As I discussed with you early this year I don't choose to be reelected for a position on the executive committee and regret I will not be in attendance at this year's meeting. It has been a distinct pleasure to work with you and the other members of the committee over the past two years. Best wishes for a successful convention."

The Chairman read a press release from ICSOM in support of Cincinnati's position. (This release had been discussed at the first evening session, and ICSOM decided to wait for Mr. Sipser's opinion before releasing it.) The release would appear in the Cincinnati press.

Since a few delegates had to return to their orchestras, the motion was made, seconded, and passed to vote now on the site of the next conference and to elect ICSOM officers.

Baltimore and Kansas City extended invitations to ICSOM for the next Conference. The delegates elected Baltimore as the site of the 1969 ICSOM Conference, from Friday, August 30, through Monday, September 2, 1969.

Before the election of ICSOM officers, the Chairman reported that he was on a leave of absence from the Boston Symphony; he had been offered a professorship at Miami University and had decided to accept the position for six months, after which time he would decide whether to remain at Miami University or resume his position with the Boston Symphony. In any event, he was willing to serve another term as ICSOM Chairman.

The Chairman then left the meeting so that the delegates could discuss his re-election.
The temporary Chairman, David Smiley, appointed Sam Denov, James Weaver, and Gerald Corey to draft a new By-Law concerning ICSOM officers and to submit this By-Law to the delegates the next morning for consideration.

After Mr. Zazofsky had resumed the chair, the election of officers was held. George Zazofsky and Sam Denov were nominated for the office of Chairman. Zazofsky was re-elected Chairman of ICSOM 25-3. Sam Denov was elected Vice-Chairman on the second ballot by sixteen votes. Robert Haigel was re-elected Secretary by acclamation. Gino Raffaelli was re-elected Treasurer by acclamation. David Smiley was re-elected editor of Senza Sardina by acclamation.

The next item on the agenda was the impending new recording contract between the APF and the industry. Upon request, the chair appointed a recording contract committee to make a report to the delegates: Segoli, Moritz, Shaw, Denov, Cason, and Laudenslager.

The taping situation was the next item. Ray Niva of Chicago read a statement. (Statement is attached.)

After extensive discussion, ICSOM was authorized to request the APF to ban any future tape agreements which violate the Federation price list. ICSOM, with the permission of the APF, was authorized to get in touch with the Voice of America to discuss mutual problems concerning taping. The delegates decided to reconsider the motion on tape agreements (No. 19). The delegates decided to keep the motion on taping intact with an amendment to hold the motion in abeyance until the orchestras are polled on this matter; only if the orchestras concur would the request on future tape agreements be taken to the APF by ICSOM.

The retention of Mr. Sipser as legal counsel for ICSOM was discussed, and the Chairman requested that the union officers present leave the room, since this matter was internal.

Mr. Jerry Spain, Vice-President, Local A, AFM, San Francisco, expressed his appreciation at being a guest at the Conference and said that he and the San Francisco committee would send a letter of President Kenin in support of ICSOM.

After the union officials had left, the Chairman reported that Mr. Sipser had been engaged prior to this Conference, on an interim basis and that Mr. Sipser had been very willing to be subjected to appraisal by the delegates as to his usefulness as continuing legal counsel for ICSOM. Mr. Sipser had agreed to
serve ICSOM on a monthly fee basis with ICSOM's option to cancel, if desired, on one month's notice.

Mr. Sipser's firm would furnish the following:

1. Public relations counseling
2. A brochure on arbitration decisions and guidelines
3. Trouble-shooting in local situations (with no intent or desire to preempt the local counsel; upon request, would advise in a negotiation situation for one or two days, but not take over and, in any event, would confer with local counsel
4. Basic research and analysis on symphony/NLAB relationship and other pertinent areas

Mr. Sipser concluded by saying that, if retained by ICSOM, he would be totally involved with the organization; also, the complete resources of his firm would be used to help ICSOM.

Mr. Sipser left the Conference; the delegates discussed the matter of retaining Mr. Sipser.

The ICSOM Treasurer proposed an increased dues structure: $6.00, $5.00, and $10.00, in order to be able to pay for legal counsel. He also recommended revision of the By-Laws concerning payment of expenses to ICSOM delegates; he asked the orchestras to try to pay the expenses of their delegates this year, but ICSOM would, of course, pay expenses if any orchestras were unable to do so.

After discussion on the value and need of legal counsel, Mr. Sipser's proven ability (N.Y. Philharmonic negotiations), the delegates voted unanimously to retain Mr. Sipser on a month-to-month basis.

The motion was made, seconded, and passed unanimously to submit for ratification to the orchestras amendments to Article VIII, section 3a, b, and c, so that the dues structure would be $5.00, $6.00, and $10.00 instead of $3.00, $4.00, and $5.00.

Revision of Article VIII, section 3d was discussed, after which a motion was made to insert, after "the society shall," the words "if requested." This motion was postponed.

After a report from the sub-committee appointed the previous day to examine requirements for ICSOM officers, the delegates resolved to submit the following amendment of Article IV, section 4, to the orchestras for ratification: Any member of an orch-
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SYMPHONY ORCHESTRA LEAGUE
This division has not been settled.
In T.C. 6565, issued July 28, 1961,
the Treasury has declared that in the
case of loss or application for tax-
exemption under 1961 and subsequent
returns (Form 990-A) and for trusts
claiming charitable deductions, (Form
1041-A) copies will be sent by the
Internal Revenue Service and furnished
free to any persons making requests therefor.

