

OFFICIAL MINUTES

INTERNATIONAL CONFERENCE OF SYMPHONY & OPERA MUSICIANS  
(ICSOM)

SAN DIEGO

28, AUGUST - 1, SEPTEMBER, 1978

TO: ALL ICSOM DELEGATES

FROM: STAN DOMBROWSKI, SECRETARY

DATE: AUGUST 15, 1979

The Minutes of the 1978 ICSOM Meeting (San Diego) are enclosed.

If you are not the delegate this year, would you kindly deliver this document to the person who will represent your orchestra in Minneapolis. The Minutes — and Motions (on green paper) distributed last year — will be helpful to the delegate during the week's sessions.

We look forward to your participation.

Enclosure

## OFFICIAL MINUTES

### INTERNATIONAL CONFERENCE OF SYMPHONY & OPERA MUSICIANS (ICSOM)

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#### MONDAY, 28, AUGUST, 1978

Chairman Irving Segall calls meeting to order at 2:00 P.M.

Secretary Stanley Dombrowski calls the roll. Of the 46 orchestras comprising ICSOM, 37 sent delegates.

Atlanta	Indianapolis	Phoenix
Baltimore	Kansas City	Pittsburgh
Boston	Los Angeles	Rochester
Buffalo	Milwaukee	St. Louis
Cincinnati	Minnesota	San Diego
Cleveland	National (Washington, DC)	San Francisco
Dallas	New Orleans	Seattle
Denver	New York Philharmonic	Syracuse
Detroit	North Carolina	Toledo
Grant Park	Oakland (California)	Chicago Lyric Opera
Honolulu	Oklahoma	Metropolitan Opera
Houston	Oregon	New York City Opera
	Philadelphia	

The following were not represented:

Birmingham	Hartford	New York City Ballet
Chicago	New Jersey	San Francisco Opera
Florida	San Antonio	San Francisco Ballet

(A-1 President Adamo, Local 325, welcomes the Conference to San Diego and reads  
40) a letter in similar vein from Mayor Pete Wilson who is unable to attend.

The Chairman announces changes in the agenda and notes the three (for the first time) caucus sessions, held simultaneously, for orchestras categorized as Major, Regional, and Opera and Ballet, in addition to the four Workshops held in each of the four mornings.

MINUTES:

Secretary Dombrowski makes available copies of Motions and Minutes to those not having received them. Sandor Balint (Metropolitan Opera) offers corrections to both documents regarding Motion #13, that the opera rate should apply only to opera orchestras and to symphony orchestras with a regularly contracted opera season. Nancy Griffin requests that Stanley Weinstein's name be included on Page 7 of the Minutes (Music Assistance Fund) as co-sponsor of Motion #8 and as a member of the pertinent ad hoc committee in both documents. Los Angeles representatives offer corrections. After extended discussion, it was agreed that the word "ludicrous" be deleted from Page 8 of the Minutes and that a letter of insertion be appended to these Minutes explaining the position of the Los Angeles representatives, which follows:

"8-28-78"

"The pertinent section in the minutes states that the Los Angeles, Pittsburgh, Boston and St. Louis representatives gave case histories showing the "Ludicrous extent" to which the national contract had been abrogated by the managers of their respective orchestras. In the case of Los Angeles, this was not correct.

"The situation that existed in Pittsburgh, for example, was in no way analagous to our case. Last year, in Cleveland, Irving Bush, our Orch. Committee Chairman, explained how our Special Sessions agreement came about (with the union's approval) and, then continued with a description of how it was handled by management. He also noted that the reaction from the orchestra was favorable and there were no complaints from Orch. members.

(Signed)  
"Walt Ritchie  
Los Angeles ICSOM Delegate  
Orch. Committee Vice Chairman"

The Secretary also notes a correction on Page 10. "Officers' Honoraria," four abstentions should be noted in the vote count.

Minutes approved as corrected. (Motion #1.)

