

OFFICIAL MINUTES

INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS

August 25-29, 1980
Portland, Oregon

Monday afternoon, August 25, 1980

Chairman Irving Segall called the Conference to order.

Secretary Stanley Dombrowski called the roll of 47 ICSOM orchestras; delegates were present representing 39 orchestras:

Atlanta	Kansas City	Philadelphia
Baltimore	Kennedy Center Opera	Phoenix
Boston	House	Pittsburgh
Chicago	Los Angeles	Rochester
Chicago Lyric Opera	Metropolitan Opera	St. Louis
Cincinnati	Milwaukee	San Antonio
Cleveland	Minnesota	San Diego
Dallas	National	San Francisco Ballet
Denver	New Orleans	San Francisco
Detroit	New York City Opera	Symphony
Grant Park	North Carolina	Seattle
Honolulu	Oakland	Syracuse
Houston	Oklahoma	Utah
Indianapolis	Oregon	

Orchestras not represented were:

Birmingham	New Jersey
Buffalo	New York City Ballet
Florida	New York Philharmonic (tour)
Hartford	Toledo

Also represented was the Louisville Orchestra, applying for membership and later admitted as a new ICSOM member orchestra.

Introductions

Chairman Segall introduced Oregon hosts Carla Wilson (Oregon Symphony ICSOM delegate), Bob Jones (IEB) and Oregon Senator Ted Hallock, who is himself an active musician. Hallock addressed the group and noted that historical examples of "ICSOMization" have included Benvenuto Cellini, Bolshoi dancers, Hollywood artists, Vladimir Horowitz and Artur Rubenstein, all of whom were remunerated for their efforts during their lifetimes. He commended our approach to the media situation and wished us well.

Additional introductions included Ted Dreher (Symphony Department, AFM), Lou Nauman (President of St. Louis Local 2-197), Marle Young (Secretary of Los Angeles Local 47), Don Adams (OCSM observer) and Eddy Bayens (Canadian Symphony Symposium).

Chairman's Report

Chairman Irving Segall noted that this will be a crucial Conference; decisions to be made this week will be significant for the future of symphony musicians. Happenings during the past 10 weeks, and especially in the past 2 weeks are important, particularly AFM Ammended Resolution #1 which was passed at the June AFM Convention. The 1% work tax imposed by this Resolution may be a grave threat to our future.

The recording contract, ratified this past season, represents positive effort by the ICSOM Media Committee; however, the subsequent printed version contains changes which were not agreed to by ICSOM.

AFM-EPW Fund benefits are changed to a lower figure for those who are collecting pensions but still working. Speakers will address the Conference on all of these matters.

Segall stated that we must decide on new officers at this Conference; he plans to retire as Chairman, and all line officers must be elected this year. A dues increase will be proposed, and membership policy guidelines must be determined. Other issues to be addressed include women in symphony orchestras, and the quality of work life.

Segall noted that we have come a long way. He is proud to be a part of our organization and what it represents.

The agenda order was revised so that we might discuss the Federation work dues issue prior to AFM President Victor Fuentealba's address.

AFM Convention Report

Stanley Dombrowski and David Angus attended the AFM Convention in June on behalf of ICSOM. Dombrowski reported that after last year's AFM Convention, ICSOM had requested improvements in status, voice, reimbursements and registration procedure. As a result, the Federation agreed that the ICSOM observers would be seated on the platform, be given the same daily printed materials as are given to delegates, be admitted to committees and be allowed to address the delegates. Ammended Resolution #1 (work dues) was described in detail by Dombrowski, including the need for finances by the Federation, handling of the Resolution by AFM Law and Finance Committees and Subcommittees, debate, and voting procedure. The Resolution was passed at the Convention by a voice vote;

ICSOM did not have an opportunity to address the Convention. Dombrowski told the Conference that the impact of the Resolution is that 3,919 symphony orchestra musicians (who comprise 1.3% of the Federation) will carry 37% of the AFM budget. The Resolution will generate \$2,680,000.

Angus gave additional information about the AFM Convention voting procedure, including the voice vote and weighted vote. He also described the organization of the Convention, committee structure, costs of the Convention, and composition of the IEB. He stated that the Convention was extremely well organized, but that Convention delegate concerns are for the general membership, not for symphony orchestra musicians. He suggested that we need to "politicize" ourselves with the IEB, as well as elect local officers who represent symphony musicians. We must also support our colleagues in the general union membership, thus combining grass roots support with working with the IEB. Local union officers and delegates are our representatives, and we must take more care in electing them.

A lengthy and spirited discussion followed, with participation by ICSOM delegates and input by Bob Jones of the IEB.

Media Committee Report: Recording Contract Negotiations

Frederick Zenone reported on recording contract negotiations with the industry at the Federation offices in New York during October 1979. The agreement includes two new sections: a symphonic section (including a new section on location recordings) and a non-symphonic section (chamber music).

New rates were explained, and it was noted that the new location recording rate incorporates the concept of multiple takes of live performances, with payment by product time. ICSOM felt that since this is a new area, we should be especially concerned with the language of the draft. In spite of an agreement during negotiations that there would be no speculative recordings, the printed agreement turned out to be very different from the original agreement, and contained language that provided for speculative recordings with payment upon release (after payment for a basic 3 hour session). Changes in language also appeared in the chamber music agreement, permitting variances that are less advantageous to the symphonic musician (i.e. chamber music rates for more than 24 musicians with Federation approval). Thus, two very serious problems have resulted. Zenone stated that we are concerned that although we have dialogue with the Federation, in the final results we are ignored. Therefore our time and money seem to have been wasted. In the instances mentioned, ICSOM had objected because the wording which was finally printed was different from what had been negotiated.

