

OFFICIAL MINUTES

ICSOM Conference

August 31-September 2, 1971, Seattle, Washington

First Session -- 1:00 P.M., August 31, 1971

ICSOM Chairman Ralph Mendelson called the meeting to order. ICSOM Secretary Robert Maisel called the roll of the member orchestras. Those orchestras represented were, by regions:

Western -- Denver, Honolulu, Los Angeles, San Francisco, Seattle, and Vancouver. Applicant orchestras represented were Winnipeg and Oregon.

Midwestern -- Chicago Lyric, Cincinnati, Cleveland, Detroit, Indianapolis, Minnesota, Pittsburgh, and Toronto. (Chicago was on tour and Milwaukee could not afford to send a delegate.)

Southern -- Dallas, Houston, Kansas City, New Orleans, St. Louis, and San Antonio. (The delegate from Atlanta, an applicant, arrived the following morning.)

Eastern -- Baltimore, Buffalo, Montreal, New York City Opera, New York, and Philadelphia. (The Boston delegate had checked in, but because of illness was unable to attend the Conference.) Absent were Metropolitan Opera, New Haven, New York City Ballet, Rochester, Syracuse, and Washington National, (unable to attend because of the opening of the Kennedy Center.)

The Chairman introduced Jim Weaver, ICSOM's Western Region Vice-Chairman and co-delegate from Seattle, who welcomed the delegates and guests and announced that Norm Hoagy, President, Local 67, AFM, was unable to attend the opening session because of a previous commitment.

The Chairman then introduced Victor Fuentealba, Vice-President of the AFM, who was representing Hal C. Davis, President, AFM.

The Chairman next introduced Ted C. Dreher, Assistant to President Davis and head of the AFM's Symphony Department.

Another guest, Phil Bovero, Treasurer, Local 6, AFM, San Francisco, was introduced to the delegates by the Chairman.

The ICSOM Executive Committee was next introduced: Chairman Ralph Mendelson; Vice-Chairman Dave Smiley; Secretary Bob Maisel; Treasurer Roy Cox; Editor Senza Sordino Vance Beach; Second Vice-

Chairmen Larry Bocaner (absent because of Kennedy Center opening); Henry Shaw; Bob Danielson; and Jim Weaver.

The Chairman then introduced ICSOM counsel Phil Sipser and his associate Len Liebowitz.

The Secretary gave a synopsis of the minutes of the previous ICSOM Conference in Chicago, 1970: it was noted that the Philadelphia resolution protesting United States involvement in Indo-China did not receive sufficient response from the orchestras of ICSOM to be able to take an official position.

The minutes incorrectly stated that the ERF was to be discontinued. In fact, the resolution specified for one year only.

The Chairman gave his report. It was in two sections: the first report was an informal report on the year's activities; the second part was mimeographed and constituted a program for ICSOM for the next twelve months.

In the area of negotiations, the Chairman touched on the negotiations in Chicago and New York (which were very successful). On the other side of the coin, there was a long strike in Cleveland (a contract which did not please the members and which had some elements that cause problems for all of us); there was a settlement in San Antonio which will also cause problems. More recently, there was a settlement in Kansas City -- more problems.

The Chairman thought that the chief significance of the negotiations in Chicago and New York was that the negotiation committees worked very closely with each other -- there was constant communication, sometimes (toward the deadline) twice an hour. The results were good: it was possible, in some situations, to whip saw the managements: there were substantial improvements in wage scales. Also Chicago got seniority pay as well as a rotation seating plan in the string section behind the first and second stands. Such a plan is radical, but the Chicago delegate should be consulted on the success of this plan.

The New York Philharmonic pension plan was improved, as it also was in Chicago; the new contract has provisions for leaves of absence. Copies of this trade agreement and the side letters of agreement are available to the delegates.

The Boston contract has concluded recently. Phil Sipser helped negotiate the contract.

In Cleveland, the results were tragic: the orchestra endured a long strike but were helped by the AFM Symphony Strike Fund: they had great difficulties with their Local; ultimately they fragmented, finally folded and accepted a contract which was substantially not much better than one which had been offered to them many weeks previously.

The Chairman said that he had been in constant touch with the Cleveland committee, trying to help as much as possible. The Cleveland committee was also in constant touch with the New York and Chicago committees, who helped them in planning and also helped to bring Chicago attorney Mr. Asher to Cleveland to help. Also the Chairman was in close touch with Vic Fuentealba, who went to Cleveland a number of times to help the situation. If his advice and some other good advice, including some within the Cleveland Orchestra, had been followed, the outcome might have been considerably better.

One thing which came out of the Cleveland settlement is likely to haunt many orchestras: the Cleveland management said that they couldn't raise any more money and therefore couldn't pay any more money -- and they stuck to it, and on the basis of that were able to get a contract! This tactic has caused problems in other negotiations and will affect coming negotiations.

The Chairman received a notice in September from the San Antonio Symphony that it had voted to withdraw from ICSOM. It was and is a very repressive atmosphere and the Local is unresponsive to the needs of the members of the Orchestra. When the members withdrew their support of Danielson and Bading, it was obviously a sign that things were going badly. Ultimately the pressure from management and supervisory personnel and assistant conductors who voted with the Orchestra and attended Orchestra meetings resulted in the vote to pull out of ICSOM.

They negotiated a contract in San Antonio last spring: a few copies are available for study. There are a few improvements, but it is a repressive contract. It was learned that many members voted to pull out of ICSOM in order to show good will toward management, figuring they might get a better contract, but an examination of the contract will show that it didn't help.

Additional problems resulted from San Antonio's pulling out of ICSOM: this action left Danielson and Bading completely alone and thus affected their case. ICSOM counsel will describe the course of that litigation.

It was learned last fall that Kansas City was having problems: there was talk of the imminent folding of the orchestra. Some representatives of President Davis' office made some visits; eventually Phil Sipser went there and was able to resolve things to some extent; it was felt at the time that some issues were being manufactured because there were wide splits on the Board of Directors involving the musical director, who was ultimately released. Finally, the last eight weeks of the season were cancelled; it was a unilateral action which seemed to be a tactic to obtain a cheap contract for the next season.

Strike Fund benefits were applied for, but, under the agreement, it wasn't possible to grant them because Kansas City had joined one month late; i.e., after September 15.

The Federation was appealed to for money to help them, but the Federation explained that doing this would set a precedent which would oblige them to respond in other situations; therefore, it did not send money.

People started leaving the orchestra, and this summer the Local decided that it was running out of money for legal counsel, so it appealed to the Federation. Henry Kaiser, general counsel for the Federation, was sent to Kansas City to help negotiate the contract, with the orchestra's agreement. Within forty-eight hours Kaiser had an agreement.

We have copies of this agreement: the season was reduced to twenty weeks; there was no raise in salary and a myriad of items were left open to negotiation -- to be arbitrated if they could not be negotiated. Another item, which is already haunting some negotiations, specified that, for every \$25,000 raised over \$700,000 (their previous deficit) management would provide an additional week of work, thus providing great incentive for management to go out and raise money. They added that the season would not be extended beyond thirty-six weeks.

