

MINUTES OF  
THE INTERNATIONAL CONFERENCE OF SYMPHONY  
AND  
OPERA MUSICIANS

SEPTEMBER 10, 11, and 12, 1964.

Hotel Manger-Hamilton  
Washington, D.C.

VOTING DELEGATES PRESENT

DETROIT

Harold Laudenslager,  
16083 Buckingham Rd.,  
Birmingham, Michigan.

MONTREAL

Rodolfo Masella,  
366 Tournelle Rd.,  
Pont Viau, P.Q.  
Canada.

ST. LOUIS

Mel Jernigan,  
308 E. Lockwood,  
Webster Grove 19, Mo.

CINCINNATI

Harry Shaw,  
1577 Elizabeth Pl.,  
Cincinnati, Ohio.

CLEVELAND

Warren Downs,  
3430 Milveston Rd.,  
Cleveland, Ohio. 44120

BALTIMORE

George Aranow Jr.,  
3614 Eastwood Dr.,  
Baltimore, Md. 21206

NEW YORK

Ralph Mendelson,  
303 W. 66th St.,  
New York, N.Y. 10023

MINNEAPOLIS

Charles Pinto,  
880 Lincoln Ave.,  
St. Paul, Minn.

METROPOLITAN

Reinhardt Elster,  
144-25 Charter Road,  
Jamaica 35, N.Y.

LOS ANGELES

Roland Moritz,  
1228 Ridgecrest St.,  
Monterey Park,  
California.

BOSTON

Leslie Martin,  
39 Dogwood Lane,  
Needham, Mass.

INDIANAPOLIS

John S. Kitts,  
4621 Rookwood Ave.,  
Indianapolis, Ind.

WASHINGTON

Robert J. Holloway,  
601 18th St. N.W.,  
Washington, D.C. 20006

CHICAGO

Sam Denov,  
7325 Beckwith Rd.,  
Morton Grove, Ill. 60053

BUFFALO

Thomas Coleman,  
379 Linwood Ave.,  
Buffalo 9, N.Y.

TORONTO

R. Cox,  
49 Bellefontaine St.,  
Agincourt, Ontario,  
Canada.

Thursday, September 10, 1964.

11:00 A.M.

Roll Call - Orchestras represented were: Baltimore, Boston, Cincinnati, Cleveland, Detroit, Indianapolis, Los Angeles, Metropolitan Opera (not voting), New York Philharmonic, Montreal, St. Louis, Toronto, National, with Buffalo, Chicago and Minneapolis arriving later.

Chairman George Zazofsky introduced Bob Holloway who welcomed the delegates on behalf of the National Symphony Orchestra Committee.

Chairman Zazofsky announced the invitation sent to Rep. Frank Thompson, Jr. (Dem. N.J.) and read the reply declining the invitation to speak to the delegates. He also announced that an invitation had been sent to Pres. Kenin.

#### Chairman's Report

Zazofsky recalled to the delegates the letter sent last year to Pres. Kenin demanding a voice in the recording contract negotiations and the meeting held in September between Kenin and the Executive Committee of the ICSOM. At that meeting, Kenin stated that the ICSOM would be represented at the negotiations--as an observer only. Zazofsky was present at some sessions, also representatives from the N.Y. Philharmonic and the Philadelphia Orchestra. As the negotiations proceeded, these orchestra delegates became actually involved.

Zazofsky related the request of Robert Evett of the New Republic magazine for an article written on the ICSOM in rebuttal of the Walter Trohan article in the April 4 issue of the Chicago Tribune. After consultation with the Executive Committee, the interview was given.

He announced a letter from Louis Krasner, editor of a forthcoming book on the two recent Symposiums held at Tanglewood under the sponsorship of the Rockefeller Foundation on the topic of the critical shortage of strings in symphony orchestras, inviting him to submit an article presenting the professional orchestra player's point of view.

He presented a letter from the Library of Congress requesting all back copies of SENZA SORDINO. (R. Elster announced that this had been done).

(Informal discussion followed on the record contract ratification procedure. Request was made for the Chairman to inquire what was the actual vote tally in the ratification of the new contract by the symphony orchestras involved. R. Elster (Met. Opera) and S. Denov (Chicago) expressed scepticism about the procedure used in ratifying the contract, giving some background on the happenings. The opinion was expressed by Zazofsky, based on legal opinion, that the negotiations were a step of progress for orchestra representation and as much was accomplished as could have been at this time.

#### Secretary's Report

Following the last meeting of the ICSOM in St. Louis Sept. 5, 6, & 7, 1963, issuance of the minutes of that meeting and submission of the By-Laws formulated there to the orchestras for ratification were, unfortunately, delayed until the first of the year for the purpose of obtaining further legal opinion on the By-Laws. Subsequently these documents were distributed. The ratification totals now stand as follows: 13 orchestras ratified; 6 orchestras have deferred ratification until their 1964-65 season begins; 1 orchestra not heard from.