The Chairman introduces David Winstein and Ted Dreher, A.F.M. Vice-President and Presidential Assistant (Symphony), respectively.

#### APPLICATIONS FOR MEMBERSHIP:

Secretary Dombrowski moves that the Kennedy Center Opera Orchestra be admitted to ICSOM. After discussion and postponement of action, motion is carried unanimously. (Motion #17.)

#### CHAIRMAN'S REPORT:

Chairman Segall reviews activities for the year, regarding electronic media, the Executive Committee meeting in Atlanta, ICSOM's association with the American Symphony Orchestra League (ASOL), and the National Committee for Symphony Orchestra Support (NCSOS). While ICSOM agrees to participate with the former two organizations in meetings and discussions, such will be done "from the outside." Also reviewed are ICSOM's association with the Music Assistance Fund Orchestral Fellowships and the National Endowment for the Arts (NEA). The Chairman reminds that he and Mr. Ruggierri from the Milwaukee Symphony are both working musicians serving on the Orchestra Panel of the NEA. He calls the delegates' attention to the "Sound Off" session later in the week, a new and appropriate discussion after ICSOM's 16th year.

#### VICE-CHAIRMAN'S REPORT:

Robert Maisel is on tour, and unable to attend the meeting.

#### SECRETARY'S REPORT:

Stanley Dombrowski reads letter of regards from Max Arons, member I.E.B., and extends a welcome from the ICSOM Executive Committee to the many delegates able to attend the Conference. Reference is made to the allocation of \$1,000.00 - for tape transcription which is not productive in the Secretary's view. Minutes have now been cut to one-third their former length. The prompt sending of Motions to all delegates is attributed in part to a certain rigor of presenting such Motions on the floor - in written form to the Secretary rather than extemporaneous verbalizations. On Article X of the By-Laws, the Secretary moves a change to 2/3 of those voting rather than 2/3 of those eligible to vote, to remove the possibility of "rule by default." Delegates Solmsson (Honolulu) and Girko (Dallas) object, explaining that organization could be ruled by a minority. Opinion of Counsel is solicited from the floor, and Counsel also says that the organization must not be ruled by defaulters, that a majority of those voting, 2/3 or simple, is established practice in Federal and State elections and that the provision on (Article X) should be changed. Secretary's motion tabled, pending reproduction of By-Laws. (Motion #3.) On the previous amendment to Article VIII (Funds), relating to Honoraria, the vote was 33 aye, 0 nay. Late votes were two (2) additional aye, one (1) nay. The Secretary comments on the "useful" work of ICSOM regarding Special Sessions in phonograph recordings, the various meetings on the subject, and the letters finally dispatched by the A.F.M. to Local Unions and Symphony managers declaring local provisions for Special Sessions to be in contravention of A.F.M. policy.

Chairman's Report accepted (Motion #2).

Secretary's Report accepted (Motion #4).

TREASURER'S REPORT:

John Palanchian's report is distributed to all delegates and described as "self-explanatory." There are no loans outstanding for the first time in memory, and no orchestra has borrowed from the ERF (Emergency Relief Fund). Expenses of the Secretary were received after compilation and will appear in the next report. Expenses of AFM Observer Solmsson (1977) and Burrell (1978) are appearing concurrently.

(A-2  
700) SENZA SORDINO REPORT:

Henry Shaw gives a brief financial report of the ICSOM publication. He relies heavily on all delegates for material, original or already published. He suggests higher individual subscription rates. Discussion ensues on quality of paper. Counsel suggests the regular sending of Senza to opinion-makers in the arts, rather than going to them as a "fire-brigade" only in time of crisis. Delegate Zentner (Los Angeles) cautions about sending Senza to critics not friendly to ICSOM. Editor's Report adopted, (Motion #6).

