

OFFICIAL MINUTES
ICSOM Conference
August 22-25, 2001
San Diego, California

Wednesday morning, August 22

INTRODUCTIONS AND WELCOMES

Robert Levine [ICSOM Chair/Milwaukee Symphony] called the meeting to order at 10:00 a.m. He welcomed the delegates to San Diego and introduced and welcomed the members of the Governing Board, American Federation of Musicians officers, and guests, including the following:

GOVERNING BOARD OFFICERS

President David Angus
Secretary Lucinda-Lewis
Treasurer Stephanie Tretick
Senza Sordino Editor Marsha Schweitzer

MEMBERS AT LARGE

Jay Blumenthal
Michael Moore
Mary Plaine
Charles Schlueter [foreign tour]

LEGAL COUNSEL

Leonard Leibowitz

OTHER PARTICIPANTS, GUESTS, AND SPEAKERS

Brad Buckley [ICSOM Chair Emeritus/St. Louis Symphony]
Bennet Crantford [Indianapolis Symphony]
Paul Frankenfeld [Cincinnati Symphony]
Lois Gosa [Jacksonville Symphony]
Tom Hall [Chicago Symphony]
Angela Homnick [San Diego Symphony]
Peggy Leibowitz [Professor of Labor Law, Cornell University School of Law]
John Paul Lindberg [Virginia Symphony]
Clara Markham [Louisville Orchestra]
Jessica Nance [Kansas City Symphony]
Igor Pandurski [San Diego Symphony]
Allan Rickmeier [San Diego Symphony]
Laura Ross [Nashville Symphony]
Fred Sautter [Oregon Symphony]
Maralee Sautter [Oregon Symphony]

Melvin Whitney [Honolulu Symphony]

AMERICAN FEDERATION OF MUSICIANS

SYMPHONIC SERVICES DIVISION [SSD]

Laura Brownell [SSD/Canada]
Chris Durham
Janice Galassi
Deborah Newmark, AFM supervisor of electronic media
Nathan Kahn

ADDITIONAL AFM GUESTS

Tom Lee, President, AFM
Florence Nelson, Secretary-Treasurer, AFM
Hal Espinosa, IEB, President, Los Angeles Local 47
Mark Jones, IEB, President, Buffalo Local 92
Ed Ward, IEB, President, Chicago Local 110-208

LOCAL OFFICERS

Doug Fisher, President, Columbus Local 103
Bill Moriarity, President, New York City Local 802
Joe Shifrin, President, Washington, D.C. Local 161-710

OTHER PLAYER CONFERENCES/INTERNATIONAL UNIONS

Ann Drinan, President, Regional Orchestra Players' Association [ROPA]
Rob McCosh, President, Organization of Canadian Symphony Musicians [OCSM]
Paul Ayling, Recording Musicians' Association [RMA]
Brian O'Connor, Recording Musicians' Association

ROLL CALL

Secretary Lucinda-Lewis called the roll of the 50 ICSOM member orchestras. [Italics indicate absence]
Delegates were present to represent the following orchestras:

Alabama Symphony	Lisa Wienhold
Atlanta Symphony	Michael Moore
Baltimore Symphony	Mary Plaine
<i>Boston Symphony</i>	<i>Charles Schlueter</i>
Buffalo Philharmonic	Robert Prokes
Charlotte Symphony	Ivan Zugelj [for Susan Davis]
Chicago Lyric Opera	Pauli Ewing [observer for Linda Baker]
Chicago Symphony	Rachel Goldstein
Cincinnati Symphony	Martin James
Cleveland Orchestra	Scott Weber
Colorado Symphony	Ken Harper
Columbus Symphony	Michael Buccicone [for Andy Millat]