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On the initiative of Victor Rice and Henry Shaw, both of Cincinnati, and on the authority of a resolution concerning the Fine Arts Bill proposed by Los Angeles and accepted by the delegates at the St. Louis meeting, letters were sent to all the orchestras urging them to communicate with their Congressmen in support of this legislation (S. 2379 & H.R. 9587). A letter and wire were also sent to Rep. Frank Thompson, Jr. (Dem. - N.J.), who introduced the bill H.R. 9587, and his Sub-Committee on Education and Labor. These communications appear in the report of the hearings on this legislation along with testimony given by orchestra musicians and union leaders.

Secretarial expenses for supplies and telephone calls during the period 9/8/63 to 9/10/64 amounted to \$44.65.

Report approved on motion.

#### Treasurer's Report

Warren Downs (Cleveland) read report for Gino Raffaelli, who was not yet present. The Treasury balance stands at \$90.96. Approval was deferred until the arrival of Raffaelli for possible subsequent revision.

#### Report of Editor of SENZA SORDINO

R. Elster explained the delay this past year in issuing SENZA, namely difficulties with printers, delay in ratifying the By-Laws, and lack of money. Publication costs per issue of SENZA were approximately \$200. The \$25 cost request of last year had to do with issues of the past year. The forthcoming year will include the cost of SENZA in the dues.

He spoke of the publication FACT SHEET as a very malicious publication, supposedly issued by an independent group, but in fact put out by the A.F. of M. FACT SHEET is vicious about THE MUSICIANS' VOICE, which is trying in a clean way to make #802 a better local. Request is made of the delegates to determine if locals have been requested to contribute to the support of the FACT SHEET.

Report approved on motion.

#### Agenda

Items additional to the agenda submitted prior to the conference were proposed and approved on motion, resulting in the following complete agenda:

1. Cooperation with the Editor of SENZA SORDINO in the dissemination of information.
2. Revision of Article 22 of the A.F. of M. By-Laws.
3. Government aid to symphony orchestras.
4. Non-renewal procedures.
5. Transfer procedures.
6. The next Symposium in New York.
7. National strike fund.
8. National pension fund for symphony players.
9. Resolution to the A.F. of M. to prohibit American conductors from recording with European orchestras.
10. Consideration of legislation affecting symphony orchestra players H.R. 11238.
11. Ways and means of making the ICSOM a more effective instrument.
12. To compile a new information chart on all orchestras.
13. New suggestions for amendment of the By-Laws.
14. Election of officers.
15. Feasibility of instituting a libel suit against the Chicago Tribune for the Walter Trohan article of April 4.
16. Assigning an orchestra contract for performance under another name (Boston Pops).

Meeting adjourned 1:00 P.M.

Thursday, September 10, 1964.

2:15 P.M.

Chairman Zazofsky appointed a balloting committee for the election of officers--George Aranow, John Kitts, Henry Shaw, and Roland Moritz.

Motion made by R. Cox, seconded by S. Denov to set aside the election of officers as the first item to be considered at the Saturday morning meeting was carried unanimously.

1. Cooperation with the Editor of SENZA SORDINO in the dissemination of information

Suggestions were offered concerning alternate means of producing SENZA, namely by a professional staff. A more wide-spread distribution system was deemed desirable. (Moritz, Cox, Denov) It was suggested that responsibility for editorial policy be spread from one person to the entire Executive Committee. (Shaw) Recommendations were made for more reports from orchestras, less editorializing, and a balance between verbatim reports and summaries. (Mendelson, Laudenslager) Discussion ensued concerning the alleged inflammatory character of SENZA. (Aranow, Cox) Documents of vital interest to the orchestras were suggested for publication--the National Symphony strike settlement, the Met Opera negotiations, the Chairman's report, data contained in recently signed contracts. (Mendelson, Laudenslager)

R. Elster summarized the previous suggestions, emphasizing the advisability of editorial cooperation with the Executive Committee, also factual presentation of reports from orchestras, but recommending a separate agency to handle orchestra contracts. A system of regional assistants was suggested. (Martin) The delegates from Baltimore offered their services to reproduce contracts and send them to all the orchestras.