The orchestra was demoralized and accepted this agreement by ratification. The decision is theirs and they agreed in July to accept. Incidentally, it was learned that the orchestra got, in return for this agreement, the elimination of a cancellation clause.

The Chairman reported that he and Bob Maisel, the player-trustees, worked very closely with the AFM trustees of the Strike Fund -- Hal Davis, Stanley Ballard, and Ted Dreher. There were a number of meetings in New York; the AFM trustees have been more

than cooperative; it was the best possible relationship in solving problems and both player-trustees were very satisfied. Financial statements of the Fund are available to the delegates. All expenses of the trustee meetings are paid out of the AFM General Fund, none from the Strike Fund.

The Chairman reported on the AFM Symphony Symposium last March: it was the best one yet; it was informative and was carefully prepared by the Federation and ICSOM officers, so that all questions were answered candidly, nothing was ruled out of order; the workshop panels could have been better if they had included more orchestra delegates. The general atmosphere was good; there was a good deal of fraternization between Local officers and orchestra delegates, and it gave ICSOM a chance to acquaint some Local officials with its activities and to convince them that we can all work profitably together.

The Chairman reported on the Partnership for the Arts Campaign: memos and bulletins were sent by ICSOM to the orchestras giving advice on organizing, approaches, etc. The results were amazing; the appropriations bill passed both Houses, and the amount was \$29,750,000. Questionnaires will be passed out to the delegates concerning the degree of participation by the orchestra, the Local, management, etc., in order to determine how to be even more effective, because the drive is for \$80 million next year and eventually will aim for \$200 million.

The Chairman reported on the AFM Convention in Seattle: it was the first time he had attended an AFM Convention. He was a guest and did not take part in any of the business, of course, although he testified on one matter before the Law Committee: a resolution involving limiting the tax for traveling ballet orchestras. He got to know many Local officers who were delegates and it helped reduce the number of reservations some of them might have had concerning ICSOM. It was worthwhile, and ICSOM should be visible at AFM Conventions. The chairman recommended that we have a delegate present at the next one in Honolulu -- he asked for volunteers.

The Chairman of ICSOM then discussed the organizational problems of the group that he had raised in his report to the ICSOM Conference last year in Chicago: (1) need for better communications between members of the ICSOM Executive Committee; (2) need for officers to check positions with other officers before having them printed in Senza Sordino and in other publications and letters; (3) need for support of the Strike Fund and and praise for the cooperation of Fuentealba and Arons and the

need to encourage other friends of symphony and opera musicians;
(4) need for better and more frequent use of counsel.

On #1, the Chairman reported that communications have been good but could be improved; no unilateral decisions were made by any officers; on #2: everything that went into Senza Sordino was checked by Counsel; not everything was checked by the other officers because it would have been unwieldy, but all policy matters or touchy areas were cleared through communication; #3: the two player-trustees have worked diligently on the Strike Fund, trying to make sure that it works well; the player-trustees do not understand why some orchestras still have not joined and think it is a mistake; #4: the Chairman has been in telephone contact with Counsel at least once a week and has met regularly, at least twice a month during these twelve months, with Counsel; Counsel has always been available and there were many discussions on policy.

There are still problems; i.e., getting answers from letters sent to some orchestras; each delegate has to cooperate in order to make the organization work especially when information is asked for; each orchestra must have at least one person who will be responsible for communication.

The Chairman reported that ICSOM worked very hard to cooperate with the AFM and the results have been good: there is more communication on the national and local level, more constructive mutual enterprises, etc.

The Chairman reported that he has had excellent cooperation from the other ICSOM officers and Counsel and thanked them.

The Chairman read the ICSOM program (the delegates had copies), which was prepared by the ICSOM Executive Committee and Counsel, and asked the delegates to consider it.

Two sub-committees were appointed by the Chairman:

Committee on services of ICSOM (Recommendation #9), such as tax-sheltered annuities and group insurance -- Vance Beach (L.A.), chairman; Tom Fay (Pittsburgh).

Committee on ICSOM budget considerations (Recommendation #11) -- Roy Cox, Toronto, chairman; Mori Simon, Seattle.

The Chairman then introduced Norm Hoagy, President of Local 76, AFM, Seattle, Washington. Mr. Hoagy welcomed the delegates

to Seattle and announced that the Seattle Symphony and the Local had planned a party for the delegates and guests of the Conference the following evening, to be held on Blake Island, featuring an Indian salmon-bake. He suggested, as he had at the New York Symposium, that orchestras persuade their managements to donate scholarships to the Congress of Strings. He concluded by saying that the relationship between the Orchestra and the Local was very good, and he wished the Conference good luck.

ICSOM Secretary Bob Maisel read the applications for membership into ICSOM; Winnipeg and Oregon. It was moved, seconded, and passed unanimously to admit Winnipeg and Oregon into membership in ICSOM.

The Secretary read his letter of reply to the Oregon applicant, in which he stressed the need of an orchestra to be willing to support its committee, because ICSOM is not a panacea; it can and will provide help, but is virtually powerless if an orchestra is not willing to help itself.

There was a question as to the stipulations which had to be met by an applicant and the Chairman explained that when ICSOM became an official conference of the AFM, its By-Laws were changed so that any AFM orchestra must be admitted if it applies.

The Chairman explained that the Secretary's letter to the Oregon orchestra, i.e., the section on strength, was prompted by the unfortunate situation in San Antonio. Hence, ICSOM is no encouraging an orchestra to become a member if it can't protect itself.

The Chairman, as a matter of record, notified the Conference that the San Antonio Symphony Orchestra has notified ICSOM that they want to withdraw as a member-orchestra; the Toronto Symphony Orchestra has also voted to withdraw.

The Oregon and Winnipeg orchestras were welcomed into ICSOM.

Atlanta's application was deferred until the following day because the Atlanta delegate would not arrive until then.

The Secretary said that queries on joining ICSOM had been received from the North Carolina and Utah orchestras.

The Vice-Chairman, David Smiley, gave his report: The first job has been to organize the Executive Committee because the new Chairman was still on tour; one job had been to provide ICSOM information bulletins periodically to the orchestras, the idea being to facilitate communications; several bulletins were sent

out, but more will be sent in the future, since communication still seems to be ICSOM's main problem. The Vice-Chairman felt that the basic source of information on ICSOM's activities should come from the Chairman. He thought that the Partnership for the Arts Program was the biggest accomplishment last year.

The Secretary, Robert Maisel, gave his report. He cited the collaboration between ICSOM and the AFM on the Orchestra Chart last year and complimented Ted Dreher on the excellence of the finished product. He announced that this year's Chart information should be sent directly to Dreher's office. He explained that the Minutes were delayed because they had to be cleared with Counsel; i.e., the pension information and the San Antonio report.

The Secretary recounted the aftermath of the Fort Hamilton Resolution and read some correspondence on this matter.

