

MINUTES OF  
THE INTERNATIONAL CONFERENCE OF SYMPHONY AND  
OPERA MUSICIANS

(uncorrected)

SEPTEMBER 6, 7, and 8, 1962

George Zazofsky, Chairman

V O T I N G   D E L E G A T E SNAMEADDRESS

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GINO RAFFAELLI	1799 East 100 Street Cleveland 6, Ohio
JACK H. WELLBAUM	2401 Van Lear Street Cincinnati 19, Ohio
HARALD HANSEN	4644 Rookwood Avenue Indianapolis, Indiana
RUDOLPH NASHAN	1035 Ridge Avenue Evanston, Illinois

Thursday September 6, 1962, Cleveland

ORCHESTRAS REPRESENTED:

POSTON	CHICAGO
*CINCINNATI	CLEVELAND
DETROIT	INDIANAPOLIS
MINNEAPOLIS	NEW YORK PHILHARMONIC
PHILADELPHIA	PITTSBURGH
ROCHESTER	ST. LOUIS
TORONTO	BALTIMORE (as observer only)

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Arriving Later

Meeting convened at 1:30 p.m. by host delegate, Elden Gatwood of Cleveland. Zazofsky of Boston reported on conversations with President Kenin, prior to invitation extended to Kenin to attend this Cleveland conference.

Zazofsky elected unanimously to chairmanship of the conference. Downs and Kitts (Cleveland and Indianapolis) delegated recording secretaries.

Chairman Zazofsky cited minutes of Pittsburg convention and action on two resolutions by convention. First resolution watered down, second defeated after committee report of "unfavorable" rendered. Bypassing of national executive board seemed cause of disavowal of resolution. (Note: Kenin expressed opinion in Pittsburg that Chicago meeting of the Symphony Orchestra Symposium was not dual unionism and was perfectly legal within the framework of the national constitution and by-laws.)

New York: The coming meeting with the Federation, October 23 and 24 will be an opportunity to present our points of view with a united front.

Toronto: Recommends that the Federation be advised of the true temper of the ICSOM.

Chair: Federation has history of handling its business without regard to feelings; we should not hesitate one minute to sincerely express our opinions in the same tenor.

Discussion ensued concerning Mr. Stanley Ballard's role as representative of Mr. Kenin and his "participation" in the conference upon his arrival at the meeting Friday morning.

2:55 P.M. Agenda called for.

Toronto: Asked for reports assigned at Chicago meeting.

Chair: None received.

New York: Proposed establishing continuity with Chicago meeting by starting with unfinished business and proceeding to new business.

Nominating Committee for discussion of unresolved motions from the Chicago meeting was appointed: Nashan of Chicago; Kitts of Indianapolis; Cox of Toronto.

Chicago: Made motion, seconded by Toronto, to form an agenda committee. Carried unanimously: Appoint Gatwood, Rafaelli, of Cleveland; Hansen of Indianapolis; Speyer of Minneapolis; Laudenslager of Detroit.

Chair: This committee would prepare report for evening meeting at Commodore Hotel, room 201, after 5:00-7:30 break.

Chicago: Discussed possibility of Newsweek reporter being present and advisability of his admission to meeting.

Toronto: (Following discussion of publicity) suggested that an official press release be drafted and presented to this body for approval.

Chicago: In favor of public release, citing favorable public attitude in its particular situation.

Cleveland: Motion: That the chair appoint press committee to draft and deliver a press release on the purpose and reasons for holding this meeting. Seconded by St. Louis.

New York: Can not see the value of unsolicited press release. Have ready if needed. Wait for October meeting for publicity.

Pittsburgh: Amendment: That the committee prepare and present to this body for approval a press release to be issued only if required. Seconded by Rochester.

Toronto: Against Amendment, but for the motion. There is value in a general release. A news release will do no harm and will do some good in advising the public that we do exist.

Rochester: Cited press release by Symphony Orchestra Managers conference.

Chair: Vote on the Amendment: Pro: 4 Con: 8 Abst: 0  
Vote on the Motion: Pro: 10 Con: 2 Abst: 0

Chair: (After discussion of propagation of information on October meeting in New York) Approach Ballard to request Kenin to advise and remind locals of requirements of this meeting. Delegates must be excused from job commitments.

Toronto: 1. Investigate obtaining services of professional stenographer. 2. (On question of a constitution for this body) We can not draft a constitution because we do not know the attitude of the Federation toward our aims. We should grow gradually, proceed on our terms.

At this point the delegation from Cincinnati arrived.

Toronto: MOTION: That the secretary investigate the possibility of obtaining, and the costs, of a professional stenographer. Seconded by Kitts, Indianapolis. TABLED pending investigation of costs.

Toronto: MOTION: That this conference send telegram of support to Chicago Symphony, expressing regret and shock at the cancellation of their season, in the face of protracted negotiation. Seconded by St. Louis.

Chicago: Send this to Golan, Chairman of the Orchestra Committee; Mayor Daley; and Executive Board of the Local.