2. Revision of Article 22 of the A.F. of M. By-Laws

Denov introduced the proposed revision of Article 22 written by the special committee appointed at the ICSOM meeting in June 1963 in Rochester, N.Y. Submission of this revision was suggested as a pressure device to achieve more democratic union procedure. (Downs) The official procedure required to bring about enactment of this revision was outlined. (Zazofsky) There was suggested the impression that union leaders would have a document of this nature, namely, dual unionism, with consequently no possibility of enactment. Political lobbying at A.F. of M. conventions was recommended, aimed at bringing about reform legislation. (Martin) It was mentioned that if Federation officials take the lead concerning legislation at a convention, it could well bring about enactment. (Elster, Denov) It was suggested that the set-up in this revision might invite managements and recording companies to test the strength of ICSOM. (Laudenslager) Cox cited the progress of orchestras in recent years as part of our real objective--to achieve ratification and democratic rights--and did not feel this document necessarily constitutes our real goal.

Motion was made by Moritz, seconded by Downs, to reject this proposal and send the matter back to a committee to be appointed by the Chairman for further consideration, and to be re-considered at a later meeting of this convention. Discussion of the motion included expressions of apprehension by those orchestras maintaining good working relations with

their locals about the effect of this document on those relations. Motion carried 13-2.

3. Government aid to symphony orchestras

Motion was made by Denov, seconded by Downs, that the resolution cited below be adopted by the delegates and the action of the resolution be carried out. After discussion changing the word "exclusively" to "specifically", motion carried 15-0.

Resolution

Whereas, the United States Congress has recently enacted legislation establishing a National Council on the Arts, and,

Whereas, said legislation provides that the President of the United States appoint the members of said council from among Americans prominent in the arts field, and,

Whereas, the International Conference of Symphony and Opera Musicians directly and specifically represents the hopes and aspirations of some 2500 instrumental musicians comprising all of the major symphony and opera orchestras in the United States and Canada, now,

Therefore, be it resolved, that the President of the United States be immediately urged by all appropriate means to appoint the Chairman of the International Conference of Symphony and Opera Musicians to membership on the National Council on the Arts.

Motion was made by Shaw, seconded by Kitts, that the delegates adopt the following resolution forming a committee to handle correspondence concerning government aid to symphony orchestras. It was stated that Title I of the Fine Arts Bill establishing a National Council on the Arts had recently been enacted, but that Title II, covering appropriations for cultural enterprises, did not come to a vote, due to lack of support. Title II will thus become a matter for the next session of Congress. Motion carried 14-0, 1 abstention.

It was suggested that a letter of commendation be sent to appropriate legislators regarding their support for this legislation. (Shaw) It was the opinion of the delegates that this should be done by the Secretary.

Resolution

Whereas, it is expected that new national arts legislation will be introduced in the next session of Congress designed to compensate for the failure of the present session to approve the proposed National Arts Foundation, and,

Whereas, no legislation designed to provide Federal Financial assistance to non-profit professional arts can possibly succeed without the aid of grass roots activity among the major symphony and opera orchestra musicians, and,

Whereas, ICSOM has an enormous responsibility and opportunity to stimulate such grass roots activity among the major symphony and opera orchestra musicians, and,

Whereas, this responsibility entails an enormous amount of correspondence with Senators and Representatives, the frequent duplication and distribution of information obtained from the Government, the distribution of copies

of legislation as soon as it is introduced, and the proper timing of appeals for immediate action with regard to letters and telegrams to Congressmen, etc., and,

Whereas this responsibility can be met adequately only by a Committee that is not encumbered by the many other heavy ICSOM responsibilities and that is therefore able to specialize in this field.

Be it therefore resolved, that a new Committee be created for the specific purpose of more effectively promoting and supporting legislation beneficial to major symphony and opera musicians.

#### 4. Non-renewal procedures

Various delegates cited changes in their contracts and experiences they have had in their orchestras concerning non-renewals. Cox (Toronto) stated that their review committee set-up has been working well, having been supported even by management in their findings. Aranow (Baltimore) cited their case in which non-renewal protection is extended to members of the local but not to transfer members. Reseating was also discussed. The desirability was suggested of formulating an official policy of ICSOM regarding player responsibility and participation in auditioning.

Meeting adjourned 5:45 P.M.

Thursday, September 10, 1964.

8:15 P.M.

Chairman Zazofsky announced a letter from President Kenin declining the invitation to speak to the ICSOM delegates at this convention.

#### 5. Transfer procedures

The problem was posed (Aranow) of obtaining suitable union protection for transfer members during their 3-year transfer period. The National Labor Relations Act on union membership was cited (Denov), it being also mentioned that symphony orchestras are still not definitely established under the jurisdiction of the National Labor Relations Board. Discussion was given to the transfer period--is its elimination desired by orchestra memberships? A revision of Article 22 of the A.F. of M. By-Laws was proposed which would eliminate the waiting period, giving the import union protection, but preventing him from doing outside work. The provision in Article 22 dealing with the waiting period was declared out-moded. (Mendelson, Denov) Further discussion ensued on the sensitivity of various orchestras to the problem of imports. Discrimination was described (Bocaner) in the situation where a teacher coming to a city may work single jobs after three or six months, while a symphony player must wait three years.