COUNSEL'S REPORT:

Philip Sipser and Leonard Leibowitz suggest the inclusion of the report in the ICSOM Kit. They again make the plea for copies of arbitration awards, stressing that the Kit is the only repository of such records. The Kit is an ongoing book and must be kept up-to-date. Discussion ensues on NLRB jurisdiction, particularly where smaller orchestras are concerned. Counsel's Report adopted (Motion #7).

The Chairman notes that Max Herman, President Local 47, Los Angeles, is in attendance.

A.F.M. CONVENTION REPORT:

Melanie Burrell points to the immense workload at the A.F.M. Convention, handled very efficiently by the various Committees, and subsequently by the Floor. She also stresses ICSOM's need to show "we are here," noting that some A.F.M. delegates are surprised at ICSOM presence, even though we "are now an important element within the A.F.M." Report adopted (Motion #8). Melanie Burrell is designated delegate to the next A.F.M. Convention in Phoenix (Motion #9).

(B-2  
000) OCSM (ORGANIZATION OF CANADIAN SYMPHONY MUSICIANS) REPORT:

Melanie Burrell reports on some of the conditions in Canadian orchestras: non-mandatory retirement, pooling of instrument insurance, conductor evaluations (they do have a computer system), and the fact that 78% of orchestra musicians in Canada are landed immigrants, mostly from the United States. Efforts to involve natives may require an apprenticeship program, similar to the Music Assistance

Fund Orchestral Fellowships, as well as a development of specialized music schools. Immigration policy is another question.

(B-2 Mike Wall from OCSM speaks on this policy and how it moved to and from  
070) six-month work-permit renewal to one-year renewal, and how an apparent benefit was at the same time a detriment. He points to the anomaly of Americans on audition committees of Canadian orchestras, since so many are "landed immigrants," and the anticipated results of such weighted committees. Eventually, he feels "borders will be closed," but for the present, auditions will be held on an international level.

The Chairman announces the Workshop schedule, topics including Negotiating Techniques, Pensions and Health & Welfare, Contract Administration, and Quality of Life in Orchestras.

#### TUESDAY, 29, AUGUST, 1978

The Chairman welcomes Victor Fuentealba, President, A.F.M.; Lou Nauman, President, St. Louis Local; and Vance Beach, former Editor, Senza Sordino, and former member of the Los Angeles Philharmonic.

#### ELECTRONIC MEDIA:

##### FM TAPES:

Fred Zenone notes wide variances in payment and in method of payment for this service; advocates no pension or profit-sharing arrangement. His report lists problems related to: restrictions on replay, ownership of tapes, storage, method of production, who will edit, whether tapes are fair representation of live product, and whether a possible "third party" might bear influence on merit of tapes in the original syndication arrangement. Lew Waldeck (New York City Opera) points to the deficiency in monitoring, introducing Motion #11, carried with eight (8) negative votes. President Fuentealba interjects that such monitoring would be "too costly to accomplish," and that such as is done is on a representative sample basis, with the resultant statistics becoming the national norm.

##### PHONOGRAPH RECORDINGS:

Irving Segall points to the excellent relationship with the A.F.M., that directives established at the last ICSOM meeting were presented to the Federation. He admits that the Special Sessions issue is an emotional one. He and Stanley Dombrowski met with the International Executive Board in Palm Beach specifically on that subject. President Fuentealba, in later discussion, says that the Federation position (which upheld that of ICSOM) was taken because there was no provision for Special Sessions in the National Agreement, but that the matter should be looked at again and in depth.

## OPERA RECORDINGS:

John Palanchian details the proposal which would have provided for a 10% reduction from the existing symphonic scale for the first four sessions of one full-length opera, with the fifth (5th) and all succeeding sessions having a 15% reduction. The offer was rejected by the recording industry.

(Long discussion follows.)