Chair: Motion: Pro: Unanimous (13)

Toronto: Suggested similar telegrams of appropriate support be sent to all orchestras still in negotiation. Reported on conditions and goals in Montreal. Suggested telegram of support be sent to the Montreal Orchestra Committee chairman.

Chair: Motion: Pro: Unanimous

Chair: Reads letter on Conductor-Musician relationship specifically concerning the Minneapolis situation, written by veteran Boston Symphony musician.

New York: Cites dismissal clauses as being important in our discussions here and that this body should formulate a policy.

Chair: Brought up tabled resolution on hiring of professional stenographer and Cleveland delegate advised body on possible costs. MOTION: Pro: Unanimous.

Meeting was informally dismissed to be reconvened at Commodore Hotel, room 201, at 7:45 p.m.

The meeting was called to order at 7:30 p.m. on September 6, 1962, by chairman George Zazofsky, of the Boston Symphony Orchestra Committee. Roll call of the delegates present was taken. Orchestras represented were:

Boston	Detroit	Pittsburgh
Baltimore	Indianapolis	Rochester
Chicago	Minneapolis	St. Louis
Cincinnati	New York	Toronto
Cleveland	Philadelphia	

Conference began with discussion concerning the first newsletter. Discussion followed on the topic of method of submitting news to editorial staffs of local newspapers. Decided to have three editions per season rather than one a month.

Subject of appointment of committee to handle problem of Personal Contracts, Job Security Clause, Pensions, etc., was brought up. Also, an appointment of a committee to study Touring Conditions was discussed.

A Motion was made by Toronto and seconded by Pittsburgh for the appointment by the chair of these committees. Vote was unanimous. Following vote, the chair appointed Toronto to handle the job of the contracts, pensions, etc. Indianapolis volunteered to handle the Touring Conditions.

Discussion concerning by-laws committee and article dealing with Symphony Orchestras be given to just one Orchestra instead of to four (4). It will be one to study the electronic reproduction and electrical field. Will be able to bring back better control. New York was willing to undertake this committee.

A recommendation, that the Orchestra and the person (delegate) accepting these committees be required to state committee and name, followed the appointments:

JOB SECURITY - TORONTO - Roy Cox, 49 Bellefontaine Street  
Agincourt, Ontario, Canada

PERSONAL CONTRACTS - DETROIT - Harold Laudenslager  
16083 Buckingham Road, Birmingham,  
Michigan

TOURING CONDITIONS - INDIANAPOLIS - John Kitts, 2846 Delaware,  
Indianapolis 5, Indiana

ELECTRONIC SURVEY - NEW YORK - Ralph Mendelson, 303 W. 66th,  
New York 22, New York

This recommendation was made by Rudolph Nashan, Chicago.

A G E N D A

THE INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS AGENDA

- I. STATEMENT OF PURPOSE OF THIS CONFERENCE
- II. REPORTS OF THE COMMITTEES CONCERNING MOTIONS IN FORM OF TELEGRAMS TO CHICAGO AND MONTREAL
- III. RATIFICATION
- IIIa. Dismissal Procedures and Arbitration
- IV. ESTABLISHMENT OF A SYMPHONIC ORCHESTRA DEPARTMENT WITHIN THE AMERICAN FEDERATION OF MUSICIANS
  - A. A letter of thanks to the delegation which presented the resolutions at the national convention in Chicago.
  - B. National recording contracts, television contracts, and radio contracts, will be renewed and up for bargaining.
- V. ETHICAL CODE FOR CONDUCTORS
- VI. RECOGNITION OF ORCHESTRA COMMITTEES AND PRESENCE AT NEGOTIATIONS AND TECHNIQUES FOR BEST RESULTS
- VII. LABOR RELATIONS PROBLEMS
  - A. Industry wide Pension Fund
  - B. Investigation of booking agents' fees
  - C. Importation of foreign Orchestras
  - D. Appointment of a committee for long-range planning beneficial to symphonic orchestras
- VIII. UNFINISHED BUSINESS RELATING TO THE CLEVELAND ORCHESTRA LITIGATION AND POSSIBLE RESOLUTION
- IX. UNFINISHED BUSINESS RELATING TO THE LETTER TO BE WRITTEN TO MR. GOLDBERG REGARDING METROPOLITAN OPERA DECISION
- X. REVISION OF ARTICLE 22 OF THE BY-LAWS
- XI. RESOLUTION RELATING TO THE OFFICE OF THE PERSONNEL MANAGER

A motion was made by Cleveland to reconsider the appointment of a committee to study Dismissals and Arbitration and take this up as the fourth (4th) item on the AGENDA. It is decided to put it on the Agenda, discuss it here at this present meeting and also to discuss it further if necessary. Motion was seconded by Philadelphia and vote was unanimous.

Further discussion followed on Dismissals and on Arbitration. A motion was then made by Cleveland to list Dismissals and Arbitration officially on the AGENDA as Item 3-A. Decided to keep this subject in the hands of the committee (Toronto) and discuss it further through the study by the committee. Vote was unanimous.