He announced that Australian musicians have formed the Australian Conference of Symphony and Opera Musicians; they are experiencing some difficulty with their Union, but the AFM, through Hal Davis and Ted Dreher, will contact that Union and try to help establish a harmonious relationship.

He said that he had attended the New York Symposium and had taken copious minutes but did not release them to the orchestras because the high lights had already been published by Senza Sor- and International Musician.

He said that the meetings of the trustees of the AFM Symphony Strike Fund had been very refreshing and cordial, and he gave a synopsis of these meetings; as of August 27, there are twenty-four orchestras in the Fund, and the total payment into the Fund as of this date is \$71,908.75; total strike benefits paid total \$24,650.34; the Fund balance is \$47,258.41.

The Secretary then described the meeting of representatives of orchestra managers, ICSOM, and the AFM on the recording situation two weeks ago; he thought that this was the first time such a meeting had taken place.

He concluded his report by complimenting the orchestras on their cooperation and also the AFM officers and Ted Dreher.

There was some discussion on the dissemination to the orchestras of the reports of the sub-committees at the Chicago Conference. Copies of these reports were made available to the delegates at the Conference. Gerald Corey announced that he will provide copies if asked.

In connection with the preceding, Dave Smiley pointed out that electronic reproduction is relatively fast and inexpensive; he urged the delegates to make more use in their orchestras of these methods of reproduction rather than relying upon the Contract and Rapid Communications Center for all these services. Also, ICSOM's printing of Conductor Evaluation Forms was cited as an unnecessary expenditure.

The Treasurer, Roy Cox, gave his report: (This report was printed and distributed to the delegates at the Conference, so will not be included here. The balance of the General Fund was \$3,910.90, with \$7000 outstanding from nine orchestras.)

The Treasurer recommended that "fiscal year" be clarified in the By-Laws, making it September 1 to August 31. He also noted that some orchestras simply pay the dues collected; others pay for the full membership, whether or not fully collected; this problem also needs clarification.

Legal Counsel was of the opinion that because ICSOM is a voluntary organization, rigid application of By-Laws on dues should be discouraged, since the record has been good.

The Chairman thought that the membership card idea would help in dues collection.

The Treasurer reported that interest earned on the ERF was almost \$700.

The Treasurer's report was accepted.

The Editor of Senza Sordino, Vance Beach, gave his report: (The bulk of the report, including the six previous issues of Senza Sordino, was distributed to the delegates, so it will not be included here.)

One delegate suggested that orchestras should elect a member, for one or two years, whose responsibility would be to communicate with ICSOM and Senza Sordino.

The Contract and Rapid Communications Center Report was given by Gerald Corey: Many orchestras have failed to send their contracts to the Center as requested; this, in turn, weakens the effectiveness of the Center.

Last year the Center sent the new By-Laws and the Chicago reports to the absent orchestras, as well as the Motions Passed and the Minutes to all orchestras. Also, various urgent messages were sent out. In the future, the Center's mailings should be limited to contract dissemination and urgent messages. A central publications center could be formed to handle other items. Also, every orchestra, after it has negotiated a new contract, should send 50 to 100 copies to the Center. The Center is going to be shifted to the Washington National Symphony next year. The Center would like to have four names from each orchestra to insure communication. The Center could use a small allocation for non-musician secretarial service, particularly for mailing large orders.

Mr. Dreher said that if requested, he would research contract clauses to help an orchestra in negotiations.

The report of ICSOM's legal counsel was given by Leonard Liebowitz: (This report was distributed to the delegates and will not be duplicated here.)

The report on the Seattle American Symphony Orchestra League Convention was given by James Weaver: The League pointed out that orchestras are going to have to serve a larger proportion of the population if they are to receive more tax dollars. Also strong emphasis was given to reaching minority groups and also to providing more employment opportunities in orchestras.

Mr. Weaver concluded his report by noting that the League was disturbed by the closed meetings being held by the major orchestra managers.

The ICSOM Recording Committee Report was given by chairman Gerald Corey: The committee has been reorganized: representation of large orchestras -- Sam Denov, Irving Segall; middle-range orchestras -- Roland Moritz, Henry Shaw; smaller orchestras -- Melanie Burrell, Gerald Corey; opera orchestras -- John Palanchian; Canadian orchestras -- Robert Ryker.

As chairman, Mr. Corey attended the New York recording meeting on August 19. He sent letters to the Recording Committee and to the delegates to the Chicago Conference, asking for recording information and opinions on the recording contract and situation.

They were asked to bring these completed questionnaires to the Seattle Conference.

Mr. Corey recounted AFM Vice-President Fuentealba's assurance at the Chicago Conference that an ICSOM representative would be allowed at all future recording negotiations, as well as AFM President Davis' assurance at the Symphony Symposium that the smaller orchestras would be represented in the coming recording negotiations.

Mr. Corey announced that the minutes of the recording meeting with representatives of the AFM, ICSOM, and the orchestra managers would be made available to the delegates.

Mr. Corey said that President Davis, at this meeting, had asked that the Seattle delegates make recommendations to the IEB and to him concerning the new recording agreement.

AFM Vice-President Fuentealba reported that AFM Counsel Henry Kaiser and AFM Recording Department Bob Crothers had negotiated a new public service broadcasting contract in March. He didn't know what it contained other than a general 10% increase in the rate; the IEB has not been advised of what it contained, and it has not been ratified by the IEB, so, at this point, there is no new agreement ratified; the ratification should be presented in October. The Chairman felt he was speaking for ICSOM in being very disturbed that ICSOM was not consulted prior to these negotiations, especially if this practice were to be compounded prior to the recording negotiations and asked that this sentiment be conveyed to President Davis.

Henry Shaw advocated using regional three-man committees, allocating a small sum for this to facilitate communication.

The Chairman asked that this matter be financed. Conference calls would not strain the resources.

ICSOM Counsel brought the San Antonio situation up to date: Counsel's position was that the notices were not given on the legal date, hoping that the members of the S.A. orchestra would rally behind this stand; consequently, a Federal court action was commenced, containing allegations of improper notice as well as conspiracy by the Local and the Symphony Society

and improper representation by the Local of these members. The situation is not favorable. A motion for a temporary injunction seeking to restrain the S.A. Symphony Society from dismissing the six committee members was denied. Thereafter, examinations before trial

were taken in Texas. Various motions were made by the defendants, including a motion for a summary judgement; i.e., no trial. This motion is presently pending.

Also, orchestra negotiations were going on at the time. Unfortunately, the resulting contract was an indication of the folding of support from the orchestra. There are settlement discussions of the case now taking place, but the offer is tenuous. Danielson and Bading deserve a great deal of credit for having stood up on their own to the Society of San Antonio. Unfortunately, the things that had been hoped for didn't happen.

