INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

1991 Conference Minutes
Vail, Colorado
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WEDNESDAY AFTERNOON, AUGUST 21, 1991

The Conference was called to order by Chairperson Brad Buckley at 1:00 p.m.

INTRODUCTIONS AND WELCOMES

Chairperson Buckley welcomed the delegates to Vail and introduced and welcomed the members of the Governing Board, AFM officers, and guests, including the following:

GOVERNING BOARD OFFICERS
  President David Angus
  Secretary Lucinda Lewis
  Treasurer Carolyn Parks
  Senza Sordino Editor Deborah Torch

MEMBERS-AT-LARGE
  Michael Nutt, James Clute, Michael Moore, Stephanie Tretick

LEGAL COUNSEL
  Leonard Leibowitz

AMERICAN FEDERATION OF MUSICIANS

SYMPHONIC SERVICES DIVISION
  Lew Waldeck
  Chris Durham
  Nathan Kahn
  Wayne King
  Bill Creelman
  Rosemary Estes
  John Trembath (Canada)

ORCHESTRA SERVICES PROGRAM
  John Stokes
  Stuart MacDonald

ADDITIONAL AFM GUESTS
  Mark Tully Massagli, President, AFM
  Steve Young, Vice President, AFM
  Tom Lee, IEB, Secretary/Treasurer, Local 161-710, Washington, D.C.
LOCAL PRESIDENTS
Nick Bardes, President, Local 6, San Francisco
Richard Renna, President, Local 2-197, St. Louis
Charles Guse, President, Local 10-208, Chicago
Milton Carter, President, Local 677, Honolulu
Robert D'Arcy, President, Local 161-710, Washington, D.C.
Barbara Arguello, President, Local 20-623, Denver
Tom Dale, President, Local 103, Columbus
Richard Totusek, President, Local 105, Spokane

OTHER AFM GUESTS
Jack Hook, Secretary-Treasurer, Local 40-543, Baltimore
Florence Nelson, Vice President, Local 802, New York City
Sue Ellen Hershman, Local 9-535, Boston
Harry Tuft, Executive Director, Local 20-623, Denver

ROPA
Diane Merrill, President

OCSM
Evelyne Robetaille, President
Francine Schutzman, Vice President

ICSOM EMERITUS
Abe Torchinsky

OTHER PARTICIPANTS, GUESTS, AND SPEAKERS
Bill Roehl, labor consultant
Alice Brandfonbrener, M.D., Chicago
Judith C. Meredith, Meredith and Associates, Inc., Boston
Joe Muccioli, American Society of Copyists, New York City
Tina Hafemeister, American Society of Copyists, New York City
Tom Hall (Chicago Symphony) ICSOM Conference Coordinator
Idalynn Jacobs (Alabama Symphony)
Charles Rader (Indianapolis Symphony)
Adele Lorraine (Minnesota Orchestra)
Frances Morgante (Buffalo Philharmonic)
Mitchell Newman (Los Angeles Philharmonic)
Mary Catherine Klan (Louisville Orchestra)
Marsha Schweitzer (Honolulu Symphony)
Douglas Fisher (Columbus Symphony)
Linda Harwell (National Symphony)
James Copenhaver, Executive Director, Colorado Symphony
Henry Shaw, former Editor of Senza Sordino
John O'Connor, folk singer
Susan Levine, travel agent
ROLL CALL

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

Alabama Symphony
Atlanta Symphony
Baltimore Symphony

Boston Symphony
Buffalo Philharmonic
Chicago Lyric Opera
Chicago Symphony
Colorado Symphony

Columbus Symphony
Cincinnati Symphony

Dallas Symphony
Detroit Symphony
Florida Orchestra
Florida Philharmonic
Florida Symphony
Grant Park Symphony
Honolulu Symphony
Houston Symphony
Indianapolis Symphony
Kennedy Center Orchestra
Los Angeles Philharmonic
Louisville Orchestra
Metropolitan Opera Orchestra
Milwaukee Symphony
Minnesota Orchestra
National Symphony
New Jersey Symphony
New Orleans Symphony
New York City Ballet Orchestra
New York City Opera Orchestra
New York Philharmonic
North Carolina Symphony
Oregon Symphony
Philadelphia Orchestra
Phoenix Symphony
Pittsburgh Symphony
Rochester Philharmonic
St. Louis Symphony
St. Paul Chamber Orchestra

Michael McGillivray
Michael Moore
Chris Dudley (attending for Charles Underwood)

Charles Schluter
Lois M. Carson
Eva Carol Beck
David Sanders
Melanie Burrell (attending for Marsha Holmes)

Michael Buccicone
Martin James

David Battey
Laurence Liberson
Warren Powell
Geoffrey Hale
Barbara Rizzo
Eva Carol Beck
Mark Schubert
Brian Del Signore
Rosemary Rader
Gregory Drone
Camille Avellano
Susannah Onwood
Marvin Topolsky
Robert Levine
James Clute
Robert Blatt
Lucinda-Lewis
Leland Beach
Murray Schnee
Bernadette Zirkuli
Sherry Sylar
Sandra Schwarcz
Dolores D'Aigle
Julia Grayson
John Lofton
Stephanie Tretick
David Angus
Robert Silverman
Hanley Daws
San Antonio Symphony  
San Diego Symphony  
San Francisco Ballet Orchestra  
San Francisco Opera Orchestra  
San Francisco Symphony  
Syracuse Symphony  
Utah Symphony  

Marilyn Rife  
Heather Buchman  
Clifton Foster  
Don Kennelly (attending for Elayne Jones)  
Lee Ann Crocker  
Paul Brown  
Marion Albiston

The Cleveland Orchestra was the only orchestra not represented at the 1991 Conference.