The problem in Philadelphia was then discussed by the delegates. A motion was made to draw up a letter or document and forward it to the attorney who is handling this case for Philadelphia. The document will be drawn up after consultation with the lawyer to see just what is needed for the case and how it will help the situation. This will be drawn up on his recommendations and on our approval must come to this meeting before it is signed. This motion was seconded by Minneapolis. Vote was 12 in favor, and 1 opposed (Pittsburgh).

The delegate from Minneapolis then discussed the problem of unfair dismissals in Minneapolis. He informed the other delegates of the situation and of the conduct of the Conductor, this entering into the Ethical Code for Conductors. The incident was discussed at length and contained the feelings of all delegates that conductors as well as players should have certain restrictions on behavior and have certain responsibilities to the players which they have to maintain. Discussion of this subject was then ended with a clearer feeling toward the necessity for some work on a code of ethics.

Rochester then moved, seconded by New York to accept the AGENDA as stated and revised as the official AGENDA for the meeting. Vote was unanimous.

It was then decided that the conference would try to meet all of the demands of the Agenda by 3:00 p.m. on Saturday afternoon so as to make it easier for the delegates to secure transportation from the conference.

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A G E N D A    T O P I C S  
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I. Statement of Purpose

A motion was made by New York, seconded by Pittsburgh, for a committee to be appointed to draw up a concise statement of purpose for the organization. If the statement was satisfactory, it might be the one which would be used for a nation wide press release, stating our purposes and our aims. Vote to this motion was unanimous.



S T A T E M E N T   O F   P U R P O S E

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

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II. Reports concerning Letters (Telegrams) sent to Chicago and Montreal.

This section to express deep concern on the cancellation of the season and also state that this organization is supporting a fair working agreement.

CHICAGO -- PURSUANT to motions passed unanimously at the evening sessions of September 6, 1962, the following night letters were sent via Western Union: (One each to Joseph Golan, Chairman of the Chicago Symphony Orchestra Members' Committee: Mayor Richard J. Daley,--Chicago, Illinois; James C. Petrillo, President of Chicago Federation of Musicians, Local #10, Chicago, Illinois).

THE INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS, CURRENTLY CONVENING IN CLEVELAND, EXPRESSES ITS DEEP CONCERN AT THE ORCHESTRAL ASSOCIATION'S CANCELLATION OF THE 1962-63 SEASON OF THE CHICAGO SYMPHONY ORCHESTRA. WE UNANIMOUSLY SUPPORT THE CHICAGO SYMPHONY ORCHESTRA MUSICIANS AND THEIR UNION BARGAINING TEAM IN THEIR EFFORTS TO NEGOTIATE A FAIR AND HONORABLE WORKING AGREEMENT WITH THE ASSOCIATION.

GEORGE ZAZOFSKY, CHAIRMAN

MONTREAL--(To Melvin Berman, Chairman of the Montreal Symphony Orchestra Committee).

THE INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS, CURRENTLY CONVENING IN CLEVELAND, UNANIMOUSLY SUPPORTS THE MONTREAL SYMPHONY ORCHESTRA MUSICIANS AND THEIR UNION BARGAINING TEAM IN THEIR EFFORTS TO NEGOTIATE A FAIR AND HONOR-

ABLE WORKING AGREEMENT WITH THEIR ASSOCIATION.

GEORGE ZAZOFSKY, CHAIRMAN

Submitted: Walfrid Kujala, Chicago  
September 7, 1962

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A motion was moved by Minneapolis, seconded by Pittsburgh, that the name of the conference be "THE INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS". The vote was unanimous, and the name adopted.

A motion made by Pittsburgh, seconded by Cleveland, stated that each orchestra at the conference contribute \$5.00 for the expenses incurred, to take care of extra operating expenses. Mr. Gatwood, Cleveland, volunteered to take care of the money. The vote was unanimous.

Meeting then adjourned at 11:00 p.m., to reconvene on September 7, 1962, at 10:00 a.m.

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Friday, September 7 morning session meeting called to order at 10:20 a.m. All present except Metropolitan Opera Orchestra Delegation.

Chair recognized and greeted on behalf of this body the representative of the AFM and of President Kenin, Mr. Stanley Ballard.

Mr. Ballard extends his and President Kenin's greetings, expresses felicitation on being here, made general remarks and promised a statement at later time. Stated that closer relationship between AFM and orchestras as envisaged by this meeting and the coming conference in New York can only be of mutual benefit. This must not be a controversial issue, but one of cooperation - a cooperative conference. Good will come as time progresses.

Toronto: we must prepare statement of structure of proposed Symphonic Department.

ICSOM should be responsible for:

1. Calling meetings (dates)
2. Electing own officers
3. Determining place of meetings

Toronto: we must develop a concise program in tangible form to present to the Federation at the October meeting. Lack of success at the first New York meeting (1960) shows definite need for such organization prior to meeting.

Philadelphia stated that their own local continually tells them that they need a separate organization within the Federation due to the vast amount of time required by Symphony matters. We ourselves can do a better job within the Federation by ourselves, knowing our particular requirements as we do, but we need the blessing of the National.