Discussion followed, dealing with the meaning of this situation, legal implications, and subsequent conversations with the AFM.

Vice-chairman's Report

Vice-chairman Frederick Zenone indicated that communication is the prime responsibility of the ICSOM Vice-chairman, in cooperation with the Area Vice-chairpersons. Contact is maintained regarding contract expiration dates, media negotiations, and labor difficulties. Conductor evaluations are also handled by the ICSOM Vice-chairman; Zenone urged orchestras to contribute to this pool of information and noted the particular lack of evaluations on Music Directors. The Vice-chairman, as a member of the ICSOM Executive Board, participates in influencing policy as he sees it and as he feels that ICSOM sees it.

Tuesday morning, August 26, 1980

Address by AFM President, Victor Fuentealba

President Victor Fuentealba stated that he is attending and addressing the ICSOM Conference because of developments in recent weeks and months which have resulted in trouble. He said that we must be dedicated to resolving problems, establishing communication, and working together, with a common goal of improving working conditions for musicians. Fuentealba recounted the history of his role in the AFM and described the fiscal setup of the Federation. He stated that we are the largest entertainment union in the world, but we are one of the poorest. In his description of the background of financial difficulties, he said the AFM has income from only three sources: initiation fees from new members, per capita dues, and fines from traveling musicians. He outlined AFM expenses, and described the procedure which led to the passage of Ammended Resolution #1.

Fuentealba described the phonograph recording negotiations, together with his views on the disagreement over wording in the printed document. He said that it is too late to solve this situation now, but he will try to set up safeguards for the future. Such safeguards could include better communication, earlier meetings with players, and having the AFM draft the contract.

A question and answer period followed. Delegates expressed many concerns; dealing with such items as future dues increases, lack of ceilings, loss of local autonomy, need for better services, AFM expenses, and voting procedure.

President Fuentealba remained adamant in his refusal to consider alternative methods of resolving the Federation's financial difficulties.

Tuesday afternoon, August 26, 1980

Discussion continued on the matters brought up during the morning session. Particular topics included the recording contract and work dues situation. ICSOM delegates expressed concern that we contribute heavily to the Federation's expenses, but do not have any political control. Delegates were not so disturbed that the Federation actually needs money, but strongly questioned the means by which it is to be collected.

The discussion was scheduled to be continued later in the week.

Treasurer's Report

Treasurer John Palanchian presented a brief discussion of the printed Treasurer's Report, which was distributed to delegates. ICSOM income consists only of dues and interest; our balance is now \$16,859.71, but expenses yet to be subtracted bring the total actually down nearer \$12,000. This year's costs have been higher because of increased activity, inflation, and the increase in Counsel's fee.

There was a brief discussion of the procedure by which ICSOM orchestras can obtain loans from the Emergency Relief Fund.

Motion carried to adopt Treasurer's report (Motion #1).

Motion carried to adopt Chairman's report (Motion #2).

Senza Sordino Report

Senza Sordino Editor Henry Shaw explained the budget and expenses, indicating that there was a balance of \$1,018.52 on August 31, 1980, but Issue #6 must still be paid out of this balance. Shaw urged all delegates to contribute material beyond routine items, as much more input is needed. He reminded us that the ICSOM delegate is the correspondent, who must supply information for publication.

Counsel's Report

Leonard Leibowitz referred to the printed Summary of Services provided for all delegates, and commended the work of Jill Hansen, Administrative Research Assistant. Most of Counsel's work for ICSOM involves individual orchestras' problems; delegates are encouraged to read the written report. Leibowitz also reminded us that copies of contracts should be sent to Counsel's office.

Motion carried to adopt Senza Sordino report and Counsel's report. (Motion #3).

Strike Fund Report

Ted Dreher, referring to the printed Strike Fund Report, presented the Strike Fund financial situation.

Melanie Burrell explained new changes in the rules and regulations. 34 orchestras now belong to the Strike Fund; ICSOM had asked for a change in eligibility requirements. Strike Fund Trustees had discussed necessary changes and recommended them to the IEB. IEB had unanimously approved and recommended these changes. Subsequently the changes were ratified by the 1980 AFM Convention. New requirements for an orchestra to join the Strike Fund are 60 members and a \$10,000 guaranteed annual salary (previous rules were based on 75 members, together with number of services).

Burrell outlined mechanics of use of the Strike Fund: eligibility occurs after one week of work stoppage, with benefits payable up to 15 weeks at \$100/week. Application must be made through the local Union. Fiscal year is September 1 - August 31, during which each musician's \$55 premium must be paid. The deadline for this payment to reach the New York office is April 1.

Motion carried to adopt the Strike Fund report (Motion #4).

OCSM Observer's Report

Irving Segall represented ICSOM at the 1980 meeting in Quebec City of OCSM (Organization of Canadian Symphony Musicians). He reported that the relationship between Canadian musicians and employers is different from what we experience. The format of the 3 day meeting included the Executive Committee and delegates from the 14 member orchestras on the first day. Discussion of work dues on that day brought a response similar to that at the ICSOM meetings. A later session, chaired by Eddy Bayens, added union representatives (Canadian Symphony Symposium), and included addresses by James DePreist and Alan Wood. Wood, who is Canadian Vice-president of the AFM, had an approach similar to AFM President Fuentealba's.

Imported musicians are a big problem in Canada; it was suggested that a supplementary guaranteed job be provided if necessary so that imports could be guaranteed a living wage. An additional observation was that financial difficulties of an orchestra are not to be solved by reducing the pay or the services of the musician.