Dallas Symphony	Bruce Wittrig
Detroit Symphony	David Everson
Florida Orchestra	Warren Powell
Florida Philharmonic	Jay Bertolet
Grant Park Symphony	Kevin Case
Honolulu Symphony	Mark Schubert
Houston Symphony	David Waters
Indianapolis Symphony	Rick Graef
Jacksonville Symphony	Dale Gosa
Kansas City Symphony	Brian Rood
Kennedy Center Orchestra	Nancy Stutsman
Los Angeles Philharmonic	Lyndon Taylor
Louisville Orchestra	Trevor Johnson
Metropolitan Opera Orchestra	Peter Bond [for Marvin Topolsky]
Milwaukee Symphony	Helen Reich
Minnesota Orchestra	Julie Ayer
National Symphony	Jeff Weisner
Nashville Symphony	Deidre Bacco
New Jersey Symphony	Robert Wagner
New York City Ballet Orchestra	Jay Blumenthal
New York City Opera Orchestra	Bruce Revesz
New York Philharmonic	Bill Kuyper
North Carolina Symphony	Bruce Ridge
Oregon Symphony	Robert Naglee
Philadelphia Orchestra	Robert Grossman
Phoenix Symphony	Blythe Tretick [for John Lofton]
Pittsburgh Symphony	Stephanie Tretick
Rochester Philharmonic	Gaelen McCormick
St. Louis Symphony	Jan Gippo
St. Paul Chamber Orchestra	Gary Bordner
San Antonio Symphony	Dan Zollars
San Diego Symphony	Tom Morgan
San Francisco Ballet	William Klingelhoffer
San Francisco Opera	David Ridge
San Francisco Symphony	Cathy Payne
Syracuse Symphony	Angel Sicam
Utah Symphony	Lynn Maxine Rosen
Virginia Symphony	Rebecca Gilmore Shoup

The Boston Symphony was away on foreign tour.

Levine asked if there were any corrections or changes to the 2000 minutes. There being none, the 2000 ICSOM Conference minutes were approved as submitted.

Officers' Reports

The annual reports of the President, Secretary, Treasurer, and Editor are submitted in writing for inclusion in the *Delegate Manual*.

President's Report

ICSOM President David Angus [Rochester Philharmonic] reported on the status of ICSOM's minority scholarship program. Angus and Jay Blumenthal [ICSOM Member at Large/New York City Ballet] were involved in working on Minority Scholarship issues during the past year. ICSOM had been using the minority program of the American Symphony Orchestra League [ASOL] to identify candidates for the Minority Scholarship Program. The ASOL suspended its program last year and subsequently decided to turn its scholarship program over to the Sphinx Competition, which provides opportunities for young African-American and Latino musicians. Angus stated that ICSOM was considering using Sphinx as well. A resolution about joining the Sphinx Competition would be presented later in the conference. Angus concluded by announcing that one of ICSOM's scholarship recipients, Jennie Snyder, had won a job in the Virginia Symphony.

Secretary's Report

In addition to the Secretary's written report, ICSOM Secretary Lucinda-Lewis [New Jersey Symphony] reminded the delegates about reporting their orchestras' settlement bulletins.

Treasurer's Report

In addition to the Treasurer's written report, ICSOM Treasurer Stephanie Tretick [Pittsburgh Symphony] explained the change to QuickBooks for ICSOM's financial reporting. She stated that the cost of incorporating ICSOM was \$31,000. ICSOM dues invoices were distributed during the conference.

Editor's Report

In addition to the Editor's written report, *Senza Sordino* Editor Marsha Schweitzer [Honolulu Symphony] requested articles from the field for *Senza Sordino*.

Chair's report

Levine reported on the activities of ICSOM over the last year. He spoke of the significant change in the administration of the AFM. Tom Lee was elected president by a narrow margin, and Florence Nelson was elected Secretary-Treasurer by a landslide. There were new International Executive Board [IEB] members as well. Mark Jones, Bob McGrew, and Hal Espinosa would join incumbents Ken Shirk and Ed Ward. He stated that the player conferences had helped to pass legislation at the AFM Convention which prohibits musical theater contractors from serving on local boards. [NOTE: This legislation does not apply in Canada. The Player Conferences had originally proposed legislation

to bar all contractors from serving on local boards in the U.S. and in Canada.] The success of this legislation was due in part to the increased number of Convention delegates from the player conferences. Levine stressed the importance of getting more Convention delegates from the player conferences elected. He also reported that almost every member of the ICSOM Governing Board had attended the 2001 AFM Convention either as an elected delegate from his or her local and/or a delegate for ICSOM, and most had been appointed to AFM convention committees. He stated that AFM President Tom Lee had already consulted with the symphonic player conferences about a successor for Florence Nelson as Director of Symphonic Services. Levine gave a summary report on the Audio Visual [AV] negotiations and said media discussions would be a major issue for the conference. He stated that AV ratification packets would be sent to orchestras in September. [NOTE: Only to those orchestras eligible (managements are signatories to the agreement) to ratify the agreement are allowed to vote.] A complete report on media and the AV negotiations would be presented later in the conference.