Robert Danielson said that if he had known back in 1963 that this was going to happen, he probably still would have done it the same way. He said that he had had tremendous relations with the various people of ICSOM and thought that his disassociation from symphony playing would be only temporary, because he thought that the San Antonio situation had deteriorated as far as it could and could only get better. He read a paragraph from the contract labeled professional and ethical standards (printed later in Senza Sordino).

The delegates found the clause incredible.

The Dallas delegate, Treva Baker, read a proposed Dallas management clause which was virtually identical to the San Antonio clause, demonstrating that the two managements had been in close touch. It was noted that the Dallas manager has been chosen to manage Kansas City.

Danielson concluded by saying that he was going to miss being associated with ICSOM. He thanked his attorneys and said he and the other musicians would take whatever would happen.

He was given a warm and prolonged applause by the Conference.

It was suggested that ICSOM's projected booklet on symphony playing as a career include the San Antonio clause read by Danielson to warn future musicians that this is not the way to be professional.

Conductor evaluation was discussed, and the Los Angeles delegate, Roland Moritz, said that his orchestra has an artistic liaison committee which is charged with the dissemination and collection of conductor evaluations. The evaluations have been regular and the committee has devised a new form, which has been sent to the orchestras (also printed in Senza); most members fill out the forms and these forms are kept on file and can be

made available to other orchestras. The Los Angeles management is very interested in these forms and examines them carefully.

A survey of the delegates present showed that only eleven orchestras regularly use conductor evaluations, and it was decided that this subject would be discussed at length later when the ICSOM program would be under consideration.

Evening Session - 7:30 P.M., ~~August~~ 31, 1971

AFM recording negotiations was the next agenda item discussed (4C).

The Chairman recounted the discussion at the orchestra managers/AFM/ICSOM recording meeting: it was pointed out that, apart from costs, the recording companies are no longer interested in adding to their classical listings. In discussing classification of rates, the ICSOM and the AFM representatives pointed out that AFM orchestras would not agree to lower their rates to the degree of foreign rates. Management subsidy of recordings was thoroughly explored, as an investment in returns on prestige, touring fees, community support, etc.

ICSOM proposed a program of changing the climate; i.e., the copyright laws, tariff provisions, and asked the orchestra managements lobby ala the Partnership of the Arts.

The AFM thought that the video-cassette market was less imminent than pay TV. One manager, however, recounted a recent cassette agreement with the Met which included the AFM. President Davis said he didn't know of this agreement. Mendelson said that he had seen the agreement. The agreement says that all unions have agreed to a profit-sharing arrangement with cable TV throughout the country. It was also learned that a \$2,000,000 deal is pending with one of the producers. Guidelines need to be established now so that locals will not simply make their own deals, competing with other locals and creating a jungle. Also, European orchestras are building video cassette libraries while none are being made here, so that perhaps by the time guidelines are established, there won't be a market here anyway.

There was discussion of the copyright laws. The composer gets royalties from commercial use of a recording, but the performers do not get royalties. The nickelodeon clause says that a person using the record for profit has to pay royalties to ASCAP, etc., but jukeboxes are exempted because the person

putting the money into the jukebox is the one actually playing the music, so there is no payment. Attempts are being made to eliminate this provision so that royalties would also have to be paid on jukebox use of recordings.

There was discussion on the various reproduction systems -- video-cassettes, pay TV, cable TV, closed-circuit TV, video discs, etc., and the possible impact on local audience attendance at resident symphony concerts if there would be, say, a comparable influx of visiting musical attractions.

The proposed cable TV arrangement with the New York City Opera was discussed, particularly the pro-rata and reevaluation provisions, based on the number of subscribers, rather than simply setting a flat fee, especially since extension of viewers via satellite is being projected.

There was discussion on tariff regulations, foreign recording rates, recording costs and sales, etc.

Trade-off of services was discussed; the Cincinnati plan was explained in detail.

The Dallas trade-off arrangement was discussed; various comments indicated that the Dallas musicians were unhappy with the arrangement.

Various ideas were presented by the Cleveland delegate: a new method of ratifying the trade agreement, i.e., symphony musicians ratifying only those sections pertinent to their field; having managements make their own recordings and sell them to record companies; recording done on a royalty or deferred payment basis; imposition of tariff on foreign recordings, a sliding scale on recording rates, based on the number of recordings made, based on the assumption that technical costs are lowered if the number of sessions is increased; easing of restrictions on chamber music recording; having the AFM do recordings (ICSOM Counsel pointed out that this would not, for various reasons, be feasible).

Record piracy was discussed in detail, the tremendous growth of bootleg sales, etc.

The Chairman suggested that this whole area of discussion be tabled until later and that the delegates, in the meantime, consider resolutions and proposals to be taken back to the Federation.

Vice-President Fuentealba discussed the implications of cable TV vs. video cassettes. He also said that the Federation is gathering information on the recording situation and thought that a drastic reorganization was necessary in view of the violations by AFM members, mostly in the rock field, of Federation regulations. He also wanted ICSOM to present its proposals to President Davis well in advance of the beginning of negotiations.

The Philadelphia delegate had some information showing that, contrary to what was being widely disseminated, classical recording sales were increasing rather than decreasing. He asked the Federation representatives if it was possible for them to get information from the recording companies regarding the actual sales volume of a particular orchestra's recordings.

Ted Dreher said that the record company is required to furnish a periodic audit of sales; this information is available to orchestras through Crother's office.

The Philadelphia delegate also thought that there should be a concerted effort within American labor to protect American musicians against foreign competition, as it has done in other areas.

He also proposed the formation of an international correspondence committee to establish, on a regular basis, correspondence with European orchestras to get information from them on working and recording conditions and exchange information.

The Chairman cited Dreher's attempts to get information and suggested that if such a committee were formed, it should work with Dreher's office.

The idea of raising tariffs on foreign recordings was discussed and Fuentealba did not think that this was the solution; all aspects of American labor are having a problem with foreign imports. He cited an AFM boycott some years ago of products advertised on programs using foreign sound tracks; this boycott was very successful and practically eliminated the problem; the same action may be necessary with European symphonic recordings. The American public should be educated to buy American recordings. Mr. Fuentealba said that he would recommend this to the IEB because the solution is primarily a public relations job.

Reports on orchestra negotiations were given:

Toronto signed a two-year contract -- first year, 44 weeks - \$215 per week; second year - 46 weeks - \$225; 3 weeks vacation

first year, 4 weeks second year. Concessions were made on section rehearsals and splitting, but per diem was increased. A five day week is guaranteed with eight services a week.

Montreal is still negotiating and relations are cordial; the orchestra/local relationship is very good. The orchestra is asking for 45 weeks -- \$215, 46 -- \$225, 46 -- \$235 in the third year. The orchestra will have three weeks vacation next year, plus extra weeks based on seniority; i.e., over five years -- one extra week, fifteen years -- two extra weeks.

Baltimore is experiencing very difficult negotiations and no settlement is in sight.