## (C-2 A.F.M. PRESIDENT'S ADDRESS: 276)

Victor Fuentealba recalls the day where ICSOM and the Federal viewed each other with mutual distrust, but "that the relationship we have today is the greatest it has ever been." He speaks of problems, particularly the employer-employee relationship outside the symphonic field, the need for performance rights legislation, repeal of the Lea Act, the amount of NEA funds going to small amateur groups instead of established professional organizations, and the age of video-cassettes. Also addressed are the problems of Personnel Managers, regarding auditions, charges of discrimination, and whether or not they should remain as playing members. The request for Conference status for the Personnel Manager was denied (applause). He says that the Strike Fund has never been, nor probably ever will be self-sustaining. He concludes by thanking all the ICSOM officers, praising ICSOM for doing for the symphonic musician what the Federation and its Locals could not do, hoping that the two bodies will work hand-in-hand. Extended applause. The Chairman thanks the President; Counsel Sipser credits Fuentealba for his part in reconciling former differences between the A.F.M. and ICSOM.

## (D-1 (RESUMPTION OF MEDIA DISCUSSIONS) 274)

Miles Zentner (Los Angeles), formerly having asked for the floor, yields to Irving Bush (L.A.) who offers Resolution (Motion #12). Speaking against the Resolution are Delegates Berkenstock (James), Palanchian, Segall, Barnoff, Girko, Elias, Waldeck, Dombrowski, Weinstein. Weinstein, Sipser, and Fuentealba object to or find inappropriate the use of President Fuentealba's name in the Resolution. Motion withdrawn.

(President Fuentealba leaves.)

## (D-1 (MEDIA REPORTS CONTINUE) 580)

### VIDEO TAPE-CASSETTES/VIDEO DISCS:

John Palanchian describes a position paper listing proposals of the Media Committee, which include the concept of scales for Symphony and for Opera/Ballet - in "studio" and "live" situations. The report explains differences between cassette-tapes and discs, the former being the more expensive, but lending itself to use in a home for copying - therefore to possible "piracy" activity - while the latter is a commercial product much like a phonograph record. Revenue sharing, it is felt, is an important aspect of any subsequent national agreement, since



(D-2 415) "up-front" money, adequately compensating performers, would probably not be forthcoming in a business as new and speculative as this. Motion #13 authorizes the Media Committee to proceed along the guidelines given in these reports.

PUBLIC TELEVISION:

Fred Zenone calls attention to the expiration of the PBS National Agreement, February 28, 1979. He says it is a contract essentially for free-lance musicians requiring special provisions for symphony/opera/ballet. He feels the contract does not deal realistically with "studio" versus "live" situations. Consequently a orchestras find themselves having 9- and 10-service weeks instead of a "second-sell" arrangement (where performers engaged are already being paid for one kind of service). He advocates a drastic cut in replay potential and emphasizes the differences in this contract from the Phonograph Recording Contract, In Public Television, only those playing are paid; there are no provisions for reduced orchestras.

In discussion, it is found that 29 orchestras have done some work in public television.

WEDNESDAY, 29, AUGUST, 1978

(E-1 028) STRIKE FUND:

Ted Dreher, A.F.M. Presidential Assistant, gives his annual financial report to the Conference, the details of which are distributed to the delegates in print. The fund, he says, is skirting deficit, with a \$9,305.57 projected surplus. Total receipts and disbursements from the Fund in the years of its existence are in the vicinity of 3/4 million dollars. If an orchestra wishes to join the the Fund by 15, December, 1978, it must make the payments due by 1, April, 1979, and 1, April, 1980, before it can receive its first benefit by 1, September, 1980. Emphasis is laid on the indenture by which the Fund was instituted, and that once an orchestra decides (by majority vote which is binding on all players) to join, that membership is irrevocable. Payment by individuals is mandatory and treated as Union membership dues. Counsel Sipser follows Dreher's statement expressing "uncomfortable feeling about the casualness" with which the Strike Fund has been treated. "There is no orchestra that has not benefited," he declares, "from negotiations in another orchestra;" that regardless of claims and counter-claims for credit after a contract is signed, the basis for advances are usually settlements made elsewhere.