Motion was made by Cox, seconded by Laudenslager, that the committee appointed to re-study the Article 22 revision also consider amending Art. 22 Sect. 11 having to do with transfer procedure. Carried 15-0.

#### 6. The next Symposium in New York

Motion was made by Cox, seconded by Aranow, that in the event another Symposium is called by the Federation, the Executive Committee is directed to call a special meeting of the delegates prior to the Symposium to discuss presentations. Non-cooperation with the Symposium was proposed. (Martin) Motion carried 9-6.

Motion was made by Downs, seconded by Laudenslager, to reconsider the previous motion. Carried 13-0, 1 abstention.

Discussion was given to the desirability of requesting the A.F. of M. to hold a Symposium, since it serves as a forum for presenting grievances to the A.F. of M. The minimal benefits of the Symposium were outlined, and it was suggested that grievances should be presented to the A.F. of M. through the ICSOM Executive Committee. (Laudenslager) A degree of independence from the A.F. of M. was suggested, although recognizing that the Symposiums have had some value. (Martin) The waste of time involved in a Symposium was mentioned (Denov), and it was stated that if orchestra representatives do attend, conditions of behavior should be attached, namely parliamentary procedure, no haranguing of delegates, no local union delegates.

Motion was made by Martin, seconded by Aranow, that the Chairman send a wire to the A.F. of M. to ask the dates of the next Symposium. An amendment was proposed by Denov to include the conditions under which we would attend, namely, standard parliamentary procedure, no haranguing of delegates, no local union delegates. No second. Motion carried 13-0, 1 abstention.

The previous motion was reconsidered, which read: "In the event another Symposium is called by the Federation, the Executive Committee is directed to call a special meeting of the delegates prior to the Symposium to discuss presentations. Carried 13-1.

7. National strike fund

It was announced (Holloway) that of the monies contributed by orchestras in the recent National Symphony strike, a sizeable amount still remained, and that it was the desire of the National Symphony members to turn this money over to ICSOM to start a strike fund. A poll was taken of the ten contributing orchestras as to their desires. Seven delegates were authorized to vote for turning the remainder over to ICSOM for a strike fund; one could not commit his orchestra; and two orchestras had tabled the matter, pending expression of the feelings of the delegates. (The delegates from the latter two orchestras felt that their memberships would go along with the desire of the majority).

A review was made of the National Symphony Committee's administration of the strike fund contributions (called by them an emergency fund). The money was used for Committee expenses and personal loans to the players, without interest on an annual basis.

Contributions . . .	\$3,756.50
Out on loan . . .	2,200.00
Balance . . .	<u>\$1,556.50</u>

A proposal regarding the setting up of a strike fund was read by Moritz as follows:

The "Symphony Strike Fund"

No orchestra shall participate unless it wishes. All members of a participating orchestra must participate. Participation will require no less than an 18 week season.

- A. Building the Symphony Strike Fund
  - 1. Members of participating orchestras to be taxed by their locals at 1% of their basic scale for five years. If their orchestra receives no loan

from the Symphony Strike Fund during that time, tax shall then be  $\frac{1}{2}\%$  for the next five years. Thereafter, no tax until that orchestra receives a loan.

2. Tax funds to be remitted by Locals to Symphony Strike Fund monthly. Fund controlled by International Executive Board.

B. Use of the Symphony Strike Fund

1. A loan from the Symphony Strike Fund may be granted only once in any three year period.
2. Requests for loans must be submitted by Local Officers and directed to the Special Officer for Symphonies.
3. The Special Officer for Symphonies shall examine loan requests to ascertain that they are:
  - a. Based on legitimate contract demands, reasonably obtainable through negotiations.
  - b. That all proper avenues of negotiation have been utilized and that orchestras and locals have bargained in good faith.
4. The Special Officer for Symphonies shall forward all loan requests to the IEB with his approval or disapproval. Final decision shall rest with the IEB. If a request is rejected, the IEB shall be required to hear an appeal by either the local officials or the orchestra involved, either together or separately.
5. When a request is granted, the Special Officer for Symphonies shall advise local officials involved of the total amount their orchestra has paid into the Symphony Strike Fund.
  - a. Strike benefits shall be paid at one-half the current scale of that orchestra.
  - b. If unemployment benefits become available, strike benefits shall be one-third of scale.
  - c. Benefits cease when total payments to the orchestra equal three times the sum paid into Strike Fund by that orchestra.
6. IEB, at its discretion, may allot to orchestras of less than 18 weeks, a sum from the fund not to exceed one-half basic scale per man for three weeks. Total loan to be repaid by the Local within two years.