Chairperson Buckley introduced Barbara Arguello, President of Denver Local 20-623, who welcomed the delegates and attenders to Colorado.

Buckley introduced Steve Young, Vice President of the American Federation of Musicians.

Young spoke of the changes which are about to take place in the AFM and in the locals and noted that some ICSOM delegates are serving as officers in their local unions. The AFM may lose membership, but the Union must be prepared to deal with that. Services have to be improved in the Symphonic Services Division as well as in the Electronic Media Services Division. Many members pay dues to their local unions and get no services in return. The Boston local provides services which some of its members never use. He recommended that annual dues be increased gradually to avoid a loss in membership. Young encouraged the delegates to become more involved in their local unions. Some local members feel symphony musicians do not care about the union because symphony musicians do not attend local meetings. Players should work to make their unions not just a symphonic union, but a strong union. If symphony players only show up when issues involve them, it will not be a strong local. The union has a bright future, if symphonic musicians work to improve it.

SPECIAL MOTION

There was a special motion that the conference room remain a non-smoking room. [Motion #1/Nutt] Motion carried.

Buckley presented Michael Nutt with a plaque in recognition of his many years of service to ICSOM.

Michael thanked the conference and encouraged the delegates to participate and be involved in ICSOM.

Buckley presented former ICSOM Treasurer Florence Nelson with a plaque in recognition of her service to ICSOM.

Florence thanked the conference and advocated that musicians make their unions stronger by becoming involved.
Buckley introduced ICSOM Conference Coordinator Tom Hall who told the delegates that this was the first conference held without the services of a conference host. The duties of the conference host were assumed this year by the Conference Coordinator.

Buckley presented Tom Hall with a plaque in recognition of the many years of service to ICSOM.

Buckley introduced the keynote speaker and newly elected AFM president, Mark Tully Massagli. Massagli was the president of the Las Vegas local and a member of the IEB prior to being elected to the presidency of the AFM. He acknowledged the assistance and input of the Symphonic Services Division and stated that there will be direct communication with other AFM officers in dealing with the Union’s problems. The IEB has to prepare a budget, and the International field staff consulted as to how to implement the changes necessary to improve the Union. Massagli noted that he had received many letters from locals asking why the large jump in dues. Other labor unions have considerably higher per capita dues than the AFM.

Massagli asked the delegates to write Congressman Mazzoli in opposition to his bill [H.R. 3048] which does not allow for union consultation in the immigration of performers into the U.S.

Locals have been given a mandate to improve services to their members. As soon as fiscally possible, the services needed by ICSOM and the other conferences will be addressed. The AFM is not out to merge locals or to rip up charters, but will provide locals the tools to offer better services to their members. The AFM needs to know what musicians want in the way of services and will do what it can to improve the plight of the professional musician.

Buckley introduced Abe Torchinsky, administrator of the ICSOM Emeritus Program, who explained the requirements for entry into the Emeritus Program. There are currently 352 members in the program.

Buckley presented Abe Torchinsky with a plaque in recognition of his many years of service and involvement in ICSOM.

Buckley asked if there were any changes or additions to the minutes of the 1990 ICSOM conference. There being none, the minutes were accepted as submitted.

There was a motion to name Richard Totusek conference parliamentarian. [Motion #2/Blatt] Motion carried.

Buckley introduced OCSM President Evelyne Robetaille. Robetaille reported that the Status of the Artist Bill was before the Canadian Parliament and had been modified to allow Canada to be a right-to-work country which OCSM opposes. She also expressed OCSM’s concern over the U.S. immigration bill.

Buckley introduced the President of ROPA, Diane Merrill, who thanked ICSOM orchestras for sending letters of support and financial assistance to the Savannah Symphony during its eleven-week strike and informed the delegates about a pending problem with the Charlotte Symphony.
CHAIRPERSON'S REPORT

Brad Buckley stated that over the last two years the AFM had undertaken one of the largest efforts to make organizational reforms. He expressed concern over the decreasing number of orchestra activists. If this does not change, musicians may go backwards. There is nothing wrong with wanting a union which will take care of an orchestra, but orchestras and unions have to work together. It is becoming more and more difficult for orchestras to find people to serve on their orchestra committees. If orchestras do not deal with that problem, the unions will end up negotiating orchestra contracts and administering their affairs. Apathy in orchestra bargaining units can be deadly. Managements go to the bargaining table desiring to cut health insurance and other benefits, even though health insurance rarely exceeds 4% of an orchestra's total budget. Without orchestra activists, progress is impossible.

Buckley asked whether orchestras are better off because of artistic advisory or audition committees. Who will respond to the inequities in the orchestral community? Why are orchestra activists decried as "agenda makers"? "Take your money, play your notes, and go home..." that is what middle class artisans do. No matter how good an orchestra's leadership is, if everyone else wants to take their money, play their notes, and go home, that is what they will do. It is something which must be dealt with. There are no contracts engraved in stone; the auto workers learned that. With the cutbacks in school music programs, where will an orchestra's future audience come from? Where will the leadership be to address these problems?