Don Adams, OCSM observer at the ICSOM Conference, brought greetings from OCSM, and noted the heated remarks at the OCSM Conference when orchestra and union representatives were together. He remarked that there was a lack of information available to Canadians at the time of the AFM Convention.

Motion carried to adopt OCSM Observer's report (Motion #5).

Motion carried to adopt Vice-chairman's report (Motion #6).

Media Committee Report: Video disc-cassette/pay TV

John Palanchian stated that our demands were accepted by the Federation and were included in a package which was presented to the industry in May. Industry dealt first with non-symphonic matters; symphony negotiations may resume in October. Cablevision is an existing commercial company, with whom a contract has been negotiated and signed, but the document is not yet available. ICSOM's concept, as explained by Palanchian, includes only live music (no studio sessions or patches), with various increments of uses and payments involving revenue sharing of gross. The up-front money is lower, but there is greater long-run potential for economic return.

A breakthrough exists in the clause which says that 80% of productions will use American Orchestras. Cooperation of ICSOM member orchestras in this negotiation was excellent; through the ICSOM Media Committee this negotiation was proof of effective collective bargaining on a large basis.

Wednesday morning, August 27, 1980

Secretary's Report

ICSOM Secretary Stanley Dombrowski presented corrections, which were read into the minutes of the 1979 Conference.

Motion carried to approve the Secretary's report as corrected (Motion #7).

Dombrowski reported that the By-law change concerning an honorarium for the ICSOM Vice-chairman had been ratified by member orchestras, 33 yes, 0 no, 2 late and not counted.

New membership applications and inquiries are increasing. Dombrowski indicated that he will not run again for the office of ICSOM Secretary.

Media Committee Report: Film Agreement

It was reported that the film agreement expired as of the end of July 1980. Musicians are currently on strike against the film industry in Los Angeles; producers refuse to meet and bargain with the AFM until progress is made with SAG and AFTRA.

Media Committee Report: Public TV Agreement

Brad Buckley reported that the Public TV agreement expires in March 1981; ICSOM will be involved in the new negotiations. Orchestras who now do or who may later do PBTv are urged to let the ICSOM Media Committee know what they would like to see in the new agreement.

Discussion followed.

Motion carried that the ICSOM Media Committee be authorized to go to the upcoming PBTv negotiations with an attempt to effect changes in the agreement toward appropriately increased revenue, reduction in scheduled number of showings, and continuation of the basic philosophy of allowing favorable rates for regular services in the schedule, with premium rates for extra services, and substantial increases in payments for foreign usage and re-use. (Motion #8).

ICSOM orchestras are encouraged to maintain communication, and to keep in touch with the ICSOM Media Committee, especially where no agreements exist.

ICSOM Dues Increase

John Palanchian, ICSOM Treasurer, referred to the printed Projected Budget which was distributed to delegates. A committee, appointed last year to study this matter, included Palanchian, together with Donald Muggeridge and Peter Pettit. ICSOM expenditures have exceeded intake for several years now; so far we have been carried by a surplus but our balance is now down to \$16,000 as of July 31, 1980 (minus expenses). That leaves the General Fund today slightly under \$12,000. The last dues increase was in 1976, but this involved only \$2.00 per capita which was solely for the Emergency Relief Fund, so that nothing was added to the General Fund at that time.

Palanchian explained the proposed changes; a By-law change is needed to effect these changes. It was proposed to increase dues as indicated on the Proposed Budget. In addition, it was proposed to freeze the ERF, putting the \$2.00 per capita instead into the General Fund until such time as the Conference decides otherwise. It was further proposed that the Executive Committee be permitted to borrow from the ERF on ICSOM's behalf. This matter is vital because of our poor cash flow position at this time.

A discussion followed regarding the breakdown of the proposed increased dues structure, plus conditions on the use of the ERF by the Executive Committee.

An ammendment was carried which would ammend the Dues Structure Recommendations as follows:

1. Salary up to \$19,999, number of players multiplied by \$17.00
2. Salary \$20,000 to \$34,999.99, number of players multiplied by \$20.00
3. Salary \$35,000 or more, number of players multiplied by \$25.00.

The ammendment further stated that current member orchestras earning less than \$10,000 per player per year, would pay \$14.00 per player until they pass the \$10,000 minimum salary, at which time they would pay according to the schedule above. (Motion #9).

A further ammendment carried which would limit ERF loans to ICSOM itself to a period of 1 year (Motion #10).

Motion carried to approve the ammended resolution (Motion #11).

Wednesday afternoon, August 27, 1980

Ed Peters, Guest Speaker (Administrator of AFM-EPW Fund; also Administrator of Special Payments Funds for Phonograph Recordings and Motion Pictures)

Ed Peters stated that one objective of the Pension Fund is to be sure that it is well known and publicized throughout the industry. He outlined the history of the Fund, and described how credits and investments are handled. Trustees meet regularly; booklets about the Fund will be available in November. A change in benefits means that those musicians who received benefits at age 65 will get \$2.15/\$100, but on new money coming into the Fund, the rate is reduced to about 90 cents. New money is money which is credited on behalf of a musician who continues to work while collecting his or her pension. Peters described payment options, disability benefits, death benefits, special payments fund, and investment of pension funds. All musicians are encouraged to check to be sure that yellow beneficiary cards are up to date and that proper credit is received on all covered employment. All national contracts are covered by EPW.

Adrian Gnam, Guest Speaker (Assistant to the Director of Music Programs at NEA).