Cleveland pointed out an analogy of the orchestra committee within the local situation and the ICSOM within the Federation. For best handling of business, these two organizations should and must exist. An intolerable situation develops when the local or national representatives do not make any attempt for proper representation as required by the laws of the locals and the Federation. (Example: the Cleveland situation)

New York: A discussion of autonomy is required, and how big a part the Federation is to take in local matters. We cannot operate as single musicians, therefore we belong to a local, and therefore locals belong to the National. However, we cannot merely exist within the local, and strict local autonomy is no longer valid due to the scope of music today. We therefore need AF of M help in spite of local autonomy desires. Many locals are not equipped to handle all matters, but will not seek help from the Federation. The musicians, as a result, are the ones who suffer. The Symposium in New York in October seems to be the aim of this conference. This conference could aid each orchestra and the Federation and each local. However, the locals are the last people to realize this or to request help. Locals should be getting more help from the Federation. Better liaison should expedite problem areas at the local level.

At this point, the Metropolitan Opera Orchestra delegation arrived.

Pittsburgh: The New York delegate was too kind. This meeting was created by local pressures. Some locals are unable to service Symphony problems or are incompetent to do so, or do not have good will toward the orchestra. Pittsburgh is fortunate in having the cooperation of its local. Some locals are incompetent in spite of existing good will. If they have good will, the Federation may be invited to help. This is dependent on good will, however. Where animosity and envy exist, cooperation becomes impossible. We should not be satisfied with unfair and prejudiced dealings merely because of the temper of the executive board of the time. Help from the Federation should be available whether requested by the local or not.

Toronto reiterated his three recommendations, stating that from such a foundation the Symphonic Department within the AFM may emerge.

New York recommended that the coming seminar in New York should include a seminar in negotiations for the local representative, in that it was stated that the local representative be the senior negotiator.

Metropolitan Opera: Read N.Y. Times article on RCA Italian venture and other imported music. Cited AFM attitude on subsidy which was later disputed as incorrect reporting by representative of President Kenin.

Ballard explained N. Y. Times article and stand of AFM on subsidy. Cited Union prepared booklet "Subsidy Makes Sense". Offered the services of the International Musician for any material we want to put in, pertinent, important, and of general interest to symphony orchestras.

Chair recognized Metropolitan's request to be included in New York October conference. Kenin will be requested to obtain release of participants in New York conference from contractual duties at local levels. Do any orchestras here anticipate difficulties in obtaining release?

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|-----------------|----------------|
| 1. Indianapolis | 5. Cincinnati  |
| 2. Rochester    | 6. Chicago     |
| 3. Philadelphia | 7. Minneapolis |
| 4. Cleveland    |                |

Cincinnati suggested a blanket request be made.

Cleveland suggested communication to include notification to orchestra committees as well as to locals (specifically referring to Local 4).

Chair suggested two days inadequate for entire business at hand for October meeting. Requested that a steering committee be formed. Reported a conversation with Kenin promising such a committee.

Toronto urges:

1. This present meeting to set agenda - not AF of M, for October meeting.
2. Stenographic services to be furnished by Federation.
3. Elected chairman should preside over New York meeting

What is the feeling of this group towards participation of local union delegates in October meeting?

Chair calls for vote on Toronto's proposed requisites for Symphonic Department.

Motion: that the ICSOM shall determine time and need for future meetings. PRO: unanimous

Motion: that officers shall be elected by ICSOM a. chairman, b. vice-chairman, c. secretary, and d. treasurer. PRO: unanimous.

Motion: Site of future conferences to be selected by ICSOM  
PRO: unanimous.

Following considerable discussion on the role of the local delegate at the future meetings of the Symphonic Department within the Federation, Pittsburgh moved that the participation of local union representatives not be restricted but that the right to caucus be reserved by the orchestra representative. Seconded by New York. Discussion ensued, followed by dismissal for lunch.

Friday afternoon meeting called to order at 1:50 p.m., delegate Brill replacing previous representative from Rochester.

Philadelphia moved that proposed wording of telegram of thanks to Philadelphia Orchestra Committee concerning dismissal proceedings on Kaufmann be approved and sent by telegram. Seconded by Pittsburgh. PRO: unanimous.

Following considerable discussion on this body's role in setting up proposed Symphonic Department within the AF of M, the Chair reviewed the points under consideration:

1. ICSOM determine need and time for meetings APPROVED
2. ICSOM elect for Symphony Department its own officers APPROVED
3. ICSOM determine site of meeting APPROVED
4. Participation of local officers be determined TABLED
5. Delegates make own agenda
6. Federation provide secretarial services
7. ICSOM elect chairman to Department
8. Lawyer provide statement of legality

Chair (on recommendation of Toronto) Vote on the previous motion made before lunch on unrestricted participation of local representatives with symphony members reserving right to caucus. PRO: 3 CON: 10

Toronto moved that local delegates be invited to attend future conferences as observers only, participating actively in only one session of the meeting. Stipulated that local representatives be only from those locals having symphony orchestras. Seconded by Cleveland.

New York: This motion is predicated on acceptance of the Symphonic Department by the Federation. The attitude of this motion is antagonistic and may endanger acceptance of the Department.