Levine reported on the status of resolutions passed during the 2000 ICSOM conference. **Recordings banned on replacing live musicians:** successfully added to the AV agreement. **Estate-tax repeal:** the Governing Board could find no effective allies to work with on this issue. **Unity Conference proposal:** a recommendation for a unity conference would be presented later in the conference. **Educating conservatory students:** no action taken yet. **Management tracking system:** a recommendation by the Governing Board would be made later in the conference.

Levine introduced IEB member Ed Ward, who greeted the delegates on behalf of the AFM. Ward stated that newly elected President Tom Lee had asked all union trustees of the AFM-EP Fund to tender their resignations. Lee will appoint new trustees. Ward reported that final arguments on the Pension Fund arbitration will take place during the second week of September.

Bill Moriarity [President, Local 802], explained that the two issues in that arbitration were vesting eligibility and death benefits.

Symphonic Services Report

Florence Nelson gave her final report as Director of SSD. She stated that there had been only one strike last year, the Florida Philharmonic. The AFM Symphony and Opera Strike Fund is now worth over \$2,150,000. She announced that approximately thirty symphonic musicians represented their locals as delegates at the AFM Convention this year.

ICSOM Legal Counsel's Report

A written report of ICSOM legal counsel Leonard Leibowitz was prepared for the *Delegate Manual*. Lenny said that orchestras facing arbitration should contact him for input on potential arbitrators. He also said that he could be helpful in searches for executive directors.

Membership Committee Report

Levine introduced Lucinda-Lewis, who gave the report of the Membership Committee. The other members of the committee were David Angus and Jay Blumenthal. Two orchestras had applied for ICSOM membership: the Dallas Opera Orchestra and the Fort Worth Symphony. The committee felt that the Dallas Opera did not meet enough of the requirements to recommend it for membership. The Fort Worth Symphony had applied for membership a few years ago, but the Membership Committee had discovered many internal problems between the contracted core players and the extra players. The committee alerted the Fort Worth orchestra committee and the president of the local to the difficulties found within the orchestra. In the ensuing years, considerable effort was made to resolve these difficulties. The 2001 Membership Committee found that the Fort Worth Symphony had successfully addressed the problems. The extra players were added to the bargaining unit. Since the Fort Worth Symphony met all the requirement of membership, the Membership Committee recommended them for membership in ICSOM.

A motion to grant membership to the Fort Worth Symphony carried unanimously. [**Motion #1/**Membership Committee].

Nominating Committee Report

Levine introduced Tom Hall, who gave the report of the Nominating Committee. The election was for the four positions of ICSOM Governing Board member at large. The other members of the committee were Deborah Torch [San Antonio Symphony] and Herb Winslow [Saint Paul Chamber Orchestra]. Hall stated that the Nominating Committee had declined to nominate any candidates due to the large number of qualified candidates interested in running.

Levine asked for nominations for the four positions of Governing Board member at large. Nominated were Michael Moore [Atlanta Symphony], Laura Ross [Nashville Symphony], Clara Markham [Louisville Orchestra], Nancy Stutsman [Kennedy Center Orchestra], Richard Levine [San Diego Symphony], Mary Plaine [Baltimore Symphony], Warren Powell [Florida Orchestra], Jay Blumenthal [New York City Ballet], and Fred Sautter [Oregon Symphony]. The nominations remained open.

Thursday Morning, August 23

Following the roll call of orchestras, Levine asked if there were further nominations for the four positions of ICSOM Governing Board member at large. There were no further nominations. Nominations remained open.

Levine introduced Tom Hall, who announced that 2002 will be ICSOM's 40th anniversary. He wanted to encourage the attendance at next year's conference of people who were active in the early years of ICSOM. Hall requested that delegates, past and present, forward any historical items of interest on to him for ICSOM's archives.

ICSOM Directory Report

Levine introduced Mary Plaine, who gave a brief explanation how to report changes and corrections to the *ICSOM Directory*.

ICSOM Emeritus Program

Levine introduced Marsha Schweitzer, who made a report on ICSOM's Emeritus Program. She described the qualifications for entering the program and the benefits to retirees.

Strike Fund Report

ICSOM's Strike Fund Trustee David Angus reported that the AFM Symphony Strike Fund had survived and had actually grown during the recent stock market decline. He said that there had been no changes in the Fund except that two orchestras had joined. The other ICSOM Strike Fund trustee is Herb Winslow.

Levine read an open letter to the conference from former AFM president Steve Young.

Media Agreements 101

Levine introduced Debbie Newmark, Director of Symphonic Media, who gave a detailed overview of the various national media contracts of the AFM. SSD provided several handouts as well as a copy of the new SSD CD-ROM.