C. Maintaining the Symphony Strike Fund.

1. Upon settlement of a strike and return to work, the Local shall collect a tax of 3% of basic scale until such time as two-thirds of the total loan has been repaid. That orchestra shall then revert to the formula of 1% for 5 years,  $\frac{1}{2}\%$  for five years.

Motion was made by Kitts, seconded by Denov, to direct the Chairman to appoint a Committee to investigate this matter of a strike fund under the administration of the ICSOM, and, if possible, to report back to this meeting. Carried 14-0.

Meeting adjourned 10:50 P.M.

Friday, September 11, 1964.

10:30 A.M.

Fifteen orchestras represented (one not voting)

Chairman Zazofsky announced the appointment of the following committees:

Committee to review Article 22 Revision

Leslie Martin  
Ralph Mendelson  
Roy Cox  
Tom Coleman

Committee for Government Subsidy

Victor Rice  
Henry Shaw

Committee of Strike Fund

Sam Denov  
Roland Moritz  
Bob Holloway

8. National pension fund for symphony players

The existing AFM-EPW pension fund was cited (Cox), with the suggestion that symphony players might be able to utilize the possibilities of this fund. At present symphony players are not allowed to contribute to this fund, but ensuing discussion revealed that they could possibly be included in the EPW plan.

Motion was made by Downs, seconded by Laudenslager, that, pending consultation with Mr. George Clark, advisor to President Kenin, on the AFM-EPW, the Executive Committee be empowered to advocate according to the recommendations. Carried 14-0.

Moritz cited a suggestion in Los Angeles to make a token contribution to EPW in order to make up the minimum necessary to qualify under the EPW. Discussion was given to comparison of private pension funds and the EPW, the restrictions, advantages, and disadvantages of each, the private funds tending toward inflexibility and greater benefits, the EPW involving greater flexibility and less benefit. Discussion ensued on the virtues of vesting in a pension plan. The N.Y. Philharmonic example was cited (Mendelson) of a rapid rise in benefits without vesting, suggesting that vesting slows down the rise in benefits. Recommendation was made that George Clark be consulted on the formulation of pension plans by orchestras.

9. A Resolution to the A.F. of M. to prohibit American Conductors from recording with European orchestras

The experience of the Metropolitan Opera was cited (Elster) in which recordings were made in Europe with an American conductor and a foreign orchestra, but sold as Met Opera recordings.

Motion was made by Moritz, seconded by Elster, that ICSOM go on record deploring the making of recordings in Europe by American recording companies, also the practice of American conductors making records with European orchestras, and advocating that the A.F. of M. tighten the controls on these practices.

Scepticism was expressed as to the advisability of ICSOM taking a stand in print on the matter. (Martin, Cox) Some progress was reported in sound track recording brought about by the A.F. of M. (Mendelson)

Motion was made by Elster, seconded by Mendelson, to table the previous motion until afternoon to allow Moritz and Martin to formulate an appropriate form of presentation. Carried 15-0.

12. To Compile a new information chart on all orchestras

It was the feeling of the delegates that a new chart of information on all the orchestras should be made up as soon as possible, based on the format set up at the 1963 Symposium. The following additional items were recommended: comparison of budget total with the total paid to musicians; the annual budget deficit; and three items of tour conditions--time limit on bus travel, mileage limit, and travel after concerts.

Meeting adjourned 12:45 p.m.

Friday, September 11, 1964

2:30 P.M.

Sixteen orchestras present.

Introduction was made by Holloway of Mr. S. J. Kaufman, president of Local 141, who welcomed the ICSOM delegates to Washington, D.C. Mr. M. Emerson, secretary of Local 141, also welcomed the delegates, and spoke of the advisability of the ICSOM growing with caution within the A.F. of M.

11. Ways and Means of making the ICSOM a more effective instrument.

Inquiry was made (Cox) as to whether foreign orchestras have any organization similar to ICSOM. Only cursory contacts have been made, but foreign orchestras have expressed interest in ICSOM. Suggestions were made to set up an associate editorship of SENZA SORDINO to handle foreign contacts, and also for an increased approach to other orchestras to become associated with ICSOM.

(Zazofsky left temporarily; Denov assumed chair).

It was proposed (Shaw) to send a communication to Helen Thompson, Director of the American Symphony Orchestra League, to ask her to change her classification of symphony orchestras. Explanation was offered (Bocaner) of Helen Thompson's aid to the National Symphony Orchestra musicians in their recent strike, suggesting some degree of misunderstanding and lack of communication with her.

9. (return) A Resolution to the A.F. of M. to prohibit American Conductors from recording with European orchestras.