Adrian Gnam described to the Conference that the Orchestra Panel of the NEA concerns itself with making grants, with artistic quality of performance level, and with administrative factors. Panelists representing musicians are Henry Shaw, who will continue to serve, and Frederick Zenone, who is newly appointed to replace Irving Segall (whose term has expired). Jan Stunkard is the orchestra program specialist who works with Gnam. Last year \$9.2 million went to the orchestra field; there is hope for future increases to a total \$16 million budget, with \$10 million of that for orchestras. The remainder of that would be for chamber music, new music, jazz, etc. The opera program is now separate from the music program, and has a separate budget of \$7 million. The challenge grant program was explained, regular NEA grants were discussed and other programs in the music field were mentioned.

More musicians are now on the Orchestra Panel for judgment of quality; conductors and managers are also included.

NEA is concerned with improving the situation in the United States for artists, especially minorities. Gnam's criticisms and suggestions to ICSOM included improvement in ICSOM-NEA communication, improved communication between ICSOM and Boards, better contact with management, increased use of ASOL services, and representation of ICSOM on the Opera Panel. Tapes for grant applicants are no longer required; NEA would like to have tapes, but found this has caused too many problems.

Gnam indicated that the greatest influence on government funding of the arts comes through appropriations subcommittees. To be placed on the NEA mailing list, a subscription to The Cultural Post can be obtained for \$12/year by writing to the U.S. Government Printing Office (or c/o NEA), Superintendent of Documents, Washington, D.C., 20402.

Daniel Windham, Guest Speaker (Director of Music Assistance Fund
Orchestral Fellowships)

Daniel Windham outlined the history and goals of the Music Assistance Fund Orchestral Fellowship program (MAFOF); the purpose is to assist black musicians into symphony orchestras. Windham plans to visit schools and conservatories this year seeking to identify candidates. An eventual goal is to set up a network which will carry the program on its own. ICSOM participates by helping to set up screening auditions in local areas where candidates live, reporting back to the MAFOF office regarding whether the candidate is acceptable and, if so, for what level of orchestra. It is important that the Fellow be an extra musician, not replacing anyone in a participating orchestra. MAFOF pays 75% of each Fellow's salary up to \$10,000, with the balance paid by management. So far all Fellows have been string players. Windham stressed that this is an apprenticeship program to train musicians, but that each Fellow must be able to hold his or her own in the orchestra. He stated that 82% of black musicians in symphony orchestras have had some contact with MAFOF.

Thursday morning, August 28, 1980

Work tax was the topic of a continued discussion. Many suggestions were brought forward, and numerous solutions were considered. Chairman Segall stated that we have less absolute power, but more implied power; we must get to work at the local level to get 1/2% of the tax absorbed. ICSOM can help with its strength to implement this. Future meetings will be held with AFM President Fuentealba. Resolutions were presented by delegates with possible solutions in mind. (Resolutions #1, #2, and #3). All three resolutions were tabled by the Conference (Motions #12, #13 and #14). At this point, the Executive Committee and the Conference delegates had a better sense of where we need to go; the Executive Committee will draft a resolution and bring it back to the group.

Membership Applications and New Criteria for Membership

Chairman Segall indicated that ICSOM has needed to establish criteria for membership. A Membership Committee together with the Executive Committee has submitted a resolution based on Strike Fund requirements: 60 full-time members who belong to the AFM, and a \$10,000 annual gross salary. Action on a motion to adopt these guidelines (Motion #15) was interrupted. Other resolutions regarding membership were submitted (Motions #16 and #17), which resulted from discussions in the Regional Orchestra Caucus. Amendments were offered (Motions #18 and #19). Segall reminded the Conference that we are concerned with serving the needs of full-time symphony musicians. Amendment carried that if an orchestra fails to meet the criteria designated it may, nevertheless, apply to the Membership Committee. If the applying orchestra demonstrates to the satisfaction of the Committee why it should nevertheless be admitted, the Committee may approve such an application and recommend admittance to the full Conference (Motion #20).

A further amendment was passed that the Membership Committee shall consist of three members: the ICSOM Vice-chairman, ICSOM Secretary, and the Regional Vice-chairman from the area of the applying orchestra (Motion #21).

The amended resolution was passed (Motion #22).

Thursday afternoon, August 28, 1980

Ralph Mendelson Fund

Counsel Philip Sipser reported that the ICSOM Executive Committee suggests that funds donated in honor of Ralph Mendelson be used to establish an ongoing essay prize, to be awarded for a student essay on the subject of labor relations. Such an essay could be published, with the prize being administered by an endowment fund. This would provide a continuing situation to honor Ralph Mendelson. To date, the fund contains \$5770, representing contributions from 16 orchestras plus individuals; nearly half of that amount has been contributed by musicians of the New York Philharmonic. More contributions are welcome, and should be sent to the Ralph Mendelson Memorial Fund, c/o John Palanchian, ICSOM Treasurer.

Elections of Officers

Elected to the ICSOM Executive Committee for the 2 year term 1980-82 were:

Chairman	Frederick Zenone
Vice-chairman	Stanley Dombrowski
Secretary	Nancy Griffin

Re-elected were:

Treasurer	John Palanchian
<u>Senza Sordino</u>	
Editor	Henry Shaw

Tribute to Irving Segall

Appreciation and tributes to retiring ICSOM Chairman Irving Segall were presented by Henry Shaw (including a letter from Vance Beach) and by Sam Denov. A resolution was offered by Frederick Zenone and adopted by the Conference, appointing Segall to the position of permanent advisor to the ICSOM Executive Board (Motion #23). Segall expressed his gratitude to the organization and to its officers.

Work Tax

Two resolutions were offered, both drafted by the ICSOM Executive Committee and recommended by them.