He reminds that our field is not capable of cutting off essential services, that whatever power (beyond the usual rhetoric) we have has been won "inch-by-inch," and that membership in the Strike Fund - which he urges for every orchestra - is just one more plus in that direction, even if membership is only "theoretical." Everyone, therefore, has been the beneficiary of strikes elsewhere, so membership can be simply reduced to an act of self-interest. Sipser applauds the Federation guarantee of \$250,000 to the Fund as the best evidence of good faith.

(E-1 660) The Chairman reads a letter from Adrian Gnam, National Endowment for the Arts. The essence of the letter deals with the "pitifully small" appropriation for symphony orchestras - \$6.8 million - to be distributed to all of them; the letter also describes the meeting of the orchestra panel in Milwaukee addressing minority participation and the greater involvement in music by Americans - artists, conductors, and the performance of American compositions.

(E-2 050) MUSIC ASSISTANCE FUND:

John Palanchian reports, describing the Fund, its organization, its objectives screening and audition procedures, and ICSOM's connection to the program. In the past year, 83 applications were received; 16 were screened, with 10 accepted, 5 rejected, and one successful only after rejection (!). Seven orchestras - New York Philharmonic, Minnesota, Philadelphia, Chicago, Los Angeles, Pittsburgh, and Boston - auditioned applicants from their own geographic area.

(E-2 394) MINORITY MUSICIAN REPORT:

Stanley Weinstein, New Orleans, reads an article by Donal Henahan, New York Times, entitled, Will Cultural Apartheid Poison the Arts in America. While the long-range effects of the condition could be devastating, the article states, few in control of the Arts seem concerned. Weinstein's committee submits its report in two phases: Study and Recommendations. Findings of the first phase are divided into the positive and negative, but the bottom line is that a meager 2%-3% of musicians in symphony orchestras, by best estimates, are blacks. Recommendations include increased participation in the Orchestral Fellowships, the support and expansion of other existing programs, and the creation of programs in communities where none exist, with a number of guidelines suggested for implementations and success of such programs. Motion #14 is the outgrowth of this report and discussion.

At 2 P.M. three caucus sessions are held simultaneously for Major, Regional and Opera/Ballet orchestras.

(F-1 240) STRIKE FUND TRUSTEES:

Melanie Burrell is elected Trustee and Fred Zenone, 2nd Alternate.  
(John Palanchian continues as 1st Alternate.)

CONSOLIDATION OF PENSION FUNDS:

General invitation extended to managers nationally. Two representatives attend:

Robert Christian - San Diego  
Donald R. Wall - North Carolina

Objective is to pool pension funds for increased benefits without increased cost. Phil Sipser estimates that millions of dollars of increased benefits over the years could have been available to musicians nationally, had such a pooling

of assets been instituted; that after a certain asset level, yield rates would increase, by as much as 1%. After such pooling, and the approval of the appropriate government agency, managements could then have freedom to "shop around" and make recommendations, provided that their philosophy is consistent with that of ICSOM.

On another topic, the investment philosophy of pension funds today, Sipser rails the policy of investing in equities, favoring fixed-income securities; and when the question arises as to the ratio of equities to fixed-incomes, his answer is an emphatic "nix on mix." The reasoning behind this position is the dismal performance of equity issues over the last decade and the resultant heavy losses incurred by funds. Fixed-incomes, on the other hand, could be acquired, yielding 8-1/2%-9%, comfortably meeting yield-assumption rates of 5%-6%. While the equity philosophy could result in a greatly enlarged fund should the equities appreciate, this had not materialized in the immediate past, and many equity funds actually depreciated. This undue risk-taking is unnecessary when the requirements of pension funds can be met with greater safety by fixed-income securities. Sipser suggests the avenue of an insurance company willing to issue a long-term contract (10-12 years) with a guaranteed 8%-8-1/2% yield. Whatever the case, the pension trustees themselves should only set the investment philosophy and not assume the fiduciary responsibility of the Fund - the actual investment decisions to be made by the bank, insurance company or investment managers entrusted to make them.