The resolution formulated by Martin and Moritz on recording in Europe by assignment of the previous meeting was read and adopted on motion 9-3 with 1 abstention as follows:

Resolution

Whereas, an ever-increasing number of recordings are being made in Europe by American recording companies, and,

Whereas, an ever-increasing number of recordings are being made by orchestras in Europe using American conductors, and,

Whereas, the recording fees of European orchestras are sub-standard to those of American orchestras, while generally the artistic standards of American orchestras exceed those of European orchestras, and,

Whereas, these recording practices of European orchestras have created unfair competition with American orchestras,

resulting in a serious loss of livelihood by American musicians--while depriving the American public of the opportunity to enjoy its own excellent orchestras,

Therefore, be it resolved, that the International Conference of Symphony and Opera Musicians (representing 2600 symphony and opera musicians in the United States and Canada) hereby calls upon the American Federation of Musicians to protect its membership and to take action necessary to eliminate European symphonic recordings by American recording companies, and to prohibit American conductors from recording with European orchestras, and,

Finally, be it resolved that the International Conference of Symphony and Opera Musicians call upon the American public-at-large to continue to support American symphony orchestras and to exert every means to protect American institutions from unfair foreign competition.

(11. Ways and Means of making the ICSOM a more effective instrument)

Motion was made by Loebel (Cleveland), seconded by Aranow, to send a letter to Helen Thompson thanking her for her support for the musicians of the National Symphony in their recent strike. Carried 13-0.

Motion was made by Cox, seconded by Elster, that the Chairman appoint a committee to investigate and contact officially foreign orchestras and professional organizations with the intention of extending our exchange of information. Carried 12-0, 1 abstention. J. Kitts and C. Pinto volunteered for this assignment.

Motion was made by Holloway, seconded by Downs, that ICSOM extend some financial aid to smaller orchestras who wish to send a delegate to the ICSOM meetings but cannot manage it financially, provided the ICSOM treasury is capable of this assistance. Withdrawn.

Motion was made by Cox, seconded by Laudenslager, that orchestras not now active in the ICSOM be invited to attend our next convention, and further, that those orchestras indicating their inability to attend because of finances be considered for financial assistance from the ICSOM at the discretion of the Executive Committee. Carried 14-0.

(Zazofsky returned and assumed chair).

Discussion ensued of possible means for orchestras to raise money to send delegates to ICSOM conferences, such as maintaining and/or owning vending machines in their concert hall.

It was suggested (Martin) that ICSOM should take steps to set up a lobby at the National Convention of the A.F. of M. to present a brochure or some material for public relations, including the possibility of sending a delegate or observer to the Convention. Sending a contribution to TEMPO was also suggested.

Motion was made by Denov, seconded by Mendelson, to adopt the following resolution. Motion carried 14-0.

#### Resolution

Whereas, the A.F. of M. is in a crisis due to the attacks of the employers by lawsuits and infiltration, and,

Whereas, a number of rank and file non-partisan organizations of sidemen are trying to improve the policy of their Locals and the A.F. of M. to better resist the attacks of the employers, and,

Whereas, the members of ICSOM are 99% sidemen and will benefit from such an improvement,

Therefore, be it resolved that ICSOM take steps to encourage its members to be active in their Locals fighting for a true sideman's policy and against the attacks of the employers trying to destroy the A.F. of M.

Motion was made by Shaw, seconded by Kitts, to make a contribution of \$25 to TEMPO in behalf of the ICSOM. Carried 15-0.

A request was made (Cox) of the ICSOM delegates present to enlist the support of American delegates to the A.F. of M. National Convention for Alan Wood as the Canadian representative on the International Executive Board.

A proposal was made to set up a clearing house for reproducing and distributing documents of interest to the members of ICSOM. The delegates from Baltimore agreed to assume this duty.

Motion was made by Mendelson, seconded by Denov, that non-member subscriptions to SENZA SORDINO should be made available at 50¢ per issue copy or \$2.00 per copy for six issues. Carried 15-0.

Zazofsky reported on his interview with Roger Stevens, the new Special Coordinator, Assistant to the President of the United States in charge of the Creative Arts. Stevens stated that the twenty-four members of the Fine Arts Council had already been appointed. It was explained to him that managers, conductors, composers could not present the viewpoint of the professional orchestra players. Stevens expressed genuine interest in meeting with the ICSOM Executive Committee prior to the first meeting of the Council this fall. He expressed interest in the welfare of symphony orchestras, and stated that the one area in the arts definitely requiring money is symphony orchestras.

Denov reported on his consultation with lawyer Ruth Weyand concerning the setting up of an ICSOM strike fund. It was discovered that transfer of the National Symphony strike funds across state lines may involve legal problems, which will be investigated and reported to the National Symphony Orchestra Committee.