Honolulu is close to a settlement after nine months of negotiations. The relationship between the orchestra and the local has been improved immeasurably since the last settlement largely because of many meetings held before the negotiations. Also, an address to the orchestra by Phil Sipser was very helpful in uniting the orchestra and giving them good negotiating ideas. A strong turnout by orchestra members at a general membership meeting also helped strengthen the negotiation team. Extensive public campaigns were instituted and were very successful in getting support from the community, as well as from the mayor. The offer now is \$155 for the first year, \$165 the second year with a good non-renewal clause, and a settlement is imminent.

St. Louis negotiations are stalemated.

Cincinnati has proposed \$250, \$260, \$270, six weeks paid vacation, increased pension benefits. There has been no counter-proposal. Sipser is handling the negotiations and is retained by the local.

Buffalo is asking for 42 weeks at \$255 for the first year of a two-year contract. All management has offered has been a six percent annual raise, but the negotiation team has decided, based on a survey of labor gains, that it will not accept less than a twelve percent increase for each year. Negotiations are at an impasse.

Seattle's situation was complicated by the severe unemployment in the aerospace industry. The orchestra decided to retain the basic scale for one year but notified management that they expected no less than a ten percent increase the following year. A two-week extension was proposed to allow flexibility in

the opera scheduling. Thus the contract will be extended for two weeks, but the basic weekly scale will be reduced somewhat, from \$200 to \$188.25. An operation and development committee was formed, representing the orchestra and management, to discuss and alter, if necessary, working conditions and artistic policy. Orchestra splitting will also be under its jurisdiction.

A joint effort by the orchestra and management resulted in having the state legislature reinstate a budget for the arts of \$950,000.

Although the orchestra and management are not agreed on some issues, a settlement seems imminent.

San Francisco has concluded its opera contract. Symphony negotiations have started; the orchestra is asking for substantial pension increases and a weekly scale of around \$300, contingent upon the pay freeze determinations.

Indianapolis has just finished a five-year contract and is now being asked to consider another five-year contract. Negotiations are in progress, and the relationship with the local is very good. The situation, however, is not promising.

Denver has been in negotiations a long time, has a good lawyer retained by the local, and good relationship with the local. Management has offered a five percent wage increase in return for orchestra splitting down to 25 players. The orchestra is opposed to this proposal as well as to some others, but there will probably be a settlement.

The Houston delegate, Red Pastorek, gave a detailed and frequently hilarious report on negotiations (made available on tape to those delegates interested). The final contract was for 52 weeks with seven weeks paid vacation.

Morning Session -- Sept. 1, 10:00 A.M.

After the roll call had been taken, the Secretary announced Atlanta's application for membership in ICSOM. The delegates voted to accept the Atlanta Symphony Orchestra.

Mr. Sipser gave a talk on negotiations. (This talk was transcribed from the tape and was sent to all the orchestras; the tape was also made available.)

Afternoon Session -- Sept. 1

The delegate from Detroit, Paul Ganson, described the campaign by the Detroit orchestra members to save Orchestra Hall from demolition, a hall noted for its acoustical excellence. (The Detroit orchestra plays in Ford Auditorium, which is not noted for acoustical excellence.) This hall had been the orchestra's hall from 1919 to 1939; the area became blighted and the orchestra moved, but still made some recordings in this hall.

A community campaign to save the hall, spearheaded by the orchestra, was launched and a film was made to dramatize the situation. The hall, through these efforts, has been declared an historic landmark, qualifying it for matching money from HUD. Various lobbying efforts are being made to save the hall, but at this time, the Detroit establishment has not been convinced.

Paul Ganson concluded his remarks, and the delegates viewed the film.

Negotiation reports were continued.

Cleveland reported that little or no gains had been made, but that the Strike Fund helped the situation. Cleveland negotiations were hurt by the recession, the death of George Szell, and the disagreements with the local on counsel representation. Since the signing of the contract, various problems remain, the biggest being a conflict between orchestra and management on the selection of a new conductor.

Kansas City reported on the extensive, imaginative campaign waged by the orchestra in an attempt to save the season; the season, however, was cancelled eight weeks before the end. Efforts to get financial help from the local for legal counsel, i.e., Phil Siper, were unsuccessful, so the local brought in AFM General Counsel, Henry Kaiser, who, in two days, negotiated the present agreement.

The discussion of the agreement by the delegates indicated that they considered it a disaster for Kansas City as well as a potential threat to other orchestra negotiations.

It was urged that more orchestra musicians take out individual memberships in ASOL.

Len Liebowitz gave a report on the Boston pension contract negotiations: the basic problem with the pension was that the pension plan had an escalation feature for pensioners which had to be changed. Another problem was that a seven-eighths vote was required to amend the plan. The necessary votes, however,

were obtained; the plan is now non-contributory. The benefits are now a fixed amount, which, however, will be changed in future negotiations. The amount is now \$8100 annually.

On the contract, there was a wage increase of \$50.00 per week the first year, \$10.00 second year, \$10.00 third year, bringing the weekly basic wage up to \$320 for the first year. The \$10.00 increase for the second year was allocated to bring the pension benefit up to \$8100. Other benefits included increased per diem, vacation, optional weeks, etc.

The Dallas delegate gave a detailed report on negotiations. The orchestra engaged Sipser as counsel and the orchestra is still negotiating.

This report concluded the reports on negotiations.

The next item on the agenda, ICSOM contract standards, was discussed. Recommended contract clauses, drawn up by ICSOM counsel, were distributed.

There were reservations concerning the probation, non-renewal clauses; these clauses were seen as not being strong enough, and Sipser agreed and said that he would re-draft some of these clauses.

The optional week clauses were discussed. A leave of absence clause was proposed and the New York Philharmonic clause was explained.

Sipser said that he wanted to work out some additional clauses as well as do some re-drafting. These would be examined by the ICSOM officers and, upon approval, be distributed to the orchestras. He wanted eventually to have a book of uniform clauses for orchestras.

Ryker announced that the Canadian locals are now working to establish uniform orchestra clauses, and Sipser wanted to see the results of this effort. He also asked the orchestras to send to his office clauses which they are proud of.

On the matter of the ICSOM Chart, the Secretary asked that suggestions for new items be sent to him and then he and Ted Dreher would try to include them.

Dreher said that he would welcome advice on how to improve the format of the Chart. In response to a question on the cost of the Chart, he estimated that it ran to five figures, not counting mailing.

The next agenda item was the relationship between ICSOM and Canadian member orchestras. Treasurer Roy Cox reviewed the situation.

He cited Toronto's reasons for withdrawing from ICSOM -- a feeling of lack of representation, paying for counsel who cannot practice in Canada, and a strong feeling of nationalism. He outlined various remedies he had considered: a Canadian region in ICSOM, chaired by a member of a Canadian orchestra, etc. These ideas were discussed with the other Canadian orchestras, and, as a result, a number of proposed changes in the ICSOM By-Laws were drawn up so as to establish a Canadian region with a Canadian Vice-Chairman and fifty percent of the ICSOM dues paid by Canadian orchestras to be returned to the Canadian region, this money to be used to deal with problems peculiar to Canadian orchestras.