(G-1  
127) AGE DISCRIMINATION IN EMPLOYMENT ACT - (Presentation by Counsel Sipser.):

The Act (1967) established for the first time that retirement could not be mandated before the age of 65 in the private sector and 70 in the public (government) sector. The Act, as amended in 1977, moves the maximum age from 65 to 70. It still retains three important prohibitions of the original legislation. Stated in a very general way, Section 4(a) makes unlawful:

- (1) refusal to hire because of age (after 40).
- (2) demotion because of age (adversely affecting employee's status).
- (3) cutting salary after 65 (reducing employee's wage rate to comply with this Act).

Exceptions: (1) The Act is applicable in situations of at least 20 employees active in at least 20 weeks of employment.

- (2) Certain states have their own Age Discrimination Acts.

INVESTIGATION OR ENFORCEMENT OF THE PROHIBITIONS UNDER THE ACT:

Under the original Act, it was necessary to file an intent to sue (lawyer necessary). Under the amended Act, it is now possible to file a charge with the Secretary of Labor at any regional office. This should not be done orally, but on the appropriate form, with a copy retained, and within 180 days. (In the case of filing first with a state agency, where such exists, the total time is 300 days.)

Where the Secretary of Labor dismisses the charge because of insufficient merit, one is still free to file suit, and to do likewise even before the decision is rendered.

If the Secretary decides to file suite, this supersedes the individual lawsuit on the theory that the Labor Department is remedying a public wrong, not only a violation to an individual.

The above provisions are effective at the termination of the current collective bargaining agreement or 1, January, 1980 — whichever occurs earlier.

#### EFFECT ON PENSION AND HEALTH AND WELFARE PLANS:

As a result of the Act and the consequent later retirements, Assumptions of Age will change.

Several unanswered questions are posed:

- (1) Would an employee be entitled to increased yearly retirement benefits were he to continue to work beyond "normal retirement age" until 70, for example, not collecting his pension until such time (i.e. the reverse of "early" retirement, where his yearly benefit is decreased actuarially)? Answer is probably not, unless proved otherwise by successful lawsuit.
- (2) Are employers compelled to contribute to the plan of an employee after age 65? Not clear, but orchestras so far have been doing so. If they attempt to change that, they could be violative of their master contracts and their past practice. The Act does not mandate a change in their current practice, whatever that is.

#### HEALTH AND WELFARE PLANS:

After 65, life insurance plans, for example, rise precipitously. Orchestra managements may want to pay the same premiums, as for younger players, but with resultant decreased benefits. Likewise, not clear.

Sipser points to a New York Times article by Donal Henahan, on the aging musician and his rights. He refers to the Chicago Symphony and that, by next season, some 40 players will be at least 60 years old, a condition probably becoming more and more typical in coming years. The possibility of conspiracy between conductor and management to remove such players is obvious; but questions Henahan, "Is this age discrimination or simply the lawful exercise of artistic leadership by the music director?" Sipser strongly urges that his office be consulted before charges of discrimination are filed.

Much discussion on this entire matter follows, far beyond space limitation here.

\* \* \* \*

The Chairman thanks Glenn Campbell and members of the San Diego Symphony, who single-handedly provided a very pleasant beach party the night previous. Warm applause from the delegates.

\* \* \* \*

(G-2  
200) ICSOM DIRECTORY:

Henry Shaw gives directions for the correct filing of data.

REPORTS ON NEGOTIATIONS:

(G-2  
370) Oklahoma Eric Ginzburg

(G-2  
418) Oregon Glen Reeves

(G-2  
440) Pittsburgh Lauren Scott  
(50% Vesting in 5 years; Sipser note)  
Full Vesting in 10 years.