10. Consideration of legislation affecting symphony orchestra players H.R. 11238

Denov presented and explained the legislation H.R. 11238, which would nullify the legal protection accruing to union members from the National Labor Relations Act and the Taft-Hartley Act. The actual or implied protection of the National Labor Relations Board for symphony orchestra players was cited as a valuable asset to symphony musicians. Discussion was given to possible action by ICSOM concerning this legislation.

Motion was made by Shaw that some orchestra be assigned to handle this legislative problem in behalf of ICSOM. No second.

Zazofsky suggested getting several legal opinions. If this bill excepts symphony musicians from the protection of existing law, ICSOM should take appropriate steps. Consultation of top NLRB officials was also suggested.

Meeting adjourned 6:30 P.M.

Friday, September 11, 1964.

7:30 P.M.

The scheduled evening meeting was not held in order to allow the special committees and the Executive Committee to carry out assignments in preparation for Saturday's sessions.

Saturday, September 12, 1964.

9:45 A.M.

Fifteen orchestras present.

Zazofsky read the telegram from President Kenin in reply to ICSOM's inquiry regarding an A.F. of M. Symposium this year. The wire read as follows:

The International Executive Board has not taken action on Symposium meeting for this year.

Herman Kenin President

#### 14. Election of officers

Nominations for Chairman

George Zazofsky - nominated by Denov, seconded by Mendelson. One vote cast by Secretary.

Nominations for Vice-Chairman

Sam Denov - nominated by Holloway, seconded by Laudenslager. Six votes.

Henry Shaw - nominated by Cox, seconded by Moritz. Five votes.

Warren Downs - nominated by Pierco, seconded by Mendelson. Two votes.

Nominations for Secretary

Roy Cox - nominated by Denov, seconded by Kitts. Eight votes.

John Kitts - nominated by Cox, seconded by Loebel. Five votes.

Nominations for Treasurer

Gino Raffaelli - nominated by Loebel, seconded by Laudenslager. One vote cast by Secretary.

Nominations for Editor of SENZA SORDINO

Reinhardt Elster - nominated by Mendelson, seconded by Denov. One vote cast by Secretary.

#### Report of the Committee appointed to study the revision of Article 22.

The difficulties involved in revising suitably Article 22 were cited (Mendelson), and recommendations were made concerning Section 11 on the matter of transfer--to request that a transfer member be granted all the rights, privileges, and

responsibilities of regular members.

Motion was made by Denov, seconded by Laudenslager, to refer the matter of the revision of Article 22 to the Chairman to report back at the next meeting of the ICSOM. Carried 14-0.

Report of the Committee appointed to study the setting up of a Strike Fund

Denov reported on a proposed plan for an Emergency Relief Fund to be submitted as an amendment to the ICSOM By-Laws. Discussion was given to the amendment proposal, general approval being expressed. The proposal will be referred to the member-orchestras according to the By-Laws.

Motion was made by Mendelson, seconded by Cox, to accept the report of the Committee. Carried 14-0.

Article XI (proposed)

Emergency Relief Fund

Sec. 1 - The International Conference of Symphony and Opera Musicians shall maintain a separate fund to be known as the Emergency Relief Fund of the ICSOM.

Sec. 2 - Said fund shall be used exclusively for the purpose of providing emergency relief to member-orchestras engaged in concerted activities in support of collective bargaining goals.

Sec. 3 - The monies for this fund shall be accumulated by contributions from member-orchestras desiring to participate in said fund according to the following procedure:

a. - participating member-orchestras shall contribute a sum equal to one half of one per cent ( $\frac{1}{2}\%$ ) of its current weekly scale for each week of its current contracted season. Such sums shall be collected by the respective orchestra committees and forwarded to the treasurer of the ICSOM at the conclusion of each four week period during the course of its season, or in such other manner as may be approved by the Treasurer.

b. - the Treasurer shall maintain a separate ledger account for each contributing member-orchestra and credit such orchestra with all monies it may pay and debit such orchestra with all monies which may be drawn from such fund. The Treasurer shall promptly issue a receipt for all monies so received.

c. - the Treasurer shall mail a statement to each participating member-orchestra showing its balance or indebtedness in said fund accompanied by the balance of the entire Emergency Relief Fund no later than two weeks preceding each annual meeting of the ICSOM.

d. - It is understood that no contributions need be made during any period in which the musicians of a participating member-orchestra are not being paid by their respective symphony or opera managements.

Sec. 4 - Monies from the fund shall be disbursed to a participating member-orchestra by the Treasurer upon the approval of the Executive Committee, whose approval shall not be unreasonably withheld. Such monies shall be disbursed only upon a loan basis, and shall be repayable to the fund within two (2) calendar years, without interest therefor.

Sec. 5 - Applications for a loan from the fund shall be executed by the respective orchestra committee on behalf of the member-orchestra in such manner as may be required by the Executive Committee, and shall be submitted by said committee through the chairman. Application forms for such purpose shall be available from the Treasurer.