New York moved to table. Seconded by Pittsburgh. PRO: 10 CON: 4

A discussion then followed concerning a Symphonic Department in the Federation. New York discussed the need for this department. A motion was made to have it contain the following four (4) items: Delegates make their own agenda; Statement of service provided; Elect chairman; and suggestion of opinion regarding the legality. Then decided that a committee should work out the details and its function. Decided that there was a need for specific ground rules. Toronto stated that a report such as this submitted in October would be too late and so therefore suggested that a committee bring back some results for this body to discuss.

A motion made by New York, seconded by Pittsburgh stated that: The last four (4) items regarding the details of the Symphonic Department be referred to a committee to be brought and reported tomorrow to this body for action. Vote of delegates was 10 in favor of motion, 2 opposed, and 2 abstentions.

A motion made by New York, seconded by Pittsburgh stated that the resolution to be delivered to the symposium in October contain our reasons why such a department is necessary, why we need it, what kind it will be. A committee should be appointed to draw up a resolution. Toronto then urged to vote against this motion. Detroit also sided with Toronto. Then, the Metropolitan presented its opposition to this measure. This resolution would merely state that a document would be written consisting of the desires of this group to have a symphonic department in the Federation. After further pros and cons on this matter, the vote was taken. Motion was defeated, 7 favor, 7 opposed.

A motion by New York, seconded by Toronto, stated that two resolutions be delivered to New York and drawn up by a committee to be presented in the following manner: (1) desire for a symphonic department (2) what it will be, and (3) why it is needed. The second part of this resolution is a statement of minimum structure and ground rules of the symphonic department based on eight (8) points under discussion. The committee to report to the conference at the earliest date.

The Metropolitan Opera then stated an opposition to the last part of the resolution and presented an amendment which was ruled out of order. (The Metropolitan desired to have the second part removed totally). Upon vote, motion as stated passed with 13 in favor and 1 abstention. Mr. Cox, Toronto, and New York and Pittsburgh appointed to draw up this resolution concerning the two-part resolution.

#### IV. LETTER OF THANKS

A motion by Toronto, seconded by Pittsburgh, stated that a letter of thanks be sent to the Philadelphia local expressing our appreciation of the fact that they introduced our resolution to the convention in Pittsburgh. Vote was unanimous, 14-0.

#### B. NATIONAL RECORDING CONTRACTS, NATIONAL TELEVISION CONTRACTS AND NATIONAL RADIO CONTRACTS.

Discussions from Philadelphia, Chicago, and Cleveland followed concerning free sustaining radio broadcasts. Payment or the absence of payment was compared by the delegates. Views were expressed on this matter and it was decided to discuss it further. (Reference: Article XXIV, Section 6-A, Records and Transcriptions, of Constitution of the American Federation of Musicians.)

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4:45 p.m. MR. PALLARD, FROM THE FEDERATION, SPOKE TO THE DELEGATES,  
THE FOLLOWING IS A PARTIAL ACCOUNT OF HIS SPEECH:

I have been listening with considerable interest to your discussions and I am sure that our meeting in October will also be interesting. The meeting in October was announced at our June convention in Pittsburgh, that there would be a symphonic meeting very shortly. The approximate time and date was set last June. I hope there will be a good turnout.

Letters were addressed to the locals. The federation will reimburse the locals for 50 per cent of the costs. The per capita tax that we collect is the smallest in the labor government. We get \$1.40 a year from each member of the federation. We would suffer a loss of about only \$5,000 if every big orchestra dropped out of the federation. I am not saying that you are not valuable to us; you make a vast contribution, culturally.

I tried to convey to you that the Federation was willing to meet you half way on these problems, but I don't think that an organization such as this should compel either party to go all the way. I was a little amazed and somewhat shocked at some of the things that were said here this afternoon. Gentlemen, it is not a democracy when one organization alone without any discussion whatsoever sets the time and place for a meeting and orders to make that part of the by-laws. I have no objections to sitting down and discussing this. Supposing 8 out of 14 decide that they want to meet two or three times out of a month. I think that this is something we should sit down and discuss mutually. I must repeat that this doesn't strike me as being democratic. You cannot make more demands than you expect. We don't feel that this is that type of a procedure. You are at home in the Federation. We must sit down to talk things over. I feel that these points should be worked out. Yet, I don't think that it should be a meeting of negotiations or arbitration but a mutual friendly agreement. Our goal is to help the man in the symphonic orchestra. I think it is fundamental to say where the place will be. We have no particular desire to meet in New York but to come in with such demands doesn't strike me as being consistent with democracy or shall you people have the entire say about the election of officers. You have nothing to say. This is something that we should work out and I don't think you can start depriving people of a vote and at the same time talk about democracy. You can't talk about time, place or vote. We don't care if we discuss these things, if in a friendly attitude, as long as we come up with something that is constructive for our members.

Another thing that I am concerned about is the subject of a department within the federation. I, too, got somewhat lost about this department business, which I conceived as being a department, then you were talking about conference. I was completely at sea. Were you describing a conference, or a meeting such as this? There should be some clarification of these terms.