Copies of the proposed amendments were distributed to the delegates.

The Chairman announced that the ICSOM Executive Committee unanimously recommended adoption of these amendments.

Roy Cox, on behalf of the Vancouver, Winnipeg, and Montreal delegates and as a member of the ICSOM Executive Committee, moved that the changes be adopted.

The delegates unanimously voted for the adoption of these By-Law changes.

Cox read a resolution which explained the reasons for the proposed return of the fifty percent of the ICSOM dues paid by Canadian orchestras to the Canadian region. This resolution was a preface to a proposed change in Article VIII, which requires a referendum vote of the orchestras.

The resolution was unanimously adopted, with the understanding that a referendum vote would have to be conducted. (The orchestras voted affirmatively -- Sec'y.)

The Vancouver delegate, Don Adams, thanked ICSOM for its help generally to his orchestra and specifically for adopting these By-Law changes.

The proposal to add another Eastern Regional Vice-Chairman was dropped because of the Canadian addition.

Morning Session -- Sept. 2, 8:30 A.M.

The Atlanta delegate, John Head, gave a detailed report on negotiations and the growth of the orchestra. For example, in 1965 the basic scale was \$165; the new contract is around \$9000, a more than 500% gain. The new contract includes numerous fringe benefits.

Nominations of officers was the next item:

Eastern Vice-Chairman: Irving Segal, Philadelphia. (Larry Bocaner had notified the Conference that he would be unable to consider staying in this office because of his involvement with negotiations.)

Central Vice-Chairman: Henry Shaw, Cincinnati

Southern Vice-Chairman: Crawford Best, New Orleans

Western Vice-Chairman: James Weaver, Seattle

Canadian Vice-Chairman: Robert Ryker, Montreal

Editor, Senza Sordino: Vance Beach, Los Angeles

Treasurer: Harry Barnoff, Cleveland

The above nominees were elected by acclamation.

Roy Cox, who was not eligible to remain ICSOM Treasurer because of Toronto's withdrawal, was given an ovation by the Conference for his work as Treasurer and as spokesman for the Canadian orchestras.

The Chairman and Conference thanked Vance Beach for his outstanding performance as Editor of Senza Sordino.

The sub-committee report on services of ICSOM was given by Tom Fay:

1. Tax-sheltered annuities should be examined by musicians.
2. Instrument insurance could perhaps be arranged through ICSOM.
3. Audition and vacancy announcements could perhaps be facilitated through ICSOM.
4. An ICSOM credit union might be a possibility.
5. Group auto insurance for ICSOM members should be examined.
6. Tour itineraries could be sent to Vance Beach so that orchestras could arrange meetings.

7. ICSOM could perhaps institute a conductors' workshop.

The Budget Committee gave its appraisal of the feasibility of the recommendations outlined in the ICSOM program: #1 -- approved; #2 -- too expensive at this time; #3 approved if on a minor scale; #4 too expensive; #5 not considered under the province of this committee; #6 approved; #8 approved if funds available; #9 approved since no funds involved; #10 approved; #11 needs time for research.

The Budget Committee recommended that it be kept active so as to be able to come up with a long-term approach to increasing revenue and working on projects once the costs are known. All of the above recommendations considered to be feasible were based on a one year projection only.

The ICSOM program was discussed.

Recommendation #1

It was resolved that ICSOM set up a program to reach high school and college age students, the initial phase being the distribution of Senza Sordino, this being under the supervision of the Editor of Senza Sordino.

Recommendation #2

It was resolved that a paper on symphony playing as a career be professionally prepared and be made available to the guidance counselors in music schools and college music departments and that this project be under the supervision of the First Vice-Chairman (the supposition being that money can be found for this project).

Recommendation #3

It was resolved that a speaker's bureau be formed by each member orchestra to provide information and counseling to students who contemplate symphony playing as a career. Emphasis should be placed on solving those special problems of musicians from minority backgrounds. It was decided that this project be under the general supervision of the Secretary.

It was suggested that orchestras send vancancy notices and audition notices to the Editor of Senza Sordino for rapid dissemination, to supplement International Musician notices. Also, touring itineraries could be disseminated so that orchestras

could get together to communicate. Also, the Chairman wanted orchestras coming into New York to contact him so that he could personally meet with these orchestras. Also, Sipser and/or Liebowitz might be able to visit.

Recommendation #5

That each orchestra establish a lobby to secure changes in the nickelodeon provisions of the copyright law, and that each orchestra establish a lobby to fight record piracy and the dumping of cheap records from abroad.

ICSOM Counsel will prepare a paper outlining these laws. Also, Senza might devote an issue to this subject.

Recommendation #4

That a paper be professionally prepared analyzing the economics of the symphony orchestra and the symphony musician, giving a prognosis of the problems and offering a projection of what our society must do to meet the problems of the future, and that this project be under the supervision of the Chairman.

Recommendation #4 was defeated.

Recommendation #6

That a sum of no more than \$1000 be allocated each year for secretarian services to be used by the Chairman's office.

This recommendation was adopted.

Recommendation #7

That \$650 be allocated for the creation of an ICSOM Directory to be distributed to all ICSOM members.

It was moved that #7 be adopted. An amendment was proposed to have the Directory prepared for the coming year, not the present year, because of the time involved in putting it together.

The amendment was withdrawn. The motion to adopt Recommendation #7 was passed.

Recommendation #8

That \$100 be allocated for the printing and distribution of ICSOM membership cards. This recommendation was defeated.

Recommendation #9-

That a subcommittee be formed to consider and report to this conference other group services that ICSOM should provide for the membership. This should include but not be limited to tax-sheltered annuities and group insurance.

This subcommittee has already been formed.

Recommendation #10

That the First Vice-Chairman of ICSOM shall maintain a complete and current file of the conductor evaluations made by all ICSOM orchestras; and that the First Vice-Chairman shall secure from each orchestra a list of its conductors for the current season; and that the First Vice-Chairman shall require from each orchestra a bi-monthly report which shall show those conductors on whom that orchestra has conducted evaluations; and that the First Vice-Chairman shall publish to all orchestras, once every two months, a complete list showing the names of conductors each orchestra has evaluated that season; and that each orchestra shall retain its own evaluations but shall make same available to an ICSOM orchestra committee on request.

This recommendation was adopted.

Recommendation #11

That a subcommittee be formed to consider and report on ICSOM budget considerations. Its report should include but not be limited to selling advertisements and subscriptions to Senza Sordino, and selling the ICSOM Directory to individuals and organizations outside ICSOM. Its report should also include a projection of the specific funds needed from the AFM.

This subcommittee has already been formed.

Number 4, ICSOM and the AFM, under Recommendation #10, was discussed. It was suggested by James Weaver that each Local be persuaded to pay into ICSOM the amount of the ICSOM membership dues to help fund this program, especially since the Local receives far more money (work dues) from symphony musicians.

than does the Federation, and also, the Local receives help from the orchestra during negotiations as well as during an ordinary work year. In persuading the Locals to support ICSOM, it would be helpful to find out how much they pay into state councils and other conferences in the AFM .