Sec. 6 - The maximum amount that may be drawn by a participating member-orchestra shall be an amount equal to three (3) times the total on deposit by that orchestra at the time of application.

Sec. 7 - (A) An individual musician upon leaving a participating member-orchestra shall as a matter of right be entitled to receive a refund equal to his equity in that orchestra's account in the fund.

(B) An individual musician upon commencing employment with a participating member-orchestra shall upon paying a sum equal to an equitable share in said orchestra's account, be entitled to all the rights and privileges accorded all other musicians in said orchestra.

(C) The deposits and withdrawals referred to in this section shall be handled by the respective orchestra committee and the Treasurer of the ICSOM.

#### Location of the 1965 meeting of ICSOM

Invitations were submitted to hold next year's meeting in Toronto (Cox), Cincinnati (Shaw), Detroit (Laudenslager), and Chicago (Denov). The voting (Toronto - 10; Cincinnati - 2; Detroit - 1; Chicago - 2) resulted in Toronto being chosen for the 1965 meeting.

A Press Release was submitted, discussed, and approved as follows:

Sept. 12, 1964

For Immediate Release

Musicians of the leading symphony and opera orchestras of the United States and Canada, known as the International Conference of Symphony and Opera Musicians, held their fifth conference Sept. 10, 11, and 12 in Washington, D.C. Orchestras represented were Baltimore, Boston, Buffalo, Chicago, Cincinnati, Cleveland, Detroit, Indianapolis, Los Angeles, Metropolitan Opera, Minneapolis, New York Philharmonic, St. Louis, Montreal, Toronto, and the National (Washington, D.C.)

Delegates to the conference deplored recent irresponsible reports about the ICSOM which have completely falsified and distorted the genuine objectives and procedures of the organization.

The conference sharply criticized the practice of American recording companies and their subsidiaries making records abroad, and also the participation of American conductors in these foreign recordings.

The primary immediate target of the ICSOM remains year-round employment of the fully professional symphony and opera orchestras, with wages equal to that of professors in the leading universities of our country. They demand reasonable job security for these highly-skilled artists. They seek those fringe benefits long-established in most other areas of our society-- paid vacation, an adequate pension, paid sick leave, major medical, hospitalization and death benefits.

In their exchange of information at the conference, delegates cited limited improvements in several

cities in the United States and Canada. However, the general average of conditions in major symphony and opera orchestras remains far below the level commensurate with the training and experience required for their specialized profession.

As a long-range objective, the ICSOM envisions the maintenance of a major-status symphony orchestra in each of the fifty United States, based on sound and adequate public support. In exploring the development of this objective, ICSOM has given study to both the long-range and immediate problems involved. ICSOM is prepared to assist any orchestra association in realizing the above goals.

The next regular meeting of the ICSOM will be held in Toronto, Canada in September of 1965.

Meeting was adjourned 11:45 A.M.

Saturday, September 12, 1964.

1:10 P.M.

Fourteen orchestra present.

Joe Leavitt of the National Symphony reported on an interview with Mr. George Clark concerning the AFM-EPW pension plan. He cited the intention of the A.F. of M. to accommodate the EPW plan to the needs and conditions of symphony orchestra players, reviewing some of the prospective changes. These changes must be approved by the trustees of the plan. A connected life insurance was also mentioned. In addition, it is projected to tailor the plan to fit special conditions prevailing in individual orchestras.

15. Feasibility of instituting a libel suit against the Chicago Tribune for the Walter Trohan article of April 4.

The delegates felt it best not to revive the issue of this distorted and libelous article, since it appeared last April and because a legal basis for libel is difficult to establish. Denov suggested sending a letter to the editor of the Tribune deploring this type of article.

Motion was made by Cox, seconded by Elster, that Denov be directed to send such a letter to the Chicago Tribune. Carried 14-0.

16. Assigning an orchestra contract for performance under another name (Boston Pops)

Zazofsky reported on the Buffalo Philharmonic going on tour as the Boston Pops Touring Orchestra. It was stated that the same thing will happen with the Baltimore Symphony this year as part of the regular season. Clauses in future Baltimore contracts were cited which will restrict this practice.

Informal discussion ensued concerning mandatory retirement at age 65. It was stated (Cox) that compulsory retirement should be predicated on an adequate pension. However, it was agreed that compulsory retirement is not in the best interest of the musicians.

Motion was made by Cox, seconded by Denov, to approve the Treasurer's report. Carried 12-0. (The N.Y. Phil. and Minneapolis delegates had left the conference.)

Motion was made by Denov, seconded by Laudenslager, to refer the matter concerning a contribution to the book on the Tanglewood Symposium to the Chairman. Carried 12-0.

Meeting adjourned 2:45 P.M.