ICSOM Chair, Robert Levine, demonstrated ICSOM's updated CD-ROM.

Mellon Foundation Panel Discussion

Panel members were Bob Wagner [New Jersey Symphony], Brian Rood [Kansas City Symphony], Tom Hemphill [San Francisco Symphony], Jan Gippo [St. Louis Symphony], Ann Drinan [ROPA President], Mary Plaine [Baltimore Symphony]. Robert Levine moderated. Wagner began by giving the history and background of the Mellon Orchestra Program. [NOTE: Mellon Foundation representative Catherine Wichterman was unable to attend.] Ten orchestras were chosen initially to receive multi-year grants. Organizational stability was the principal qualifier for selection. The panelists described how their orchestras had been involved in the Mellon program. All felt that it had been a positive experience and helpful for their organizations. Mellon had also provided \$50,000 to individual orchestras from which small grants for professional development were available to orchestra members.

Questions were raised from the floor about whether Mellon was promoting cooperative relationships through its selection of program orchestras. There was also concern expressed over the exclusion of the AFM and ICSOM representatives from the meetings with Mellon orchestras. Mellon had invited representatives from the British Musicians' Union for one of the meetings. The panelists did not feel that anything negative should be read into Mellon's failure to invite AFM or ICSOM

representatives. ICSOM counsel Lenny Leibowitz suggested the need for a resolution which called upon Mellon to include AFM and ICSOM representatives. A resolution would be presented later in the conference.

Thursday Evening

Thursday evening was reserved as an open forum between the delegates and ICSOM Governing Board. Due to the confidential nature of the discussions, this session was not documented for the minutes.

Friday Morning, August 24

The session was called to order at 10:00 a.m. Levine asked if there were additional nominations for Member at Large. There were no further nominations. The nominations remained open.

Workshop *Liberating Your Inner Shop Steward*

Lenny and Peggy Leibowitz presented an all-day interactive workshop on shop steward responsibilities and labor law. Several handouts accompanied this presentation.

Following the morning workshop, there was a brief discussion of the St. Louis Symphony situation. Jan Gippo [St. Louis Symphony] gave an overview of the orchestra's current financial crisis. There was an institutional shortfall of \$7 to 10 million. He stated that if the board could raise \$29 million by December, only 10 weeks might have to be cut.

Concessionary Bargaining

Lenny Leibowitz offered some suggestions on concessionary bargaining. He said that it was most important to verify and analyze the facts, preferably with expert assistance. He stated that the musicians should not be the only ones asked to take a cut in wages and benefits. There should be equality of sacrifice and *quid pro quo*; musicians should get something for accepting a reduction in wages and benefits. He suggested that the *quid pro quo* might be found in work rules, job security, peer review, or tour conditions. Leibowitz said that there had to be a plan of recovery and a plan to prevent similar occurrences in the future. He emphasized that orchestras should protect their health benefits and pension plans and keep private pension plans more than 90% funded. He went on to say that if there was a choice between giving up weeks or salary, give up weeks. He also recommended looking for other ways of saving money, such as not filling vacancies and programming works which require no extra players.

Following the session, Levine asked Leibowitz to step out of the conference room and presented a Governing Board recommendation to retain Lenny as ICSOM counsel.

A motion to retain Leonard Leibowitz as legal counsel for \$36,000 carried without objection. [**Motion #2**/Governing Board].

Saturday Morning, August 25

The meeting was called to order at 10:00 a.m.

Levine introduced Tom Hall, who explained the voting procedure for the election of governing board members at large. David Angus and Lenny Leibowitz would observe the counting of the ballots. Ballots were distributed to all eligible voting delegates.

Levine introduced OCSM President Rob McCosh, who made a few brief remarks.

Levine introduced newly elected AFM president Tom Lee. Lee was originally a military musician who worked to change the legal obstacles which prevented military musicians from joining the AFM. The bylaws of the AFM were eventually amended to allow for the membership of military musicians. He recognized the contributions of the late Phil Sipser, stating that he had transformed this industry. Lee congratulated Florence Nelson for becoming the first woman officer of the AFM. He emphasized the importance of supporting TEMPO* to pay for lobbying efforts in Congress and wanted to increase the national profile of the AFM. Lee reported on the AFM's examination into the possibility of providing a national health insurance program for its members but said there were major obstacles. He encouraged symphony musicians to get involved in the union.

Presentation: *Media Committee Report*

Levine introduced Brad Buckley [ICSOM chair emeritus/St. Louis Symphony], who reported on the activities of the ICSOM Media Committee and on the new AV agreement.