I am interested about records and about the foreign film problem. The federation is working with these people on the problem of run-away products. Even though they do their basic work in the foreign countries, they are, fortunately, having their musical work done here in this country. But, this is the exception and not the rule.

Concerning your latest broadcasting picture, I am going to be as perfectly honest as I can be. Yet to say too much right now on this matter of radio broadcasting would be out of line. We can deny them free sustaining. When you go into Congress as we have done, you will be surprised at the number of people you will find in that category, who own their own stations. Therefore, you cannot expect them to raise prices on their stations. We have to be realistic. I followed with great interest this debate in Congress. In Europe the musicians

make royalties every time they are replayed. Stations are government owned and controlled. The musicians in Europe benefit through this arrangement.

In regard to legislation, the American Federation has put forth some efforts to help this situation. We have been trying to get contributions to use to assist friendly Congressmen to be elected and re-elected. It is very close, especially in the Senate. Until we have more in the Senate, we are going to have tough sledding. So far, unions have made voluntary contributions. I don't recall any symphonic orchestra making a contribution or the individual members making a contribution in the name of the Orchestra. I think it would be proper to have some contribution to this fund. If you have done so, I am pleased. I know that at the present time, there is about \$12 or \$13 in the fund.

We are looking for subsidies for symphonic orchestras. We need more liberal Congressmen. There has been considerable interest at the present time. We have sent out letters to all of the Congressmen and I am glad to say that we have received very favorable replies from some of them.

A few words about ratification. The federation as such in reference to the contracts and negotiations permits ratification and is happy to do so. I have yet to see the federation go on record in opposition to ratification since we have had the Kenin administration. We have not opposed ratification as a federation. We can not demand that they do such and such. We cannot force our locals at this stage of the game to allow ratification. The laws of the federation do not authorize us to do so. In order to get the locals to form a federation we had to permit them local autonomy, but we do have to be bound by what is in our constitution. If you are going to send resolutions to your convention, we certainly have no objections. I think a word to the wise, though. See that they are very carefully drafted, introduced by people who have considerable influence and do not walk in with only demands. Let us walk before we run. Remember that Rome wasn't built in a day.

I think that you people can accomplish many of your goals. Work with the federation. We can do many things for the people we represent. Any objections among ourselves cannot benefit, only hinder those we represent. I hope your meeting will continue to be progressive. Hope to see you next month! THANK YOU!

Meeting then adjourned at 5:00 p.m.

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September 7, 1962 7:45 p.m.

The following session convened at 7:45 p.m. Attendance taken and all were present, including the Metropolitan Opera, except St. Louis.

Metropolitan was then recognized by the chair and began to discuss the subject of the Goldberg award. Strong feeling reigned during this discussion. It was decided by the delegates that it was not timely to write a letter to Goldberg.



The committee on ratification was asked to report.

### REPORT ON RATIFICATION

WHEREAS, the International Executive Board does have power to promulgate laws which supersede those of its local affiliate was extended in the following five (5) instances:

I. INDIANAPOLIS, 1962 - An agreement between Union and Orchestra committee regarding advisory contractual rights was overriden by a Federation directive.

II. PHILADELPHIA, 1961 - A resolution passed in the local permitting an attorney to participate in negotiations was dissolved when the Federation upheld an objection submitted by the Union.

III. PHILADELPHIA, - The Federation cancelled the results of business properly conducted at a Union meeting on the request of the presiding officer who had relinquished the chair of the meeting by walking out.

IV. CLEVELAND, 1959 - A communication from James Petrillo, then president of the Federation, prevented a vote from being taken on a resolution amending the election of the local to correspond with provisions already existing in the by-laws of other locals.

V. TORONTO, 1960 - The Federation intervened in the election of a Union delegate to the first Symphonic Symposium by objecting to the candidate selected and ordering a re-election.

WHEREAS, it is a often stated policy of the Federation that its members shall enjoy equal rights and,

WHEREAS, this policy is violated in the unequal practice of contract ratification and,

WHEREAS, the Federation Constitution decrees that all locals will "comply with, observe and conform to all the provisions of the Constitution of the Federation, its by-laws, standing orders, standing or special resolutions and discussions of any convention or any order or discussion of the Executive Board or a sub-committee thereof or any duly authorized officer of the Federation."

FURTHER, the International Conference of Symphony and Opera Musicians calls attention to the following statements on the subject of contract ratification by high authorities in the A.F. of M:

ALFRED MANUTI, President of Local 802, in ALLEGRO, July 1962: "...the administration of Local 802 has, with the negotiation of this contract (for the City Center Ballet) extended to practically all branches of the business the right of contract ratification.

"The provisions of this contract were formally voted upon and approved by the musicians affected by them. At all times, during the course of negotiations, a rank and file committee of Ballet

Orchestra members was advised of the progress of negotiations so that they could report back to their colleagues, and all aspects of the contracts were discussed in advance with them.

"In other words a policy which has long been sought by this administration is now in full operation. A member in every branch of the profession for which Local 802 conducts formal negotiations now has a direct voice in those negotiations---through representatives of his own choosing---and a guaranteed right to approval or disapproval of the final result. This is, in the very best sense of the word, democratic trade unionism in action."