OFFICERS' REPORTS

Written reports from ICSOM Officers, with the exception of the Chairperson's report, were submitted for the Delegate Manual. Additional comments were made by President David Angus and Senza editor Deborah Torch.

President David Angus reported on the meeting of the President's Council in Chicago.

Following the events of last year with the Blue Ribbon Committee and the restructuring of the Union, the President's Council discussed the services orchestral musicians need from the Symphonic Services Division and the problems of orchestras which have a poor relationship with their local unions. The Orchestra Services Program has its own problems: getting an orchestra into it in the first place; dealing with that orchestra's problems once it is in; rectifying the orchestra's relationship with its local; and getting the orchestra out of the OSP.

Deborah Torch noted that more people are writing articles for Senza Sordino. She would like to turn Senza into a forum in which opinions are expressed and asked the delegates to generate letters to Senza from their orchestras. She introduced Marsha Schweitzer, who served this year as associate editor.

REPORT OF ICSOM COUNSEL

Leonard Leibowitz explained the status of the new U.S. immigration bill. Although the bill was passed, it is going through the technical corrections stage. The American Symphony Orchestra
League and the American Arts Alliance have been lobbying against the "consultation of labor organization" aspect of the bill.

Leibowitz received many inquiries this year about disability and workmen's compensation and advised that most of those issues are addressed in an orchestra's labor agreement.

Leibowitz described the pending nonrenewal case in the Atlanta Symphony as highly unusual and potentially dangerous. A musician had been fired for just cause for playing too loud. Leibowitz asked Michael Moore (Atlanta Symphony) to report on the status of the nonrenewal. Moore stated that the player had been suspended before her arbitration. Later, she was fired for playing too loud and filed an age discrimination suit. An arbitrator had been found to hear this case.

Buckley informed the delegates that the Governing Board unanimously recommended Leonard Leibowitz be reengaged as ICSOM counsel, and that his honorarium be increased from $24,000 to $25,000.

There was a motion to reengage Leonard Leibowitz as ICSOM counsel and to increase his honorarium to $25,000. [Motion #3] Motion carried.

NOMINATING COMMITTEE REPORT

Tom Hall introduced the other two members of the committee, Melanie Burrell (Colorado Symphony) and Lee Crocker (San Francisco Symphony). The committee consulted the governing board and solicited input from delegates via bulletin for recommendations of suitable candidates for the four Member-at-Large positions. The committee recommended the three incumbent Members-at-Large, James Clute (Minnesota Orchestra), Michael Moore (Atlanta Symphony), and Stephanie Tretick (Pittsburgh Symphony) and also Charles Schlueter (Boston Symphony).

Buckley asked for nominations from the floor. The nominations remained opened until Thursday afternoon.

MEDIA COMMITTEE REPORT

Buckley reported that the Symphony Audio/Visual contract covered issues involving the Metropolitan Opera, and a member of the Metropolitan Opera Orchestra helped negotiate that contract.

Central to the Phono Agreement negotiation was the preservation of the two-hour minimum call as well as the MPTF fund. There were no national media contracts to negotiate this year. Buckley also described a multi-media contract for the symphonic workplace.

Michael Nutt (Los Angeles Philharmonic) asked about the DAT controversy. Buckley responded that beyond obtaining the proposed legislation, ICSOM had not done anything about it.
AFM STRIKE FUND TRUSTEE REPORT

The two strike fund trustees from symphony orchestras were Brad Buckley and Melanie Burrell. Burrell noted that the new AFM bylaws require that trustees be elected by the members of participating orchestras, but the method of election had not yet been determined. Forty-four American and three Canadian orchestras are currently in the AFM strike fund.

Buckley stated that the AFM strike fund is approaching one million dollars. In the past, there had been two trustees and one alternate. He recommended that the alternate be Canadian.

CONDUCTOR EVALUATION PROGRAM REPORT

Tom Hall, administrator of ICSOM's Conductor Evaluation Program, reminded the delegates that during last year’s conference it was agreed that ICSOM would share its conductor evaluation resources with ROPA and OCSM. He reported that two orchestras had asked whether conductor evaluation information could be shared with a conductor. The governing board decided that conductor evaluations may not be shown to any conductor under any circumstances. Hall also reminded the delegates of the guidelines and warnings listed in the Delegate Manual regarding conductor evaluations. Hall stated that ICSOM orchestras could access the ROPA conductor evaluation program through him.

COMPUTER COMMITTEE REPORT

The Computer Committee included Michael Moore, Robert Levine (Milwaukee Symphony), Richard Levine (San Diego Symphony) and Ken Ishii. The Computer Committee had been exploring the computerization of ICSOM.

AFM CONVENTION REPORT

Buckley reported that the reforms adopted at the convention flowed out of the Blue Ribbon Committee report. Medium and large locals were given more votes. A large dues increase was enacted. Player conferences called for three classes of membership, regionalization of the Federation and the payment of work dues by collective bargaining units.

It is extremely difficult to collect work dues from casual musicians, and that is why per capita dues had to be increased. Per capita dues would be used to provide the "turn key" expenses of the AFM, and work dues would provide the services for musicians (symphonic, recording, and traveling). The criteria for the work dues clause, taken from the original bylaw definition of a symphony orchestra, are sixty musicians working under a collective bargaining contract who play at least fifteen concerts per year. Under those criteria, the St. Paul Chamber Orchestra would not have work dues paid to the AFM by its union.