The first resolution, the "Resolution of Resistance", concerns AFM work dues legislation. It seeks repeal of the work tax and is directed at the AFM Convention. It also seeks action now at the local level until time for the Convention. It urges resistance by all legal means.

The second resolution deals with the relationship between ICSOM and the AFM, addressing itself to the work tax and other items. It reflects deep discontent with the tax increase, and refers to restructuring the relationship between ICSOM and the AFM.

Bob Jones, for the IEB, reminded the Conference that ICSOM is a Conference of the Federation; he agreed with the second resolution and suggested that ICSOM go directly to the Federation.

Frederick Zenone urged that we go home and see what we can do through our home locals, per President Fuentealba's suggestion.

After discussion, both resolutions were passed (Motions #24 and #25).

David Angus addressed the Federation Officers who were present (Bob Jones and Ted Dreher), reminding them and the Conference itself that this is our best effort now, but our future efforts will continue. The ICSOM Executive Board will be expressing our feelings in discussions with the IEB. The Federation must recognize our frustration and rage, and realize that we will not be put off forever.

Friday morning, August 29, 1980

Counsel's Remarks

Philip Sipser noted that this is the longest non-stop Conference in the history of ICSOM; he congratulated the delegates for their fortitude and wisdom. He reminded us that ICSOM is unique in the 150 year history of the labor union movement. It is a true rank and file organization, with leadership which compares favorably with international presidents of most of the international unions and labor organizations in this country. He noted that from this group there has emerged a surprising set of great leaders, including George Zazofsky, Sam Denov and Ralph Mendelson. He paid special tribute to Irving Segall for his dedication to the collective aspirations of working people, for his human-ness and his humanity, and for the example he has set for all of us in his contribution to the growth of ICSOM. Sipser congratulated the new leadership of ICSOM.

Proxy Voting

A resolution was offered by Sam Denov that in case an ICSOM orchestra is away on a foreign tour during the Conference and cannot send a delegate (as will be the case with Chicago in 1981), that orchestra may, by secret ballot, designate a member of another ICSOM orchestra to act as a proxy with all rights and privileges. The Secretary of ICSOM would be notified in writing of such designation by the Chairman of such orchestra.

Motion carried to adopt the proxy resolution (Motion #26).

Membership Committee Report

The Louisville Orchestra was unanimously recommended for membership in ICSOM, under the new membership guidelines.

Motion carried to adopt the recommendation (Motion #27).

Conductor Evaluations

Cathy Compton (Detroit Symphony) has been studying the possibility of computerizing conductor evaluation material; she has been in touch with Wayne State University computer experts. She proposed a revision of the conductor evaluation forms which would be based on research aimed at improving the questionnaire. The design of a new questionnaire could eliminate the need for so many written comments. Use of the Wayne State computer would be quite inexpensive. Ideas for a new questionnaire should be sent to Compton; she will let us know the results of the investigatory questionnaire and will then re-evaluate the project.

Negotiating Reports

The following orchestras reported on negotiations in progress or completed and not yet reported in Senza Sordino:

Chicago Lyric Opera
Cincinnati
Dallas
Boston
Phoenix
North Carolina
Denver
Utah
Oakland
Kansas City
Honolulu
Grant Park
Rochester
Atlanta
New Orleans

Tom Crown
Otto Eifert
Doug Howard
Gerald Elias
Marjory Yates-Lockwood
Greg Vaught
Melanie Burrell
Ben Ivey
Stuart Gronningen
Gertrude Phalp
Mark Schubert
Richard Hoffman
David Angus
Warren Little
Greg Miller

Chairman Segall reminded delegates of the importance of notifying ICSOM officers immediately when a contract is ratified; don't wait until the next day. This information is a vital bargaining tool for all of us.

A resolution was offered by Brad Buckley that the 1980 ICSOM Conference deplores the consistent mistreatment of the musicians of the Kansas City Philharmonic by their management and board, and calls upon management, board and community in Kansas City to provide the support that this orchestra needs (Motion #28).

Counsel's Fee

Motion carried to renew Counsel's fee at the same rate (\$18,000 including expenses). (Motion #29)

Women's Caucus Report

Melanie Burrell reported on the meeting of the Women's Caucus. It was recommended that such a caucus be held again next year, early in the week. Burrell asked that each orchestra select a woman to act as coordinator within that orchestra and to conduct discussions on relevant women's topics during the year. She also urged that we include in our negotiations a request for maternity-paternity leave, with a period of time for paid baby nurturing.

Site for 1981 Conference

Discussions of possible sites included concern for avoiding states which have not ratified the ERA.

Milwaukee, Wisconsin was selected (Motion #30).

Upcoming Elections in Local 802

Lew Waldeck presented a discussion of the situation in Local 802, New York, indicating that the upcoming elections could have an effect on ICSOM and on the AFM Convention. He asked for cooperation from delegates in locating 802 members in other parts of the country.

Media Committee Report: Cable-Pay TV Agreement

Frederick Zenone told the Conference that the printed Cable-Pay TV agreement had just arrived, and that there appeared to be problems with the wording. AFM President Fuentealba has agreed to contact the producer in an attempt to correct the wording.

ICSOM Directory

The new ICSOM Directory will be published soon.

Closing Remarks

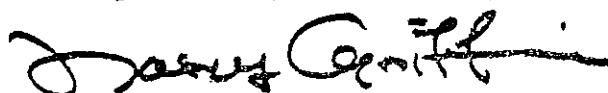
Thanks were given to the Portland delegates for the smoothly organized Conference arrangements.

Chairman Segall also thanked Bob Jones for his participation on behalf of the IEB.