Buckley, Chair of the Media Committee, explained that very few symphony managements are signatories to the Phonograph Record Labor Agreement [PRLA] (recording companies are not the signatories). The PRLA was between the recording companies and the AFM. He went on to describe other AFM media agreements. The Radio-to-Non-Commercial is a union-imposed, unilateral agreement. Local Symphonic Limited Pressings for orchestras are negotiated at the national level. Buckley said that in 1990 American and Canadian orchestras made over 90 discs; in 1999, that number had declined to fewer than 20. He attributed the decline to the lack of new technology, a dwindling of traditional distribution systems, and a glut of recorded product on the market.

He said that over 50% of ICSOM orchestras have media guarantees. Buckley stated that when orchestras record under a media guarantee, the musicians are actually recording for no compensation. He related that there was a substantial portion of the constituency which felt recordings were so important that they ask the AFM for variances [departures from the agreement, virtually always less favorable].

Buckley reported that the PRLA negotiations were scheduled take place in the fall. He predicted that increases on the symphonic side would follow the commercial side. He stated that the Electronic

*\$1037 was raised for TEMPO during the conference.

Media Forum [EMF] had assisted in removing orchestra managers' demands for concessions. EMF will also negotiate Limited Pressing and Radio to Non Commercial. [NOTE: The EMF is composed of representatives of (symphonic/opera?) managements and representatives from ICSOM, ROPA, OCSM, and the AFM.] Buckley said that while few orchestras would vote on the PRLA, almost all would vote on the other agreements. The only way to reject the agreements was to strike. He questioned whether doing so would be tantamount to shooting ourselves in the foot. He suggest that orchestras be given the power to decide whether to record and not have them evade national agreements.

Levine turned the chair of the meeting over to David Angus, who moderated the discussion.

There was considerable discussion from the floor about the issue of upfront payments and whether the union side of the EMF was considering back-loaded payments [compensation from royalties] for newly negotiated media agreements without input or approval from the rank and file. Concerns were also expressed about the facilitated bargaining format [NOTE: The EMF had been using an interest based bargaining format similar to the Internet Media negotiations.]

Scott Weber [Cleveland Orchestra] asked why the union was not using attorneys at the negotiating table.

Buckley responded that the facilitation concept had grown out of the Internet Media negotiations and the Phonograph Record negotiations.

Weber stood to read a resolution on media signed by several delegates. Levine ruled him out of order and said it should be tabled until after the AV report. Weber challenged Levine's right to rule the motion out of order as Angus had been chairing the meeting at the time he attempted to read the motion. Levine stated that he felt it was his job to make potentially controversial decisions on matters of procedure." A debate between Weber and Levine ensued.

After some discussion, Angus turned the meeting over to Marsha Schweitzer in order to join the debate.

After further discussion, Weber withdrew his motion, stating that he was doing so to avoid lengthy debate on *Robert's Rules of Order* and with the understanding that he would be able to introduce the motion following the discussion of the A/V agreement.

Schweitzer turned the meeting over to Levine. Levine introduced Phil Ayling of the Recording Musicians' Association [RMA], who made a few brief remarks.

Debbie Newmark gave a breakdown of recording wages during 1999-2000.

Martin James [Cincinnati Symphony] stated that the recordings of the Cincinnati Symphony are a commercial success. He disagreed with the statement that those who work under EMGs [electronic media guarantees] are working for free.

There was a question from the floor about how members of the EMF were selected. Buckley responded that ICSOM asked the orchestras who work under particular agreement the most to choose their representatives.

Buckley was asked if there were a lot of limited pressing recordings being made. He responded that many more orchestras were recording under limited pressing, especially ROPA orchestras.

There were concerns expressed from the floor about the rumors of doing away with upfront payments. Buckley stated that he knew of no such plans.

Tom Hall reported that three of the four candidates for Governing Board Member at Large had won a majority of the votes: Mary Plaine, Jay Blumenthal, and Fred Sautter. A runoff would be necessary to determine the fourth position.

Saturday Afternoon

Tom Hall announced a runoff vote for the fourth Governing Board member at large.

The media discussions continued. There were concerns expressed that the media negotiations were moving too fast and that ICSOM orchestras were in the dark about what was going on.

OCSM President Rob McCosh indicated that Canadian orchestras wanted to be included in the PRLA negotiations.