HERMAN KENIN, President of the A.F. of M., addressing members of the Cleveland Orchestra in October 1959 in the presence of the President and Secretary-Treasurer of Local 4: President Kenin, after declaring that he, personally, was in favor of contract ratification, stated that if a Local President signed a contract against the wishes of his members, this would destroy the Union.

In addition to noting that many locals within the A.F. of M. practice ratification, we also call attention to the affirmed official policy of the A.F. of M. to grant to all instrumentalists employed under its contract jurisdiction, the right to ratify the contracts it negotiates.

Failure to honor the above principles by various local officials in recent years has brought about dissatisfaction, dissention, and disruption within the A.F. of M. and has resulted in regrettable legal struggles on the local level, which could easily have been avoided by simple adherence to these principles.

The Conference, therefore requests:

I. That the International Executive Board of the A.F. of M. <sup>recommend</sup> promulgate as the official policy of the A.F. of M. <sup>that</sup> the principle that the right of contract ratification at the local level is a necessary foundation for honest, democratic trade unionism.

II. That the International Executive Board exert every <sup>influence</sup> power it possesses to ensure that this principle, long observed by almost all trade unions outside the A.F. of M. be henceforth observed by all locals within the A.F. of M.

Reference was then made to Article I, Duties of Officers, of the Constitution, Section 5-B:

Matters not covered by the Constitution or By-Laws shall be in the discretion of the Board, which shall have power to adopt such rules, supplementing said Constitution and By-Laws, or covering any matter not contained therein, as it may deem proper, in addition to determining and announcing the policies of the Federation, all of which rules, matters and policies shall have equal force and effect with the Constitution and By-Laws.

A motion was made by Cincinnati, seconded by Philadelphia to adopt the above stated resolution plus the word "requests" instead of the word "demands". The vote was unanimous.

IV. (B) NATIONAL RECORDING CONTRACTS, TELEVISION CONTRACTS AND RADIO CONTRACTS WILL BE RENEWED AND UP FOR BARGAINING-ELECTRONIC REPRODUCTIONS AND CONTRACTS.

(Radio)

A motion was made by New York and seconded by Philadelphia that the free sustaining radio broadcasts be stopped whenever they are network or syndicated. The vote was unanimous, 14-0.

A discussion preceded the following motion in which members revealed their feelings toward the problem of foreign countries stepping on their toes. At this time Mr. Ballard then suggested that they discuss this problem in October. At this point reference was made to Article XXIV, Section 6-A, Records and Transcriptions, of the Constitution.

A motion by Cleveland, seconded by New York, stated that the chair appoint a committee to investigate the above problem of electronic reproduction and that they report or the report be given to the convention in October and that the Met and Philharmonic take the initiative in this matter. The vote was unanimous, 14-0.

V. ETHICAL CODE FOR CONDUCTORS

A discussion by the delegates included the many thoughts concerning a code of ethics by which conductors may be held down and their behavior calculated. The problem in Minneapolis was discussed and it was decided that a code be established to give conductors a standard by which they must handle themselves. The delegates discussed the many known irresponsibilities that have taken place recently.

A motion was then made by Cleveland, seconded by Indianapolis, stated that the chair appoint a committee to draw up a Code of Ethics to be followed by conductors. This list to be taken to the October meeting for consideration. Vote was unanimous, 14-0. Chair then appointed the Cleveland Orchestra to be responsible for drawing up the Code of Ethics for October.

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SEPTEMBER 8, 1962

The conference reconvened at 10:00 a.m. All delegates were present except Indianapolis and St. Louis.

A motion was made by Cleveland, seconded by Detroit, that the Statement of Purpose as finally read be adopted as the official Statement of Purpose of the organization. The vote was unanimous. (The final Statement of Purpose appears on Page 9).

A discussion then followed concerning the Goldberg award. Metropolitan presented the details of the event and the delegates offered suggestions for the problem. It was expressed at this point that the feelings with regard to the award be recorded in the official minutes of this meeting. The expression of opposition to this award was very evident by all delegates. A resolution then followed which stated: That the Goldberg award is a deep blow to the profession of Symphony and Ballet Musicians, that we deplore the ultra-

conservative attitudes in the award, and that we are pleased by the activities of Senators Javits, Mr. Thompson, and company.

A motion was then made by New York, seconded by Rochester that we send a list to Mr. Kenin stating generally what we would like to discuss at this symposium, and that they send us a general list of the things that they wish to discuss. The list that we will send will include the following: Rules of the Convention. It is assumed that the ground rules will follow Robert's Rules of Parliamentary Procedure. The vote was 8 in favor, 1 opposition, and 1 abstention.

A motion made by Cleveland, seconded by Chicago stated that the letter that will be sent to Mr. Kenin include a statement expressing our awareness of our function at this forthcoming symposium as an advisory board and that, therefore, we expect that this meeting will be conducted according to Robert's Rules of Orders and that the voting will be limited to one (1) for each symposium delegate and one (1) vote for each Union local delegate. Contents of this letter to Kenin should include the following:

1. Statement of Purpose
2. Ratification

Vote on the motion was 10 in favor, and 0 opposed, with 1 abstention.