(G-2  
616) Denver Melanie Burrell

(H-1  
172) Baltimore Leo LePage

(H-1  
186) National Fred Zenone

(H-1  
202) Cleveland Harry Barnoff

(H-1  
226) Detroit Tom Downs

(H-1  
302) Denver (addendum) Melanie Burrell

(H-1  
336) Grant Park Jean Berkenstock

(H-1  
346) San Francisco Don Ehrlich

(H-1  
365) Philadelphia Irving Segall

(H-1  
500) Seattle Marilyn Garner

(H-1  
607) Oakland (California) Donn Schroder

(H-1  
701) James Hamilton, Kansas City Philharmonic, describes problem of students playing in the orchestra. See Motion #15.

(H-2 162) A "SOUND OFF" SESSION follows (for the first time at these Conference Meetings):

Delegates voice a wide diversity of suggestions, complaints, compliments. It is generally agreed that ICSOM would benefit from better PR, particularly with its constituent orchestras and their Local Unions. Suggestions include having more than one delegate from each orchestra and formally inviting Local officials to meetings, and submitting pictures and articles to J. Martin Emerson, Secretary, A.F.M., for publication in the International Musician. In addition, a number of delegates suggest the creation of a paid administrator, possibly having an office at the Federation, to relieve ICSOM officers of the growing work load.

(1-2 196) TED DREHER, A.F.M., reports on most recent contact with Kansas City Local officials, regarding the problem originally reported to the Conference by James Hamilton (Kansas City) and resolved by Motion #15. Dreher announces that any further appearance of students playing with the Kansas City Philharmonic could result in the regular musicians refusing to play. (Applause)

#### FRIDAY MORNING - 1, SEPTEMBER, 1978

(1-2 234) The Secretary calls the roll for the closing day.

#### NOMINATIONS FOR OFFICERS:

Chairman Segall relinquishes the Chair. Secretary Dombrowski assumes Chair and opens nominations for Chairman. Irving Segall is nominated and re-elected by acclamation.

The Chairman opens nominations for Vice-Chairman. Fred Zenone (Washington) and Harry Barnoff (Cleveland) are nominated. Both candidates are asked to leave the room. During discussion, it is submitted that By-Laws provisions limit each Member-Orchestra to one officer, and that the Cleveland Orchestra already has an officer on the ICSOM Executive Board (Bert Siegal, Central Vice-Chairman). The nomination of Harry Barnoff is therefore disqualified. Both nominees are asked to return. Nominations for Vice-Chairman are re-opened. Melanie Burrell is nominated. She declines. Fred Zenone is elected by acclamation.

The Chairman opens nominations for Secretary. Stanley Dombrowski is nominated, re-elected by acclamation.

The Chairman opens nominations for Treasurer. John Palanchian is nominated, re-elected by acclamation.

The Chairman opens nominations for Editor Senza Sordino. Henry Shaw is nominated, re-elected by acclamation.

Due to resignation of Larry Hartshorn and the above election of Fred Zenone, the offices of Southern and Eastern Vice-Chairmen are vacant. These are respectively filled by Brad Buckley (St. Louis) and David Angus (Rochester) in special elections.

(1-2  
500) RETAINING OF COUNSEL:

Motion #16 retains Counsel at the same fee.

(1-2  
054) MOTION #15, in its final wording, is passed.

It is to be explicitly recorded that the prohibitions of the Motion are not in any way to be construed as in conflict with the program of the Music Assistance Fund, which ICSOM actively supports, or one-time educational projects.

(J-1  
065) CHANGING THE BY-LAWS:

Motion #3, tabled earlier, is re-introduced. Secretary Dombrowski, maker of the motion, details past history of By-Laws changes and the difficulty of achieving the necessary participation when orchestra ratification is required. Motion was generated after appropriate discussion with the Executive Committee and Counsel. Long and exhaustive discussion. Amendment is introduced as compromise to opponents who may have felt that the original proposal was too drastic a change.

(J-1  
504) ADMISSION TO ICSOM OF KENNEDY CENTER OPERA ORCHESTRA:

This matter, also referred to earlier, is now illucidated by more information and discussion. Chronologically, Motion #17 passes at this point.