Fred Sautter [Oregon Symphony] read a resolution requesting a survey of musicians affected by the Phono negotiations and called for postponement of negotiations until the survey results had been completed. [**Motion #3**/Weber, Snow, Goldstein, Bond, Kuyper, Payne, Grossman, Prokes, Gosa, Ridge, Zugeli]

Whereas, We are opposed to (corrected to: the possibility of) any departure from upfront payments which have constituted the basic foundation of compensation within the symphonic recording industry since 1944; and

Whereas, We support the current system of upfront payments as the fairest means of compensation for symphonic musicians when engaged to record; and

Whereas, The rank and file symphonic musicians have not been polled with regard to electronic media negotiations, (also known as the P2 or audio negotiations which will encompass the production of CDs and its derivatives, including downloadable Internet product, which may be held separate and apart from the PRLA negotiations); and

Whereas, There is an absence of the democratic process in choosing musician representatives and the bargaining process for electronic media negotiations; therefore, be it

Resolved, That until a survey of rank-and-file symphonic musicians regarding electronic media negotiations is completed by the AFM, the results of which will be reflected in the proposals brought to the table, the P2 negotiations scheduled to begin on September 23, 2001 must be postponed.

Discussion on the motion ensued.

Levine felt that the resolution was an attempt to stop the negotiations and said that the time to have discussion is during the ratification process.

Bill Kuyper [New York Philharmonic] said that once the leadership brings something to the bargaining unit for ratification, there is usually little discussion.

Blythe Tretick [Phoenix Symphony] stated that ICSOM orchestras needed to get the information necessary to educate themselves and felt that a survey was the best means of getting input from the field.

Bruce Wittrig [Dallas Symphony] said that the concerns about the media negotiations originated out of ignorance. He agreed that a report followed by a survey would help. He asked if it were possible to maintain the *status quo* for a year and then negotiate.

Buckley felt the resolution was counterproductive. He said that SSD did not have enough money or staff to do a survey or educate players about the media negotiations.

Weber stated that, as presenter of the motion, he intended that the AFM would issue the EMF report to the field.

Meredith Snow [Los Angeles Philharmonic] said that the resolution was not intended to subvert or delay negotiations. She was anxious to collect survey information from the members of her orchestra.

Buckley said that he would not know what questions to ask and wondered whether there was enough time to deal with a survey.

Florence Nelson said that similar media discussions had also taken place during the ROPA and OCSM conferences. She cited the two common areas of concern: the style of the negotiation and the question of maintaining up-front payments. She felt the union needed a better way of communicating with its members and, because more than just ICSOM orchestras were involved in media, suggested a media survey should come from SSD.

Levine said that SSD would be involved in any media survey.

Ken Harper [Colorado Symphony] asked what were the goals of the Media Committee negotiators.

Buckley responded that the Media Committee wanted an agreement which would put money in people's pockets and give the musicians control of the product.

Levine stated that he should have ruled the resolution out of order because it was linked to the Internet Media Agreement and to AV.

After a brief break, Debbie Newmark made a report on the new Symphony-Opera-Ballet-Audio Visual [SOBAV] agreement. She announced that the ratification process would begin in September and would remain open until mid-October. Only those orchestras which were signatories before the ratification process would be eligible to vote on the AV agreement.

Tom Hall announced that the results of the election failed to determine a winner for the fourth position of Governing Board member at large. Another vote would be necessary.

Return to discussion on **Motion #3**.

Julie Ayer [Minnesota Orchestra] asked if there was any reason why the EMF discussions could not be delayed.

Buckley responded that the EMF could do the fact-finding and then disseminate the information to orchestras. He asked whether the AFM had the resources to keep the membership up to date.

David Angus stated that a substitute media resolution would be offered later in the day.

Motion #3 was withdrawn.

Tom Hall announced that the results of the most recent balloting was still inconclusive. Another vote would be necessary.

RESOLUTIONS

The following resolution dedicating the 2001 ICSOM Conference to the memory of the late Philip Sipser was adopted unanimously. [**Motion #4**/Governing Board]

Whereas, No individual has had a greater or more positive effect on the working lives of symphonic musicians in the United States and Canada than former ICSOM counsel I. Philip Sipser; and

Whereas, Phil Sipser trained, mentored, and inspired by example three generations of union activists, union staff, labor attorneys, and negotiators; and

Whereas, Phil Sipser died this year at the age of 82; therefore, be it

Resolved, That the delegates to the 2001 ICSOM Conference dedicate said conference to the memory of this extraordinary man and great friend of working musicians.