Segall turned the chair over to newly elected ICSOM Chairman Frederick Zenone. Zenone reminded delegates that their job is still ahead. We must go home and explain this Conference to our orchestras, collect dues (soon), vote on the By-law change quickly, and send in whatever materials are needed as requested. He wished us all well.

The 1980 ICSOM Conference was adjourned.

Respectfully submitted,



Nancy Griffin
Secretary
May 15, 1981

5/18/81 Griffin

MOTIONS

1980 ICSOM CONFERENCE

PORTLAND, OREGON

1. To approve the Treasurer's Report.
Moved by Carl Modell
Seconded by Nancy Griffin
Carried unanimously.
2. To approve the Chairman's Report.
Moved by Olive Rhodes
Seconded by Melanie Burrell
Carried unanimously.
3. To approve the reports of the Editor, Senza Sordino, and of Counsel.
Moved by Bert Siegel
Seconded by Ben Ivey
Carried unanimously.
4. To approve the Strike Fund Report (Melanie Burrell).
Moved by Greg Vaught
Seconded by Ben Ivey
Carried unanimously.
5. To approve the OCSM Report (Irving Segall, Don Adams).
Moved by Olive Rhodes
Seconded by Carl Modell
Carried unanimously.
6. To approve the Vice-Chairman's Report.
Moved by Bert Siegel
Seconded by Bernice Beckerman
Carried unanimously.
7. To approve the Secretary's Report.
Moved by Jonathan Beiler
Seconded by Olive Rhodes
Carried unanimously.
8. That the Media Committee be authorized to go into the upcoming negotiations with Public Television with an attempt to affect changes in the agreement which would provide us with appropriately increased payment and reduction in the schedule of showings, and which would continue the philosophy of allowing a favorable rate for regular services and a premium rate for extra services, with substantial increases in foreign usage and in re-use payments.
Moved by David Angus
Seconded by Kyla Bynum
Carried unanimously.

9. To amend Dues Structure Recommendations, Section I, as follows:

1. Up to \$19,999.99, number of players multiplied by \$17.00
2. \$20,000.00 to \$34,999.99, number of players multiplied by \$20.00
3. \$35,000.00 or more, number of players multiplied by \$25.00

Current member orchestras earning less than \$10,000.00 per player per year, to pay \$14.00 per player, until they pass the \$10,000.00 minimum salary, at which time they shall pay according to the schedule above.

Moved by David Angus

Seconded by Richard Hoffmann

Carried unanimously.

10. To amend Dues Structure Recommendations, Section III, by adding:except that the term of such loan shall be no longer than one year from the date that it is taken out.

Moved by Jonathan Beiler

Seconded by Brad Buckley

Carried unanimously.

11. To adopt the entire Dues Structure Recommendations as amended.

Moved by Sam Denov

Seconded by Melanie Burrell

Carried: 1 Nay.

THE FOLLOWING RESOLUTIONS SUBMITTED AT THE CONFERENCE MEETING ARE REFERRED TO IN THESE MOTIONS AS RESOLUTIONS 1, 2, 3, ETC.. THEY ARE ATTACHED AS SEPARATE SHEETS.

12. To adopt Resolution #1 (Gerald Elias).

Moved by Sam Denov

Seconded by Ben Ivey

To table above.

Moved by Bernice Beckerman

Seconded by Doug Howard

Carried: 1 Nay.

13. To adopt Resolution #2 (Sam Denov).

Moved by Sam Denov

Seconded by Brad Buckley

To table above.

Moved by Richard Levine

Seconded by Lewis Waldeck

Carried: 1 Nay.

14. To adopt Resolution #3 (Neil Funte).

Moved by Sam Denov

Seconded by Olive Rhodes

To table above.

Moved by Lewis Waldeck

Seconded by Carl Modell

Carried: 1 Nay.

15. To adopt Joint Resolution (#4) by Membership Committee and Executive Committee on new orchestra admissions.

Moved by Carolyn Parks

Seconded by Jonathan Bailer

(action interrupted)

16. To adopt a Substitute Resolution (#5), as offered by a Sub-Committee from the Regional Caucus.

Submitted by Richard Hoffmann

17. To adopt a procedure of voting on both Membership Resolutions (#4, 5), with majority vote indicating which Resolution is to be considered.

Moved by Raymond Niwa

Seconded by Olive Rhodes

Defeated: 13 Aye; 21 Nay.

18. To amend Joint Resolution (#4) on Membership, Section (d), by substituting "ICSOM Conference" for "Membership Committee" in both instances.

Moved by Bernice Beckerman

Seconded by David Angus

Defeated: 8 Aye; 24 Nay.

19. To amend Joint Resolution (#4) on Membership by striking Sections (c) and (d), and replacing them by Sections (c), (d), and (e) from the Substitute Resolution (#5).

Moved by Carla Wilson

Seconded by Greg Vaught

Defeated: 5 Aye.

20. To amend Joint Resolution (#4) on Membership by substituting for Section (d) the following:

(d) In the event an orchestra fails to meet the criteria enumerated herein, it may nevertheless make application to the Membership Committee. If it demonstrates to the satisfaction of the Membership Committee why it should nevertheless be admitted, the Membership Committee may approve such an application and recommend admittance to the full Conference.

Moved by Richard Hoffmann

Seconded by William Schrickel

Carried unanimously.

21. To amend Joint Resolution (#4) on Membership by adding to Section (b)such Membership Committee shall consist of three members, the ICSOM Vice-Chairman, Secretary, and Regional Vice-Chairman from the area of the applying orchestra.