A fee of 50 cents per page, and 50
cents per page of attachments will be
charged. For the first year of 660
pages of the Internal Revenue
Bulletin (49-9) (January 1, 1940-
December 31, 1949), equal to
49-9-1, of the Federal Register, Vol.
99, page 3076.

It was recommended to the delegates that this information be sent
to Mr. Sipser so that comparisons could be made and analyzed.

Over-scale seating in string sections was discussed; the CECO
was asked to request information on this matter from the orches-
tras.

The Secretary asked those orchestras which had not already done
so to send him their figures on the total amount of work dues
and membership dues paid annually to the Local by the orches-
tra; the total amount of work dues and membership dues paid
annually to the Local by the entire membership of the Local;
the resultant percentage paid annually to the Local by the orches-
tra. The following orchestras have not yet supplied this
information: Boston, Buffalo, Dallas, Detroit, Honolulu, Houston,

The AFM Concerts of Strings was the next item on the agenda.
Some delegates thought that symphony managements should share
with the AFM the cost of training musicians; some cost sharing
is being done in other industries; others thought that since the
ASOL helps to train conductors, it also should be involved in this
program; it was suggested that ICSOM examine this matter and
formulate a policy.

The St. Louis and Buffalo delegates reported on their ideas con-
taining music scholarship programs.
Discussion was held on the problems on split orchestras. The delegates stressed the importance of

1. A one-week, six-day week, with as many rehearsals as possible.
2. Periodic breaks (two-weeks or three-weeks) vacation after every eight weeks.
3. Rotation (and breaks) of players, using a reduced orchestra for certain types of

Optional weeks were discussed, and the Chicago and Boston schemes were recommended by the delegates. It was suggested that optional weeks should coincide with school vacations and should also be consecutive.

The delegates were urged to take the following resolutions to their locals to solicit their support: Resolved. That the ICSOM Executive Board continue to actively press for the objectives adopted at previous ICSOM conferences, including but not limited to the AFM-ICSOM Strike Fund, representation at the highest levels of the AFM for symphony musicians, the right of ratification to be incorporated into AFM by-laws, and the right to have an orchestra-elected committee to participate on the contract negotiating team. Delegates should also solicit the support of those local officers who serve on the AFM Law Commission.

The motion was made, seconded, and passed to ask Mr. Sipser’s opinion concerning the reimbursement of those ICSOM officers and/or delegates traveling on a union business and whether or not changes in ICSOM by-laws to cover this contingency were necessary.

ICSOM was authorized to spend approximately $25,000 for a duplicating machine for its Contract and Rapid Communications Center.

The editor of Senza Soffio urged the delegates to send copies of Senza to their local music critics and other interested citizens in their communities and said that he would include extra copies to the orchestras for this purpose. He also suggested that back issues be given to new orchestra members.

Orchestra splitting was discussed next. The delegates felt that principal players in split orchestras needed additional compensation, more players had to be hired to maintain artistic standards and to do justice to the composer; the Chairman thought that something similar to Boston’s clause on an advisory committee could be helpful in correcting abuses in split orchestra situations.
A commentary on Bob Bainbridge of San Antonio was interjected.

The response was that the members share the same interest in the arts of playing orchestral instruments. [This information was not included in the 1948 report because of space limitations.]

The 10th annual meeting of the 1947-1948 season of the City Symphony Orchestra was held at the McAllister Opera House in San Antonio. The symphony presented a variety of works that included an overture, a concerto, and a symphony for orchestra.

The symphony consisted of four movements by the Boston Symphony Orchestra and the Los Angeles Symphony Orchestra. The symphony was conducted by an accomplished conductor, Dr. Leonard Bernstein. The symphony was recorded and later released on a new CD.

The symphony was well-received, and the audience was enthusiastic.

The symphony was conducted.
Chicago Symphony has been making tapes for 3 years. Microphones are set up for all subscription concerts, "pops" and summer weeks, misc. wks., etc. We have not made one dollar from this venture. Our taping contract is a good one, as taping contracts go, and still no money. Management claims that there are hidden benefits such as making the orchestra more popular, which in turn might increase the number of recordings, improve our tours, and give the orchestra status. Although our taping life has been a short one, we have experienced none of these benefits. In our peculiar situation we seem to have given management another means of rewarding its favorites and tempting others to seek such rewards. Our local FM station, which was non-unionized, was so anxious to tape our shows that they signed a union contract and labor agreement with the union, costing them thousands of dollars.

According to our taping representative, Boston, a great orchestra, has 118 outlets, each outlet playing 33 tapes. For this $56,000 ($64,000?) was put into their pension fund. This sounds like a lot of money, but if you figure it out, you find that they have been paid $14 ($18?) a show, or less than 14¢ per man per showing. This hardly seems like professionalism.

There was talk of creating a "floor" for tapes, but even this wouldn't amount to much when a tape is played 100 times. Of course there is supposed to be additional income on the sale of tapes, but we know this rarely materializes to any substantial degree.

We are all familiar with the drawbacks of taping, such as the constant tension which taping creates among the performers, and conductors auditing tapes and consciously or unconsciously judging the players. It would be interesting to see the tape library of conductors.

Many orchestras are negotiating new contracts this year. It is my hope that the AF of M, through ICSCM's encouragement, will ban taping agreements from contracts. This would make it a great deal easier for negotiators, since management will use taping as one bargaining point. If the AF of M does not ban taping, then each individual orchestra must do it following the lead of N.Y., Chicago, and Minneapolis.