On Federation assistance, it was pointed out that, since the Federation does not give money to other Conferences, it is unlikely that it would do so for ICSOM. The Chart, however, might be done less expensively and the money saved could be used to help other ICSOM activities and projects.

The resolution to seek financial support from the Federation and/or the Locals was adopted.

The ICSOM program, as amended, was adopted.

The book The Negotiating Game by Charles Karass, World Publishing Company, was recommended by a delegate and he was asked to send this information to Senza Sordino.

Contributions to Tempo were urged by the Chairman.

The Secretary announced that he would make a verbatim transcript of Phil Sipser's talks on the wage freeze and on negotiation techniques.

Gerald Corey, chairman of the ICSOM Recording Committee, read the following resolution:

In view of the fact that there have been numerous flagrant violations of Article 24, sections 3 and 6a of the Constitution and By-Laws of the AFM, we the ICSOM, hereby prefer charges against those AFM members who, during the last year, have been in violation of the aforementioned Article 24, sections 3 and 6 as determined by the ICSOM Executive Committee and our legal counsel, and authorize the Executive Committee of the ICSOM to communicate these charges and the details thereof to the President of the AF of M for immediate action. (Signed by the members of the ICSOM Recording Committee.

AFM Vice-President Vic Fuentealba suggested that the resolution be amended to read that ICSOM is concerned over these violations that have been occurring and urges the President's office of the AFM to take appropriate action and urge all orchestra members having knowledge of any violations to report these to the President's office.

Counsel agreed with Fuentealba and suggested alternate language in the resolution which would embody his amendment suggestions.

Ted Dreher reported that the Federation is currently prosecuting violators, specifically rock bands. Violators in the symphonic field would have to be brought to the Federation's attention.

Sipser thought that the important thing to do would be to have a full-scale discussion between ICSOM and President Davis on the enforcement of these provisions and indicate ICSOM's intention to file charges. Also, ICSOM should ask that no consent be given to future agreements and also try to find out what consent has been given in the past. The implementation of the resolution is the most important matter.

The Chairman suggested that the sense of the resolution be carried out by having a meeting of the Chairman, the Secretary, and representatives of the Recording Committee with President Davis to inform him of our position on this matter.

Vic Fuentealba said that this matter had been discussed by the IEB and he requested that the Federation be supplied with more information.

Counsel Phil Sipser had to leave the Conference. He thanked the delegates for a wonderful experience and extended an invitation to them if they came to New York. He thought that ICSOM conferences were in the best heritage of trade-unionism, i.e., a voluntary group meeting to perform trade-union work and try not only to improve their lot but also the lot of their fellow human beings.

He was very warmly applauded.

A substitute motion was made on recordings: that the Recording Committee, at the earliest convenience, meet with President Davis and express to him the concern of this body at the lack of enforcement on these two articles and sections in the Constitution and By-Laws and request that his good offices immediately take steps to enforce such provisions as may be necessary to enforce these By-Laws and also, at the same time, serve notice that if this is not done, the proper charges in each instance will be preferred against these AF of M members.

The maker of the original motion withdrew the motion, and the delegate who had seconded the original motion agreed to this substitute motion and this motion was seconded.

During the discussion on this motion, Vic Fuentealba pointed out that not only should the Federation be informed about ICSOM's intention to have enforcement, but also the symphony musicians

should be informed, because the chief reason for lack of enforcement has been the lack of protest from musicians; therefore, it is very important that the people in the symphonic field realize that from now on violations will be brought to the attention of the Federation and that the Federation will take it from there.

The resolution was passed unanimously.

Gerald Corey continued his report by saying that the Recording Committee would be an active, working committee. He said that he would give the results of a questionnaire passed out at the beginning of the Conference. A much more comprehensive questionnaire will be prepared with the assistance of Vance Beach and sent to the orchestras.

The questionnaire asked (1) name of orchestra, (2) record or not, (3) wish to record, (4) if "yes," how many records per year, (5) what about classification, i.e., lowering scales, (6) would your orchestra approve a slightly lower initial scale provided increased royalties guaranteed at least the old scale if not more.

The results were, of the orchestras present: (2) 16 not recording, 10 recording; (3) 22 want to record, 1 doesn't feel ready; (4) some orchestras said, "As many as possible; 1 said "one"; (5) only 4 "yes," 5 "no," 11 had "?"; (6) 13 "yes," 1 "no," 5 "possible," 6 "probable," 2 "?".

The Recording Committee intends (1) to ask the Federation to stop U.S. conductors and soloists from the unfair practice of first preparing works with American orchestras, performing them frequently in America and then recording the same works abroad; (2) to request from the Federation volume of sales of the individual recordings of the American orchestras over a 10-year period 1961-1971; with the help of the Federation, the recording companies, and through contacts with recording musicians in Europe will (4) attempt to find out the number of European recordings made and sold in the U.S.; (5) study the possibility of recommending to the Federation a boycott on a local basis, of products advertised by radio stations broadcasting foreign orchestras primarily or exclusively; (6) to investigate different methods of paying recording scales, including increased royalties; (7) to ask the Federation to employ an advertising agency to plan and launch a "Buy American Orchestra Recordings" campaign; (8) to ask the Federation to rebut press releases which talk about the "suicidal" demands of American musicians for recording payments; (9) to ask the Federation to lobby with U.S. Customs for a fair tariff on imported master tapes and pressings, and

seek the help of American recording companies in this endeavor; (10) to follow up on Federation assurances that ratification of the new recording agreement will be made by representatives of ICSOM orchestras of all categories rather than just the top recording orchestras; (11) to study employing a "think-tank" to study the various electronic media, to advise on developments, potential employment opportunities, etc.

The Committee intends maintaining communication through conference calls and personal meetings when possible. A more comprehensive questionnaire will be prepared and perhaps also an ICSOM recordings chart. It will also assist in Recommendation #5, i.e., working for changes in the nickelodeon provisions, fighting record piracy and dumping, etc. Financial assistance from the Federation for carrying out this program would be appreciated.

This report was adopted by the Conference.

It was moved, seconded, and passed to include representation at the recording negotiations for ICSOM orchestras who have not previously recorded (their views presented by ICSOM Recording Committee members participating).

Corey urged that his committee be contacted by any orchestra contemplating and/or engaged in any recording negotiations so that ICSOM will have up-to-date information on developments.

The delegates resolved to support fully AFM President Davis' stand on rights in perpetuity to be included in all contracts for new recordings media.

The Chairman commented on the desire of orchestra managers of the so-called "Hungry Five" to become recording orchestras. "We found it inconceivable that orchestras with budgets of over two and a half million dollars should not be able to spend \$28,000 yearly on recordings; therefore, their interest in classification of rates seems ridiculous.

There was discussion on U.S. and London rates; the rates weren't too far apart, but Fuentealba said that total production costs are much lower in London, so musicians' costs aren't the primary factor.