The following resolution recognizing retiring Cleveland Orchestra member Gino Raffaelli was adopted unanimously. [**Motion #5**/Scott Weber/Governing Board]

Whereas, Gino Raffaelli served as ICSOM's first treasurer, from 1963 until 1970; and

Whereas, Gino Raffaelli is now retiring from the Cleveland Orchestra after many years of service; therefore, be it

Resolved, That the ICSOM Governing Board and the delegates to the 2001 ICSOM conference express their gratitude to Gino Raffaelli for his service to ICSOM; and, be it further

Resolved, That the ICSOM Governing Board and the delegates to the 2001 ICSOM conference send congratulations and best wishes to Gino Raffaelli on the occasion of his retirement from the Cleveland Orchestra.

The following resolution supporting the efforts of the musicians of the Seaside Music Theater Orchestra and the Central Florida Musicians' Association, Local 389, AFM, in their efforts to organize and work under a collective bargaining agreement was adopted unanimously. [**Motion #6**/Governing Board]

Whereas, The Seaside Music Theater Orchestra of Daytona Beach, Florida, is in the midst of a union organizing campaign; and

Whereas, The management of the Seaside Music Theater has refused a third-party card count that would allow a rapid and accurate determination of the desires of the prospective bargaining unit; and

Whereas, an NLRB election has been set for October, 2001; therefore, be it

Resolved, that the delegates to the 2001 ICSOM conference express their overwhelming support for the musicians of the Seaside Music Theater Orchestra and the Central Florida Musicians' Association, Local 389, AFM, in their efforts to organize and work under a collective bargaining agreement.

The following resolution supporting the efforts of the musicians of the Calgary Philharmonic Orchestra and Local 547 to prevent downsizing of the orchestra was adopted unanimously. [**Motion #7**/Governing Board]

Whereas, The Calgary Philharmonic Orchestra (CPO) is an OCSM orchestra that has historically maintained a high level of artistic excellence and fiscal health in an economically advantaged city; and

Whereas, Despite the sudden appearance of a large operating deficit and a steep decline in ticket sales for the season just concluded, the CPO still has an accumulated deficit of less than 5% of its annual budget; and

Whereas, The current CPO management has taken steps to place itself in a legal lockout position to enforce demands for heavy financial concessions from the musicians, including the downsizing of the orchestra by eliminating a position that is held by a full-time musician; therefore, be it

Resolved, That ICSOM censure the management and board of the Calgary Philharmonic Orchestra for aggressively putting forward proposals that will do great harm to the organization and its musicians and that will violate the core principle of never terminating musicians by downsizing; and, be it further

Resolved, that ICSOM and its member organizations work with the AFM and OCSM/OMOSC to vigorously support the efforts of the musicians of the CPO and Local 547 to ward off these grave threats.

The following resolution directing the ICSOM Chairperson to appoint a task force to propose suggested guidelines for musical internship programs in orchestras and report such guidelines to the Governing Board and to the delegates to the 2002 ICSOM conference was presented. [**Motion #8/Governing Board**]

Whereas, There are no clear standards or guidelines for programs that provide internship opportunities for young musicians aspiring to careers as orchestra musicians to gain experience working with professional orchestras; and

Whereas, Such internships in other industries can have the effect, whether intentional or not, of reducing employment for workers already in the industry; and

Whereas, Such internship programs should never be used to replace members of ICSOM orchestras; therefore, be it

Resolved, That the delegates to the 2001 ICSOM Conference direct the ICSOM Chairperson to appoint a task force to propose suggested guidelines for such internship programs and report such guidelines to the Governing Board and to the delegates to the 2002 ICSOM conference for their consideration.

There was a motion to add the words *full-time* to the fourth paragraph to read:

Whereas, Such internship programs should never be used to replace full-time members of ICSOM orchestras; therefore, be it [**Motion #9/James**]

Motion #8 was adopted as amended.

The following resolution directing the ICSOM Chairperson to work with the Mellon Foundation to include union representatives in future meetings between the Mellon foundation and orchestras participating in the Mellon Orchestra Program was adopted. [Motion #10/Governing Board]

Whereas, The Mellon Foundation is sponsoring a series of fora to discuss matters which involve the conditions under which orchestral musicians work and live; and

Whereas, No officers of the AFM or of the relevant Player Conferences have been invited to any of these meetings in their capacities as officers; and

Whereas, Representatives of the AFM and the Player Conferences may have viewpoints important to these discussions; and

Whereas, The musicians involved, including the representatives of ICSOM and ROPA, have all designated the AFM and the Player Conferences to represent them in their dealings with employers, funders, and others in the symphonic industry; and

Whereas, The musicians involved in the Mellon process have expressed a desire for such participation by representatives of the AFM and the Player Conferences; and

Whereas, The role of the AFM and the Player Conferences is universally recognized as both critical and inevitable in the past and future development of the American symphonic industry and how musicians function within that industry; therefore, be it

Resolved, That the delegates to the 2001 ICSOM direct the ICSOM Chairperson to work with the Mellon Foundation to include such representatives in the Mellon process.