Some of the small and medium locals voted for the reforms which might cause their ultimate demise. The new administration of the AFM will have to deal with the Blue Ribbon Committee recommendations. The majority of the local representatives were interested in funding the Federation, providing services to the professional population of the AFM. Most musicians believe that the AFM does not do anything for them. It is that perception which will destroy the AFM, not a $20 dues increase. Legislation to change the definition of a symphony orchestra and legislation to organize musicians was passed.
Robetaile expressed concern regarding the representation of the Canadian orchestras under the legislation passed at the AFM convention.

Buckley responded that the legislation was intended to fund the Federation, not determine who would be covered by the increased funding and services of the Symphonic Services Division.

Richard Totusek (Local 105, Spokane) stated that there will be four different definitions of symphony orchestras in the new AFM bylaws: one deals with orchestras which have work dues paid for them by their local unions; another states that certain services must be provided for orchestras and specifies ICSOM, ROPA, and OCSM orchestras; another defines what a symphony orchestra should be; and finally, one which defines the eligibility requirements for joining the strike fund.

When asked what guarantees ICSOM had that the additional monies would be used to fund the Symphonic Services Division, Buckley responded that the AFM understood that the Player Conferences expect that the Symphonic Services Division will be funded. ICSOM must identify what it expects from the Symphonic Services Division.

Francine Schutzman reiterated OCSM's concerns over who will benefit from these reforms.

Steve Young pointed out that the Symphonic Services Division could not handle every ICSOM, OCSM, or ROPA orchestra's negotiation or grievance. The Symphonic Services Division should be there for orchestras to fall back on when the local is not providing adequate service. Locals have to be made to work for the orchestras they serve.

THURSDAY MORNING, AUGUST 22, 1991

The Conference was called to order by Brad Buckley and the roll was called at 10:15 a.m.

Buckley appointed a computer subcommittee and a subcommittee to study the tax status of orchestra committees.

Buckley introduced Bill Roehl and presented him with a plaque in recognition of his contributions to ICSOM.

Roehl spoke of the AFM convention as one of the most important conventions in AFM history. He credited the new AFM officers with their efforts to improve and restructure the union. Over the last two years, the AFM has asked what orchestras want. Each orchestra and local has its own relationship. ICSOM needed to outline the day-to-day services orchestras need from the AFM. He then asked the delegates for their opinions. Roehl stated that the intention was not to disturb the already successful relationships between orchestras and their locals, but to determine what orchestras need from the Symphonic Services Division.

The following exchanges between delegates and Bill Roehl took place.

(Michael McGillivray-Alabama Symphony) The Symphonic Services Division should have a database with contracts organized so that it is possible to access specific topics such as health plans, pension, seniority, and tour conditions. (Michael Moore-Atlanta Symphony) Orchestras need the ability to be able to compare every aspect of orchestra contract information.
It was asked whether ICSOM already provides some of this information. Buckley responded that orchestras do not have the detailed information they need on these subjects. Roehl added that this information needs to be available on a national basis, not just to ICSOM.

(James Clute-Minnesota Orchestra) If locals could get copies of the summaries of their orchestra's contract or at least a plan summary of health insurance and other benefit plans, it would be very helpful. He pointed out that some orchestras do not even have copies of their own contracts.

(Michael Nutt-Los Angeles Philharmonic) There should be information on recordings done in the field.

Roehl suggested that perhaps there needed to be influence from the AFM exerted on local leadership to facilitate information gathering.

(Julia Grayson-Philadelphia Orchestra) Contracts need to be in written form. Perhaps unions could put pressure on managements to get contracts distributed to their orchestras. Roehl added that it is difficult to enforce a contract one cannot see.

(Deborah Torch-San Antonio Symphony) Orchestras need other information or services from the Symphonic Services Division. The difficulty of organizing orchestras into a bargaining unit is a problem which should be addressed, and indoctrination information developed to help young players understand the labor and collective bargaining histories of their orchestras to make them more effective members of their bargaining unit. (Dolores D'Aigle-Oregon Symphony) The AFM has to help strengthen the local unions so that the expertise exists at the local level to help serve symphony players.

Roehl asked about media and experimental media issues. The delegates agreed that media needed to be more carefully monitored.

(Charles Schlueter-Boston Symphony) Orchestras hold auditions in such a way that it costs potential auditionees more in travel expenses. The Symphonic Services Division could perhaps influence orchestra managements through the American Symphony Orchestra League to be more sensitive to the expenses incurred by musicians traveling to auditions. Roehl suggested that a record of violations of the ethical audition practices should be available on database. (Brian Del Signore-Houston Symphony) The database on auditions needs to include all the different audition procedures of symphony orchestras so that musicians will know what to expect from an orchestra's audition. (McGillivray) Orchestra managements need to consult with each other to avoid auditions of the same instrument happening in different orchestras at the same time. (Rosemary Rader-Indianapolis Symphony) Some people are afraid of being blacklisted if they complain about the audition practices of an orchestra to the Symphonic Services Division. (Moore) When an orchestra sends in an ad to the International Musician, the local union should shepherd that information through the entire process and perhaps include pertinent information on the bulletin board.