The Chairman replied that, if this is the case, it should be brought to President Davis' attention and a press release should go out rebutting the recent articles which blame U.S. musicians

for the recording situation here.

The delegates discussed various aspects of the recordings agreement, including time-and-a-half provisions which make small ensemble recordings prohibitive.

It was moved that ICSOM appeal to the AF of M to allow each Local to set its own recording scale. The motion was unanimously defeated.

The concept of service trade-offs for recordings were extensively discussed. Reaction was mixed.

It was moved, seconded, and passed unanimously that service trade-off agreements be referred to the Recording Committee for exploration, discussion with the Federation, and a possible report back to ICSOM.

The idea of having operatic recording scale lower and/or establishing other provisions than symphonic provisions was discussed.

The tax-annuity shelter was discussed, as was instrument insurance problems. It was agreed that management should assume full coverage for instrument damage. It was recommended that the New York Philharmonic should be consulted on insurance coverage.

The Secretary announced that only the tapes and transcripts of Sipser's remarks on negotiations and the wage freeze would be disseminated.

The idea of hiring an ICSOM manager was discussed, and the consensus was that it was not financially feasible. Moreover, legal counsel does a big part of this function anyway. This subject, however, will be discussed at the next Conference.

It was suggested that the Budget Committee explore every avenue (apart from Federation/Local support, ads in Senza), i.e., grants supports from foundations, etc.

The ICSOM Executive Committee unanimously recommended that Phil Sipser be retained as legal counsel on the same fee basis as before. By unanimous vote Sipser was retained.

Improvements in the AFM Symphony-Opera Strike Fund was the next agenda item. The Chicago Lyric Opera wanted to know why its application was turned down. This orchestra did not meet the eligibility requirements, but the delegate was asked to sub-

mit a request for re-consideration to the trustees; keeping the fund viable is the biggest consideration. The San Francisco Opera formula was explained as was the New York City Opera and Ballet orchestras'.

There was discussion on liberalization of the Fund, and it was pointed out that these matters depended first upon the Fund's viability, which would, of course, take time.

Ted Dreher reported on difficulties in getting exact membership lists from orchestras so as to ascertain benefits payable: Detroit, Kansas City, New Orleans, and San Francisco. This lack of information jeopardized payments of benefits, and the Locals were so notified.

Ads in Senza were discussed, and it was moved to prohibit ads in Senza. The motion was tabled.

The idea of having a bi-annual meeting of ICSOM (every two years) was discounted because of the agreement that annual meetings were essential to exchange of information.

Affiliation with non-symphonic musicians was discussed. The ICSOM Secretary commented that he was interested in those musicians who make the bulk of their income from performance of music; these musicians do not approach the benefits enjoyed by symphony musicians, the chief reason being that they are not together all the time and therefore are at the mercy of contractors, club owners, bad working conditions, bad touring conditions, no job security, etc. He would like to have these musicians in every Local agree on some common goals, form their own committees and have a dialogue with symphony musicians, because of mutual interests, i.e., seminars at music schools on music performance as a career, working to help the recording situation, record dumping, etc.

He suggested that in each town the symphony musicians who know the respected non-symphony musicians contact these players and urge them to invite their fellow-musicians to a meeting, agree to common goals, set up a chairman and committee, and begin functioning.

Robert Ryker, the Montreal delegate, invited ICSOM to hold its 1972 Conference in that city; Henry Shaw, the Cincinnati delegate, also extended an invitation, as did John Burgess, the Buffalo delegate.

The delegates voted to meet in Montreal for the 1972 Conference.

The next item discussed was contact with foreign musicians. The delegates urged that contacts be made while their orchestras are on foreign tours and that these contacts be given to ICSOM, especially the Recording Committee. The Secretary described his largely unsuccessful attempts to establish contacts with foreign musicians. He urged members of ICSOM orchestras having firm foreign contacts to give him this information. It was suggested that Sam Denov be asked about contacts after his return home from touring with Chicago.

Contacts with orchestra associations were discussed and the Chairman reported that good rapport had been established with Aymas Ames, chairman of the Partnership for the Arts as well as former chairman of the Orchestra Presidents Association.

The formation of a U.N. orchestra was discussed; the Secretary read a letter from Victor Rice, cellist with Cincinnati, to ICSOM on the subject of world peace, in which he urged that ICSOM lend its support to the formation of a U.N. Symphony Orchestra. A letter from the White House to Mr. Rice on this matter was read, in which it was pointed out to him that the Peoples' Republic of China would be unlikely to react favorably to inclusion in this orchestra unless its status with the U.N. was resolved satisfactorily. Mr. Rice's suggestions on steps to take in forming this orchestra were read.

Ted Dreher gave the details of a one-week world symphony orchestra to be sponsored by Disney. Disney and the AF of M have not reached an agreement as to wages.

It was decided that Mr. Rice was to be commended for his idea and that the ICSOM Executive Committee would explore the possibilities with AFM President Davis.

The Montreal delegate called the delegates' attention to the fact that, while American musicians can freely join Canadian orchestras, Canadian musicians are stopped by U.S. immigration authorities from going into American orchestras. ICSOM was asked to see what it could do to rectify the immigration laws. Ted Dreher said that he was in daily touch with this problem and wanted to discuss it with the Montreal delegate.

The Baltimore delegate announced that his orchestra and the Baltimore public schools were sponsoring a composition competition. He thought that other orchestras might be interested in a similar competition.

The Cleveland delegate asked for information on the recent grant to Cleveland from the National Arts Council; the orchestra wondered how the money was going to be spent.

The Chairman understood that an application for a grant had to specify how the money was to be used; he thought that management should supply this information. He also said that President Davis would be interested in looking into this whole matter.

Vic Fuentealba thanked the Conference, noted that relations between ICSOM and the AF of M had never been better, and complimented ICSOM and its officers. He wanted to clarify one thing about the Kansas City negotiations: Henry Kaiser was sent there at the request of the Local and the full approval of the members of the orchestra. He concluded by saying that the AF of M was always willing to help orchestras with their problems and that he was looking forward to an even better relationship with ICSOM.

The St. Louis delegate asked if ICSOM had ever considered forming a negotiation team. The Chairman said that it had been previously discussed rather informally, but such a team had not been formed. He asked the delegate to submit an article on this matter to Senza.

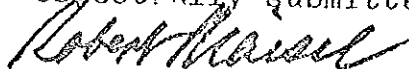
ICSOM thanked the Seattle delegates and the Local for their well-organized preparations for the Conference, and for the excellent dinner and entertainment for the delegates the previous evening.

Irving Segall, the Philadelphia delegate, on behalf of his orchestra and, he was sure, all the other ICSOM orchestras, thanked the Executive Committee for the time and the effort they put into representing the orchestras during the year.

The Chairman thanked the delegates and the other ICSOM officers for the cooperation which had made this a very successful Conference.

The Conference was adjourned

Respectfully submitted


Secretary, ICSOM