Moved by David Angus

Seconded by William Schrickel

Carried: 9 Nay.

22. To adopt Joint Resolution (#4) on Membership as amended.

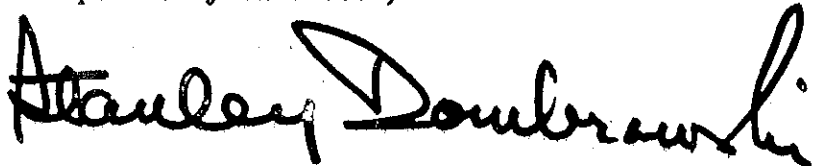
Moved by Doug Howard

Seconded by Sam Denov

Carried: 3 Nay.

23. A Resolution was offered by Fred Zenone appointing Irving Segall as permanent Advisor-Consultant to the ICSOM Executive Board.
To adopt above Resolution.
Moved by Raymond Niwa
Seconded by Bert Siegel
Carried unanimously.
24. To adopt Resolution of Resistance (#6), concerning A. F. M. Work Dues legislation.
Moved by Carla Wilson
Seconded by Bert Siegel
Carried: 31 Aye; 3 Nay.
25. To adopt Resolution (#7), concerning the relationship of ICSOM and the A. F. M.
Moved by Carl Modell
Seconded by Bert Siegel
Carried unanimously.
26. To adopt Resolution (#8), by Sam Denov, concerning proxy voting and thus amending Article VI, Section 2 of the ICSOM By-Laws.
Moved by Jonathan Beiler
Seconded by Carl Modell
Carried unanimously.
27. To adopt recommendation of Membership Committee to admit to ICSOM membership the Louisville Symphony Orchestra.
Moved by Sam Denov
Seconded by Ben Ivey
Carried unanimously.
28. That the 1980 ICSOM Conference deploras the consistent mistreatment of the musicians of the Kansas City Philharmonic by their management and board, and calls on the management, board, and community in Kansas City to provide the support that this orchestra needs.
Moved by Brad Buckley
Seconded by Bert Siegel
Carried unanimously.
29. To renew Counsel's contract at the same fee.
Moved by Brad Buckley
Seconded by Bert Siegel
Carried unanimously.
30. To accept the offer by Milwaukee as the site for the 1981 Conference meeting.
Moved by Richard Levine
Seconded by Bert Siegel
Carried unanimously.

Respectfully submitted,



Stanley Dombrowski, Vice-Chairman
28, February, 1981

(#1)

RESOLUTION

1. The Executive Committee shall oversee and co-ordinate an effort by each ICSOM orchestra to:
 - a. repeal the recent work dues increase.
 - b. elicit greater benefits and services from the AFM and locals.
2. Depending on results of this effort, the Executive Committee shall conduct a study regarding means of withdrawal from the AFM.

R E S O L U T I O N

(#2)

Whereas,

the 1980 convention of the American Federation of Musicians, in a totally irresponsible and undemocratic manner, has imposed an unconscionable and unwarranted added financial burden on symphony and opera musicians for which absolutely nothing has been promised in return, and

Whereas,

symphony and opera musicians would, commencing January 1, 1981, be paying a vastly disproportionate share of the financial support of the AF of M without gaining even a proportionate share of control over that organization as long as it is permitted to represent us,

Therefore, be it resolved,

that the ICSOM, upon the adoption of this resolution and subject to its timely ratification by member-orchestras in accordance with our ICSOM By-Laws, dissolve as an affiliated conference of the AF of M, and

Be it further resolved,

that the officers of the ICSOM, to be elected at this conference, be authorized and instructed to safeguard all the funds of this organization and, upon such dissolution, to transfer said funds to a new independent national labor organization that will actively seek to exclusively represent all symphony and opera musicians in the United States of America for all collective bargaining purposes with employers in those and allied fields, and

Be it finally resolved,

that such newly elected officers of the ICSOM be authorized and instructed to draft an appropriate Constitution and By-Laws for said new national labor organization and, upon final approval of this resolution, to issue a call to convene an organizational convention, to be held in a convenient, central location in the United States, to effectuate the dissolution of the ICSOM, inaugurate said new labor organization, adopt a governing Constitution and By-Laws, elect officers and conduct whatever other business that may be deemed necessary and/or appropriate.

Respectfully submitted:

Sam Denov
Sam Denov

Portland, Oregon
1980 ICSOM Conference

(# 3)

Be it resolved that in response to the A.F. of M. 1% work dues tax that I.C.S.O.M. lobby the A.F. of M. for any or all of the following forms of relief:

- 1) Repeal of the 1% tax;
- 2) A ceiling on the amount payable by I.C.S.O.M. members through the 1% tax;
- 3) A return of revenues gathered through the 1% tax to I.C.S.O.M. itself, the treasuries of I.C.S.O.M. orchestras, the strike funds, or
- 4) Any other manner of relief deemed appropriate by the full membership of I.C.S.O.M.

(A 4)

RESOLUTION

WHEREAS, the current guidelines for membership in ICSOM have become outmoded and unrealistic; and

WHEREAS, the Executive Board of ICSOM, with the approval of the I.E.B. of the A.F. of M. have studied the situation and have determined that said guidelines should be modified to reflect the realities of the industry and the needs of full time professional musicians;

NOW, THEREFORE, be it resolved that

Article III, Section 2 of the By-laws of the International Conference of Symphony and Opera Musicians shall be deleted, and following substituted in its place and stead:

Section 2 (a) In order to be eligible for membership a non-member orchestra must be composed of at least 60 full-time members, all of whom are members of the A.F. of M., and each of whose annual gross income from playing in that orchestra is at least \$10,000.