Roehl asked whether there should be database information available on musicians' medical problems and issues relating to workmen's compensation, unemployment, and disability insurance. He also asked about pre-negotiation services needed by orchestras such as costing out the contract, financial analysis of employer's ability to pay, and what per cent of the budget represents musicians' costs. (Torch) It would be helpful to have a chart of what an orchestra has been promised and what the
orchestra actually received. (Mark Schubert-Honolulu Symphony) Issues involving substitute and extra musicians are very important. (Don Kennelly-San Francisco Opera) It would be helpful to have information about the cost of the administrative side and a comparison between different arts organizations especially ones that are more solvent.

Other suggestions were the need for information on relief time for strings and second winds, tour experience, long-range plans of organizations, war chests, strike funds, and the emergency relief fund.

Roehl emphasized the importance of strike assistance and information. It is helpful to have information about developing public relations and community labor council information as a resource for strike assistance.

The Symphonic Services Division needs specialists in strike information and organizing. (Hanley Daws-St. Paul Chamber Orchestra) Orchestras need data on orchestra managers, such as a manager evaluation form, relating to their collective bargaining histories with various orchestras.

Lenny Leibowitz pointed out the legal complications ICSOM has encountered with the conductor evaluations. At least conductor evaluations are within the expertise of the musicians who are evaluating conductors on artistic and musical issues. He recommended that orchestras take advantage of the information available on orchestra managers from ICSOM delegates and leadership.

(Robert Levine-Milwaukee Symphony) It would be useful if the Symphonic Services Division had specific, factual information on managers, where they have managed previously, to have strike information involving the strikes of other orchestras [ICSOM, ROPA, and OCSM], and the issues involved in those strikes.

Roehl asked the delegates what kind of help orchestras expected from the Symphonic Services Division during conflicts. What kind of help do orchestras expect where there is a conflict with the local union or conflicts between the bylaws of a local union and the AFM? (Moore) Locals need to be educated by the Symphonic Services Division in areas pertinent to symphonic issues. (Florence Nelson-Local 802) Orchestras should not wait until problems become so great that the relationship with the local is jeopardized. Musicians must become involved for the union to work.

(Bill Roehl) What are the responsibilities of an orchestra committee? Perhaps there needs to be training of orchestra committees to make them more effective, internal and external organizing training of orchestra committees, and on site assistance for an orchestra.

(Eva Carol Beck-Grant Park Orchestra) The Symphonic Services Division needs to teach people how to deal with legislative issues.

(Marvin Topolsky-Metropolitan Opera Orchestra) Orchestra should have information about the services other unions provide their orchestras. Buckley responded that the services a union must provide an orchestra are described in the AFM bylaws.

Roehl thanked the delegates for their valuable input.
Chairperson Buckley called the meeting to order at 2:00 p.m.

There was a motion to close nominations for the four positions of Member-at-Large. [Motion #4] Motion carried.

The conference declared the four nominees to be elected by acclamation.

Buckley introduced Lew Waldeck of the Symphonic Services Division.

SYMPHONIC SERVICES DIVISION REPORT

Waldeck told the delegates that Chris Durham would be leaving the Symphonic Services Division to assume the position of secretary of the St. Louis local. Rosemary Estes will be filling Durham’s position. He reported that the National Repertory Orchestra was becoming another New World Symphony, and the AFM has run into foot dragging in its efforts to regulate their activities. Waldeck also reported that the so called KKK Symphony was a hoax. On the subject of media issues, Waldeck asked for the delegates’ input about management requests to pay lower rates for statewide TV and radio broadcasts, and whether tapes should be given out to artists to review for radio broadcasts. Some orchestras refuse to give out any tapes for any purpose while others give them out freely. Should there be any regulation by the AFM of this?

Orchestras need to define what they want from national health care reform and actively support it. The Symphonic Services Division has sent a letter to each ICSOM orchestra management requesting summary health care plan information and hopes to eventually create a databank. Wayne King has begun putting orchestra contracts on disk. Nathan Kahn continues to deal with issues involving orchestra auditions.

NATIONAL HEALTH CARE REFORM

Buckley introduced guest speaker Judith Meredith. Ms. Meredith runs a lobbying firm in Boston and is an advocate of national health insurance.

Meredith began by stating that insurance companies make their money selling insurance to people they feel will never need it. Until there are regulations and caps on medical care, health insurance premiums will continue to rise at the rate of 20% per year, and, by the year 2000, a family plan will cost $20,000 annually.

By 1976, 85% of all Americans had employer-paid health care. Organized labor then lobbied to create Medicaid to fill in the gaps. The United States and South Africa are the only industrialized nations which do not have national health insurance. Since 1976, the number of Americans who do not have any health insurance has steadily risen. The administrative costs for medical providers to handle insurance company reimbursements has risen dramatically, and the insurance pool is too small to take care of critical care. 80% of all strikes in 1989 were the result of labor and managements failing to agree on health coverage. Until and unless health benefits get off the bargaining table, employees will not get the kind of compensation they used to get.
National health care should be a right. It is a political issue which will have to be solved in Congress. The business community currently pays for health care in the U.S. and wants to get health care benefits off its back. There has never been a political discussion on how much the U.S. wants to spend on health care for the poor or how much it wants to spend on infant mortality. Congress is basically uniformed on the health care crisis. The American Medical Association has a lobbying group which is made up of the personal physicians of congressmen. 55% of all lobbyists in Washington are involved with health care issues and are advocates of maintaining the status quo. The insurance industry would be out of business with a national health insurance. The AFL-CIO is leading the fight for and forcing Congress to come up with significant health care reform. Strikes and contract campaigns are designed to educate the public about health care issues. The general public is very sympathetic toward employees where managements are attempting take away or reduce the employees' health benefits.