(J-2  
011) ROLE OF PERSONNEL MANAGER:

James Berkenstock (Chicago Lyric Opera) distributes a side-letter to the Lyric Opera Contract herewith reproduced.

C O P Y

C O P Y

C O P Y

EXHIBIT C

(FROM LYRIC OPERA CONTRACT)

Mr. Daniel Garamoni  
CHICAGO FEDERATION OF MUSICIANS  
175 West Washington Street  
Chicago, Illinois 60602

Re: Use of Orchestra Member To  
Perform Administrative Duties

Dear Mr. Garamoni:

No Orchestra member shall be required to contract with Lyric to perform administrative duties. In the event an Orchestra member agrees to act in such capacity, such member will not exercise supervisory authority over any Orchestra member. This means that such person shall not (1) reprimand Orchestra members or transmit such reprimands; (2) make musical judgments on behalf of the Opera; or (3) interpret the Agreement on behalf of the Opera.

Very truly yours,

LYRIC OPERA OF CHICAGO

(SIGNED)

By  
Carol Fox, General Manager

CF



(J-2  
033) PAYMENT OF ICSOM DELEGATE EXPENSE BY LOCAL UNIONS:

James Berkenstock reads Motion #18 at this time, jointly sponsored by himself and Lew Waldeck.

(J-2  
075) TRIBUTE TO ROBERT MAISEL, PAST VICE-CHAIRMAN AND FOUNDING SECRETARY OF ICSOM:

Motion #19 dedicates the 1978 Conference Meeting to Bob Maisel, initially sponsored by Brad Buckley and Stan Dombrowski, and extended to the entire Executive Committee. Dombrowski recalls Maisel's many years as Secretary and comments on what an act it was to follow. The Chairman bestows upon Maisel the position of Honorary Historian.

(J-2  
126) PUBLIC TELEVISION PROPOSALS:

John Palanchian details proposals drawn up by the ICSOM Media Committee regarding PBS negotiations scheduled for February, 1979. Motion #20 gives Conference support to said proposals.

(J-2  
380) FULL-TIME EMPLOYEE FOR ICSOM:

Question from the floor is posed on the above topic. Chairman suggests temporary disposition of the matter on the Executive level, with a report to be issued the following year.

(J-2  
395) SITE FOR NEXT YEAR'S MEETING:

Minneapolis had been offered earlier, and, after no other forthcoming invitations, becomes the chosen site.

(J-2  
415) SAN FRANCISCO DUES PAYMENT:

Don Ehrlich introduces Motion #21, not essentially dissimilar to a motion submitted last year and defeated. This motion also meets defeat. The Treasurer's most cogent reason for a negative posture toward it is concerned with the Emergency Relief Fund, from which a single musician could borrow several times (being a member of several ICSOM orchestras), yet pay into the Fund only once, were the Motion to pass. The problem concerns the symphony, opera, and ballet orchestras in San Francisco, which have interlocking memberships.

David Winstein, Vice-President A.F.M., rises to congratulate ICSOM and to state that the organization serves a most valuable purpose.

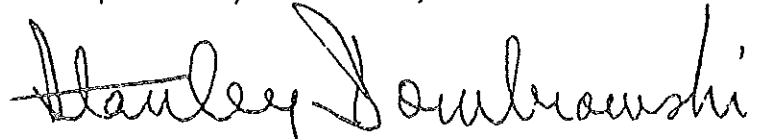
Ted Dreher, A.F.M. Presidential Assistant, wishes to echo the above sentiments and thank ICSOM for the fine treatment received.

The Chairman expresses ICSOM's appreciation to Messrs. Winstein and Dreher.

(J-2  
604)

The 1978 Conference at San Diego is adjourned.

Respectfully submitted,

A handwritten signature in cursive script, reading "Stanley Dombrowski". The signature is written in dark ink and is positioned above the printed name and date.

Stanley Dombrowski, Secretary  
15, August, 1979