(b) Applications for membership from eligible orchestras shall be submitted, in writing, to the Membership Committee, provided said orchestra has ratified these by-laws and has given its majority consent to said application.

(c) If the Membership Committee shall approve the application, then they shall notify the applying

orchestra, which shall be required to send a delegate to the annual Conference of the ICSOM, where said application shall be presented to this Conference for its approval.

(d) In the event the applying orchestra shall fail to meet the criteria enumerated herein, the Membership Committee shall advise them of that fact. If, notwithstanding that fact, the applying orchestra wishes to pursue its application further, it shall be required to demonstrate to the satisfaction of the ~~Membership Committee~~ why it should nevertheless be admitted. After a hearing and upon good cause shown, the Membership Committee may approve such an application and recommend admittance to the full Conference.

(2)

RESOLUTION

(#5)

WHEREAS, the current guidelines for membership in ICSOM have become outmoded and unrealistic; and

WHEREAS, it is desirable to encourage the growth of ICSOM while ensuring the continuity of its character; and

WHEREAS, the Executive Board of ICSOM, with the approval of the I.E.B. of the A.F. of M. have studied the situation and have determined that said guidelines should be modified to reflect the realities of the industry and the needs of full time professional musicians, understanding and respecting the uniqueness of growth patterns of individual organizations moving toward contracts providing full-time symphonic and/or operatic employment,

NOW, THEREFORE, be it resolved that Article III, Section 2 of the By-laws of the International Conference of Symphony and Opera Musicians shall be deleted, and the following substituted in its place and stead:

Section 2 (a) A Membership Committee shall be appointed by the Chairman consisting of 3 members: one from an orchestra with an annual budget in excess of \$3,500,000, one from an orchestra with an annual budget in excess of \$2,000,000 but not greater than \$3,500,000 and one from an orchestra with an annual budget not greater than \$2,000,000,

(b) Applications for membership shall be submitted, in writing, to the Membership Committee. The application must state that the applying orchestra has ratified these By-laws and has consented to the application.

(c) The Membership Committee shall review the application and seek whatever additional information it deems necessary and advisable in order to make an informed judgment in approving or rejecting the application.

(d) In determining whether to approve or reject an application, the Membership Committee ~~shall~~ ^{may} consider the following factors:

1. Whether the applicant has a contract negotiated by a local of the A.F. of M.

2. How great a proportion of the members of the applicant derive most or all of their income from music performance.

3. The repertoire of the applicant.

4. Whether the applicant has a full-time paid manager.

5. Whether the applicant has an affiliated fund-raising organization.

6. Any other factors believed by the Membership

Committee or the applicant to be relevant to the question of approval of the application.

(e) All applications approved by the Membership Committee and all applications rejected by less than unanimous vote of the Membership Committee shall be submitted for final approval or rejection to the full Conference. No action by the full Conference shall be taken unless a delegate from the applying orchestra is present. The failure of an applying orchestra to send a delegate to the Conference next following the action of the Membership Committee shall be deemed a withdrawal of the application.

Adopted 1980
ISOM
Conference
Portland, Ore. (#6)

RESOLUTION OF RESISTANCE

WHEREAS, symphony, opera and ballet orchestra musicians constitute only a small fraction of the total membership of the American Federation of Musicians, and of its constituent locals; and

WHEREAS, the constituent locals are and have been in many instances supported by work dues, to which these musicians contribute amounts far out of proportion to their numbers; and

WHEREAS, the 1980 International Convention of the American Federation of Musicians has adopted a by-law which will increase by at least 1% the work dues paid by these musicians, thus substantially increasing the amounts they pay to support their union;

WHEREAS, in contravention of democratic principles, the increased work dues obligation imposes on symphony, opera and ballet musicians a disproportionate, unfair and iniquitous share of the obligation which all members have to support the American Federation of Musicians;

THEREFORE, BE IT RESOLVED, that the International Conference of Symphony and Opera Musicians calls upon each of its constituent orchestras to resist the imposition of

such increase by all legal means, and that such resistance be coordinated by the ICSOM Executive Committee and that such resistance shall include, but not be limited to:

I. a. seeking repeal of the work tax; and
b. seeking a limit on the total dollar amount of the increase and in the interim,

II. a. seeking a waiver of the 1% increase in local work dues, pursuant to new subsection (c) of Article 2, Section 8 of the by-laws; and

b. seeking a decrease in local work dues pursuant to new subsection (g) of Article 2, Section 8 of the by-laws; and

III. seeking further discussions with the President and I.E.B. of the A.F. of M. to apprise them of the opposition to the work dues increase expressed at this Convention;

and such other and further actions as the Executive Committee and each orchestra may find appropriate in relationship to the intention expressed in this Resolution.

RESOLUTION

(#7)

WHEREAS, in the course of the 1980 ICSOM Convention held in Portland, Oregon, the delegates expressed ^{basic} profound dissatisfaction with the manner in which the A.F. of M. has disregarded the interests of symphony, opera, and ballet musicians, and

WHEREAS, such dissatisfaction demonstrates that deep divisions have arisen between said membership and the leadership of the A.F. of M., and

WHEREAS, these sharp differences threaten the continued viability of the relationship between the ICSOM and the A.F. of M.,

NOW, THEREFORE, BE IT RESOLVED, that the ICSOM Executive Committee be directed to engage in discussions with the A.F. of M. in order to achieve a restructuring of the relationship between ICSOM and the A.F. of M. with the goal of greater self-determination for ICSOM and its constituents, including, but not limited to, separate national contracts with separate ratification procedures, and increased services to the ICSOM and its constituent orchestras.