Many lobbyists believe that George Bush is going to have to come out for national health reform in order to make big business happy. In states where there are strong mobilized unions actively lobbying for national health reform, the congressional representatives are actively involved in developing that legislation. Politicians' votes are greatly affected by the scrutiny of their constituents.

Meredith advocated musicians taking an active role in political lobbying and provided materials on how to lobby a member of Congress.

When asked about the taxation of health insurance benefits, Meredith responded that it had not yet been resolved.

Meredith concluded by saying that there is not a singularly more important issue before the American public than national health care reform.

FRIDAY MORNING, AUGUST 23, 1991

The Conference was called to order by Brad Buckley and the roll was called at 10:00 a.m.

MUSIC MEDICINE REPORT

Buckley introduced Deborah Torch who reported on the Aspen medical conference.

Torch described some of the subjects covered during the conference—among them were how dance companies deal with the injuries of their dancers, a study on mood-altering drugs, a review of the ear and hearing, a discussion of how to examine a performer, electronic diagnostic techniques, and the prevention of injuries. One report evaluated treatment programs which concluded that rest was better than strengthening programs. She also discussed focal dystonia (uncontrollable muscle spasm), a career-threatening injury, and the effectiveness of botulinum toxin as a treatment. Torch stated that this conference focused more on biomechanics. The Music Medicine dearinghouse in Baltimore has compiled a library of performing arts medical topics.

Torch introduced guest speaker and music medicine expert Dr. Alice Brandfonbrener.

Dr. Brandfonbrener stated that she became involved in music medicine after spending time as a physician at the Aspen music festival. The music medicine specialty is about ten years old. She
branch of medicine primarily because of their interest in the arts, and because many are themselves musicians.

Musicians' injuries are not visible. Focal dystonia, which affects mostly keyboard players, is one of the most difficult and hard-to-treat problems. It usually involves, in different degrees, the hand which is used the most and occurs with no known cause and therefore no known treatment. Exercise may help, and sometimes drugs used in treating Parkinson's disease are helpful. The body becomes immune to botulinum toxin over time and it is less effective as a treatment. As well, there are no studies of the long-term effect of this toxin on the body.

String players are affected by musculoskeletal problems. There is a strong relationship between being fit and avoiding injury. Stress is a contributing factor along with chairs and acoustics. Some injuries can be prevented. Certain people can be more at risk, and it is important to identify those who are.

Flexibility and strengthening exercises were given to musicians in the study of six ICSOM orchestras. Arm strengthening exercises were studied because they were easier to evaluate. Study orchestras where exercises were given were Chicago, Chicago Lyric Opera, Milwaukee, Minnesota, St. Louis, and St. Paul. The control orchestras, Cincinnati, Indianapolis, and Syracuse, filled out questionnaires. In those orchestras where strengthening exercises were done, it was learned that injuries can be prevented in significant numbers.

Approximately four times the number of women than men complained of muscular pain. The incidence of neck and shoulder pain is also higher in women. The reason for this is that maybe there are more female players. Brandfonbrener stated that there was no evidence that the injuries of men were more severe than those of women. She also indicated that weight training was counterproductive especially for string players.

Brandfonbrener expressed disappointment in the number of musicians who dropped out of the study and wanted input from the delegates on how that might be corrected.

Brandfonbrener was asked about the "Alexander Technique". She advised that one should seek medical help first before trying any non-medical therapy. She recommended swimming as the best exercise.

Buckley introduced former Senza Sordino editor Henry Shaw and presented him with a plaque in recognition of his many years of service to ICSOM.

REPORT ON THE QUALITY OF ORCHESTRA PARTS

Buckley introduced Joe Muccioli and Tina Hafemeister of the American Society of Music Copyists.

Muccioli stated that the Society had subscribed to Senza Sordino and saw Tom Hall’s article on the condition of music. Hafemeister explained that the Society was created to deal with the quality of wages and benefits of copyists and is a separate part of the AFM. Muccioli and Hafemeister suggested that orchestra contracts should include issues involving music copying and recognize the union copyist as a musician.
Muccioli and Hafemeister provided a booklet which outlined some solutions to the problem of illegible orchestra parts. Some of the suggested solutions were contract language defining part quality, pressure brought to bear upon publishers, and input by orchestra librarians who should create a list of music preparation standards and uphold those standards. When asked about computer programs to prepare musical scores, Muccioli responded that computer programs are not a replacement for hand-prepared parts, and Hafemeister stated that one still needs to know how to set up a musical score even with a computer program.

Publishers have to be made responsible for the condition and quality of orchestra parts. Parts are not always prepared with the musician in mind. Muccioli was asked what language the Society was recommending for symphony contracts. He responded that such language had not yet been addressed by the Society. Hafemeister suggested the language from the Broadway and jingle contracts in New York.

Lenny Leibowitz stated that Broadway contract include copyists because they, like all other musical personnel are hired for the production of that show, and a copyist would be among those employees. A contract cannot require the employer to do business with only union enterprises; however, if the language required that the employer could only employ professional copyists, that would be legal, as would the requirement that the copyists used by the orchestra had to be approved by the orchestra committee. There are orchestra contracts which have provisions which specify that players do not have to play illegible parts. These provisions have not always been treated seriously by managements. It is a problem which requires a national effort. Managements just think it is a minor inconvenience; they have to be made to understand.