The floor entertained motions for further additions to letter to Kenin:

A motion was made by Cleveland, seconded by Minneapolis, stated to include Dismissal Procedures and Arbitration in the letter to Kenin. Vote was 10 in favor, 0 opposed, 1 abstention.

A motion made by Cleveland, seconded by Minneapolis stated to include Discussion of a Symphonic Department in the letter to Kenin. Vote was 9 in favor, 0 opposed, and 1 abstention.

A motion was made by Cleveland, seconded by Minneapolis, stating that our Resolution be taken to the meeting and in the letter suggest that we merely tell them that this is an area for discussion (referring to the contents of Kenin's letter). This will give them a broad idea. Vote on this motion was 10 in favor, 0 opposed, and 1 abstention.

A motion by Minneapolis, seconded by Cleveland, stated to include National Recording, Television and Radio, in the letter to Kenin. Vote was 10 in favor, 0 opposed, 1 abstention.

A motion by Minneapolis, seconded by Cincinnati, stated to include Ethical Code for Conductors in the letter to Kenin. Vote was 10 in favor, 0 opposed, with 1 abstention.

Also, a suggestion came from the delegates that in the letter to Kenin there be included a request for a stenographer to take down all the minutes of the convention to take place in October.

A motion was then made by Cleveland, seconded by Toronto, that whereas, the delegates represent such a large body of musicians across the country to the conference that it is desirous to have detailed minutes be taken, published, and distributed throughout the Orchestras involved. Vote was unanimous.

Meeting returned to item IV of the Agenda, specifically the SYMPHONIC DEPARTMENT AND THE LAST FOUR ITEMS ON THE TWO-PART RESOLUTION

A motion introduced by Rochester, seconded by Detroit stated that the resolution introduced by New York be accepted as one (1) unit and be delivered to the conference in October. Vote was unanimous.

THE FOLLOWING IS THE RESOLUTION THAT WAS ACCEPTED BY THE DELEGATES:

WHEREAS, Symphony, Opera and Ballet musicians have many unique problems in common, and,

WHEREAS, each Orchestra and Local can greatly benefit from the free interchange of the cumulative knowledge and experience of all other Orchestras and locals in their respective efforts to resolve their problems, and,

WHEREAS, this cumulative knowledge and experience can be of great value to the A.F. of M., be it,

RESOLVED: That the A. F. of M. establish a Symphony, Opera, and Ballet Department for the purpose of assisting Orchestras, locals, and the A.F. of M. in resolving those problems peculiar to these Orchestras.

FURTHER RESOLVED: That a committee be appointed to study the organization of the Symphony, Opera and Ballet Department within the framework of the A.F.M. and report back to the Symposium, and,

That this committee be composed of two delegates to this symposium from the Orchestras, chosen by the orchestra delegates, one (1) delegate from the local unions and one (1) representative from the A.F.M.

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A motion made by New York, seconded by Minneapolis, stated that a letter sent to the Federation asking that the Radio City Symphonic Orchestra also be included. Vote was 5 in favor, 3 opposed, and 2 abstentions. (MOTION CARRIED).

XII. THE GOOD OF THE ORDER

A motion was made by Toronto, seconded by Cleveland stated that the next conference of this group be held in New York, October 24, following the Federation Symposium. Further, the purpose of this

meeting be to assess the value of the New York conference. Vote was unanimous.

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A motion was made by Toronto, seconded by Cleveland stated that the New York Orchestra be responsible for setting up the necessary facilities for this. It would mean that they are the "host" for the symposium. Vote was unanimous.

There was a discussion to revise Article XXII of the Constitution for the October meeting.

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PRESS RELEASE:

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PRESS RELEASE  
Cleveland, Ohio  
September 8, 1962

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On September 6, 7, and 8, 1962, a conference of professional symphony orchestra and Opera musicians convened in Cleveland to discuss problems common to the members of the major musical organizations in Canada and the United States. Representatives were present from Baltimore, Boston, Chicago, Cincinnati, Cleveland, Detroit, Indianapolis, Minneapolis, New York, Philadelphia, Pittsburgh, Rochester, St. Louis, and Toronto.

Known as The International Conference of Symphony and Opera Musicians this group described itself as an association of professionals whose concerns and efforts are dedicated to the promotion of a better and more rewarding livelihood for the skilled performer and to the enrichment of the cultural life of our society.

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Straight Wire:

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The following telegram was sent to the Philadelphia Orchestra Association: The Boston, Baltimore, Chicago, Cincinnati, Cleveland, Detroit, Indianapolis, Minneapolis, New York, Philadelphia, Pittsburgh, Rochester, St. Louis, Toronto, and Metropolitan Orchestras were represented.

"Resolved, that this body subscribes to the proposition that no member of a major symphony orchestra should be dismissed on the basis of performance, if an overwhelming majority of the members of the orchestra certify that he is qualified and capable to continue; and on this basis we urge the management of the Philadelphia Orchestra to reconsider the dismissal of Schima Kaufman."