It was moved that a task force be created to deal with the issues of improving the quality of orchestra parts. [Motion #5/Blatt] Motion carried.

FRIDAY AFTERNOON, AUGUST 23, 1991

ICSOM counsel Leonard Leibowitz presented his negotiating workshop. As with past practice, the negotiating workshop was not documented for the minutes.

SATURDAY MORNING, AUGUST 24, 1991

The mock negotiating session was the only order of business conducted during the Saturday session and was not documented for the minutes.

SUNDAY MORNING, AUGUST 25, 1991

The Conference was called to order by Brad Buckley and the roll called at 10:00 a.m.

Buckley introduced Carolyn Parks, ICSOM treasurer and chairperson of the Legislative Committee. Parks stated that the Legislative Committee would work with Judith Meredith to formulate a course of action for ICSOM in support of national health reform.
Buckley introduced Michael Moore, chairperson of the computer subcommittee. The other members of the subcommittee were Stephanie Tretick, Robert Levine, Wayne King and Lucinda-Lewis. Moore spoke of the importance to ICSOM of having computerized information available. The AFM had agreed to add an "ICSOM area" to the AFM bulletin board. Moore asked for orchestra contracts on disk.

Buckley reported on the results of the meeting of the steering committee of the Orchestra Services Program and read the committee's resolution, which asked the International President to appoint a Federation delegation—which would include a nonadministrative officer—to investigate and assess the problems of the local union which have led to the placement of the orchestra into the Orchestra Services Program, and to file a written report of its findings and recommendations for the implementation of action and/or programs to address and resolve those problems. A copy of the report should be filed with the IEB and the Orchestra Services Program steering committee.

There has been no program to deal with the relationship between an orchestra and its local which caused the orchestra to be put in the OSP in the first place.

There was a motion to affirm the resolution of the OSP steering committee. [Motion #6/Battey] Motion carried.

Buckley read a letter from the Phoenix Symphony requesting readmittance into the Conductor Evaluation Program.

There was a motion to readmit the Phoenix Symphony to the Conductor Evaluation Program on a trial basis for one year. [Motion #7/Angus]

It was moved by Michael McGillivray to amend Motion #7 to readmit the Phoenix Symphony on a full basis and to do away with the trial period. After some discussion, Motion #7 carried by unanimous consent as amended.

REPORTS ON SPECIAL SITUATIONS

Buckley introduced Melanie Burrell (Colorado Symphony).

Burrell reported that the Colorado Symphony had a budget surplus of $400,000 at the conclusion of last season. Individual and corporate giving had increased. Since the Colorado Symphony is not allowed to run a deficit, contributors are encouraged that their contributions are being well used. Although the orchestra had to give up business control of the organization, the musicians have kept control of the artistic development. There continues to be concern that those musicians, who are members of the board and who have the power to enforce or implement artistic standards, cannot be objective.

Burrell indicated that the problem of the musicians negotiating with themselves had not been resolved. The issue had been who constituted and represented the bargaining unit. Currently, the musicians' salaries are lower than they were under the Denver Symphony, and the musicians have no medical insurance; however the Colorado Symphony is now contributing to a cafeteria plan for the musicians.
Burrell concluded by saying that making a self-run orchestra successful takes a great deal of commitment and work and is not necessarily for every troubled orchestra.

Buckley introduced Frances Morgante of the Buffalo Philharmonic.

Morgante stated that the current problem in the Buffalo Philharmonic began last year when the management attempted to fire the entire orchestra and later demanded concessions and cutbacks. Complicating this situation was the Buffalo local union, which went along with management's proposals. Subsequently, the Buffalo Philharmonic was put into the OSP. In the meantime, the musicians were united in their refusal to discuss concessions with management.

A stabilization committee of twenty, including influential members of the community, members of the board, and members of the orchestra, was formed to examine and implement the recommendations of the ASOL survey team. One major problem which faced the orchestra was the reduction of the overscale of titled chair players. Morgante predicted that the orchestra would ratify the agreement, which reflected the ASOL recommendations. The orchestra would have 46 weeks and a $45 per week raise. Assistant and associate overscale and seniority pay would be eliminated. New overscale percents have been proposed for the contract.

Lenny Leibowitz added that he had never seen an orchestra say no to its management in a situation where organizational shutdown was threatened. It ultimately gave the musicians a sense of greater self-respect and self-worth. Leibowitz indicated that the overscale paid to certain musicians was what posed the greatest threat to the financial health of the orchestra, and even some of the assistants and associates have supported the reduction of their overscale to scale.

The local union had filed charges with the NLRB relating to its status as the principal bargaining agent for the Buffalo Philharmonic.

There was a motion, affirming the OSP steering committee resolution, which called for the International President to issue an executive order to Local 92 to cease and desist from interference of the OSP's administration of the collective bargaining process of the Buffalo Philharmonic, and which required that Local 92 be clearly advised that failure to comply with this directive would constitute disobedience of a lawful order of the International President and engagement in an activity detrimental to the welfare and interests of the Federation and local union as these terms are used within the context of Article 7, section 8(a)(2). The resolution required the International President to report on this matter and his actions thereon, to the IEB in September, 1991. [Motion #8/McGillivray] Motion carried unanimously.

Leibowitz was asked if other orchestra managements could point to the Buffalo situation and try to make overscales an issue at the bargaining table. He responded that the problem of overscale in the Buffalo Philharmonic was unique. Orchestra negotiating committees do not negotiate the kind of overscales which were found in Buffalo. Of the approximately $430,000 of cutbacks proposed by the stabilization committee, $270,000 could be found in overscale amounts and $30,000 from seniority.

MOTIONS AND RESOLUTIONS

A motion carried to adopt the following resolution recognizing the newly elected AFM leadership for their willingness to take the bold steps necessary to strengthen the AFM: [Motion #9/Blatt]
Whereas, The 1991 AFM Convention was faced with the most crucial problems in its history, including questions that dealt with its very survival; and

Whereas, The delegates responded in a decisive manner, displaying courage and foresight; now, therefore, be it

Resolved, That the 1991 ICSOM Conference go on record as expressing its grateful acknowledgement and sincere appreciation to the 1991 AFM leadership and delegates for their willingness to take the bold steps necessary to strengthen the AFM and to address these critical issues.

A motion carried to adopt the following resolution supporting the Kennedy amendment and the AFL-CIO position on the Immigration Act of 1990: [Motion #10/Battey]

Whereas, The International Conference of Symphony and Opera Musicians has always been in favor of the exchange of cultural ideas and programs between nations; and

Whereas, The technical amendments proposed by Senator Kennedy to the Immigration Act of 1990 are essential to this ideal; and

Whereas, Senator Kennedy's technical amendments also reinforce the important concept of union consultation in matters affecting the employment of American musicians; now, therefore, be it

Resolved, That ICSOM wholeheartedly support Senator Kennedy's and the AFL-CIO's position and efforts in this matter.

A motion carried to adopt the following resolution which calls upon the National Repertory Orchestra to reach a proper agreement with the AFM to protect the young member musicians and the professional environment of the Colorado Symphony Orchestra: [Motion #11/Del Signore]

Whereas, The International Conference of Symphony and Opera Musicians has always stood for the rights and fair treatment of symphonic musicians; and

Whereas, The National Repertory Orchestra is engaged in exploiting the talents of young musicians and undermining the professional standards and financial well-being of the Colorado Symphony Orchestra under the guise of an educational activity; now, therefore, be it

Resolved, That ICSOM demand that the National Repertory Orchestra reach a proper agreement with the American Federation of Musicians; and, be it further

Resolved, That in the event that the National Repertory Orchestra continues to refuse to reach an agreement, ICSOM urge that all necessary steps consistent with good trade unionism be taken to protect these young musicians from exploitation and to protect the professional environment of the Colorado Symphony Orchestra.
It was asked what percent of the National Repertory Orchestra is AFM affiliated. Lew Waldeck responded that the orchestra had not been cooperative in providing that information; however, there were AFM members known to be involved with the orchestra.

Buckley described the reduction of the death benefit of the AFM-EP Fund. Leibowitz stated that it was hard to understand the actuarial recommendation when the fund was in such good financial shape. Buckley encouraged delegates to recommend that their colleagues check into the joint and survivor and beneficiary issues of the AFM-EP.

A motion carried to adopt the following resolution requesting the AFM-EP Fund trustees to reconsider their decision to modify the death benefit: [Motion #12/Blatt]

Whereas, The trustees of the AFM-EP Fund have recently modified the death benefit provisions of the fund in a way that reduces the aforementioned benefit for certain members; now, therefore, be it

Resolved, That ICSOM respectfully request the trustees to reconsider their decision.

Buckley stated that the AFM-EP Fund had refused to take in certain orchestras (mostly ROPA orchestras) and explained that in some cases, the contribution rate might be too small for the orchestra to ever be vested in the AFM-EP Fund, but suggested that this situation should be explored. Richard Totusek stated that the vesting time was five years. Charles Guse (Local 10-208, Chicago) will ask the trustees to make up a list of guidelines stipulating the qualifications for entry.

A motion carried to adopt the following resolution urging the AFM to make the EP Fund available to all of its constituent members: [Motion #13/Daws]

Whereas, During the past year, three orchestras were denied coverage under the AFM-EP Fund, after successfully negotiating such coverage in their orchestra agreement; and

Whereas, Coverage by the AFM-EP Fund is one of the most valuable benefits available to AFM members; now, therefore, be it

Resolved, That ICSOM request the trustees of the AFM-EP Fund to work with the Player Conference Council to find ways to make this excellent program available to its constituent members.

There was a motion to recognize and congratulate the new AFM officers and IEB members on their recent election. [Motion #14/Blatt] Motion passed.

Buckley stated that the 1992 ICSOM Conference will begin on or about August 19, 1992.

There was a motion to charge the governing board with the responsibility to investigate a site for the 1992 ICSOM Conference. [Motion #15/Blatt] Motion passed.
Buckley thanked the delegates and the governing board for all their hard work.

Leonard Leibowitz acknowledged Brad Buckley's many contributions to ICSOM.

Buckley asked if there was any further business. There being none, there was a motion to call the 1991 ICSOM Conference to a close. [Motion #16/Blatt] Motion passed.

The 1991 ICSOM Conference was adjourned at 1:00 p.m.

Lucinda-Lewis
ICSOM Secretary
November 30, 1991