The following resolution authorizing the ICSOM Governing Board to enter into a pilot project with the Sphinx Competition to provide educational scholarships for competition winners was adopted. [Motion #11/Governing Board]

Whereas, The ICSOM Minority Scholarship Program was established to provide financial support for aspiring minority musicians; and

Whereas, The Sphinx Competition identifies young, talented Afro-American and Latino musicians through a process of taped and live auditions; therefore, be it

Resolved, That the ICSOM Governing Board be authorized to enter into a pilot project with the Sphinx Competition to provide educational scholarships for competition winners, provided that the Governing Board is satisfied with the terms of any such project; and, be it further

Resolved, That the Governing Board ensure that one of the terms should be that ICSOM receive due credit for its support.

The following resolution authorizing the Governing Board to design and implement a pilot project to collect and analyze information about orchestra managements and finances was adopted. [**Motion #12/Governing Board**]

Whereas, Information is power; and

Whereas, Members of ICSOM orchestras and their locals do not currently have easy access to much relevant information about their managements and about their orchestra's finances on a continuing basis, either because the information has not been collected or has not been analyzed in a useful and systematic way; therefore, be it

Resolved, That the delegates to the 2001 ICSOM Conference authorize the Governing Board to design and implement a pilot project to collect and analyze information about orchestra managements and finances; and, be it further

Resolved, That the Governing Board bring the results of such a pilot project to the 2002 ICSOM Conference for consideration of whether or not a fully implemented project would be of value proportional to its cost to ICSOM.

The following resolution authorizing ICSOM's participation in a joint Unity Conference in 2002 was adopted. [**Motion #12/Governing Board**]

Whereas, The 2000 ICSOM Conference directed the Governing Board to bring to the 2001 Conference a proposal for a second Unity Conference, to be held during the summer of 2002; and

Whereas, The Governing Board, in collaboration with the elected leadership of the Regional Orchestra Players' Association and the Organization of Canadian Symphony Musicians, has developed such a plan for a joint conference to be held the week of August 12, 2002, in the Canadian capital city of Ottawa; and

Whereas, The delegates to both the Regional Orchestra Players' Association and the Organization of Canadian Symphony Musicians have authorized their participation in such a conference; therefore, be it

Resolved, that the delegates to the 2001 ICSOM Conference authorize ICSOM's participation in said joint Unity Conference.

The following resolution authorizing the ICSOM Chairperson to appoint a committee to bring to the 2002 ICSOM Conference at least four proposals for a permanent venue for the ICSOM Conference was presented. [**Motion #13/Governing Board**]

Whereas, the cost to ICSOM for holding an annual conference in a different venue each year has become too high, both financially and in terms of the energy and time of the volunteers who administer the annual conference; therefore, be it

Resolved, That the delegates to the 2001 ICSOM Conference authorize the ICSOM Chairperson to appoint a committee to bring to the 2002 ICSOM Conference up to four proposals for a permanent venue for the ICSOM Conference for its consideration and final approval.

After considerable discussion, **Motion #13** was defeated.

The following resolution directing ICSOM to commission Master Brewer and Philadelphia Orchestra delegate Robert Grossman to brew a commemorative ICSOM 40th Anniversary Beer was adopted. [**Motion #14/Moore**]

Whereas, ICSOM will celebrate its 40th anniversary in 2002; and

Whereas, ICSOM has in its midst a Master Brewer; therefore, be it

Resolved, That ICSOM commission Master Brewer and Philadelphia Orchestra delegate Robert Grossman to brew a commemorative ICSOM 40th Anniversary Beer to be enjoyed at the 2002 ICSOM conference, provided all legalities of the creation and transport of said beer can be met.

The following resolution directing the Governing Board to research ways that meaningful and effective sums of money could be raised for TEMPO from ICSOM member orchestras was adopted. [**Motion #15/Governing Board**]

Whereas, Working symphonic musicians in the United States are affected most profoundly by the actions or inaction of government; and

Whereas, In the political arena, access is power and money is access; therefore, be it

Resolved, That the ICSOM Conference direct the Governing Board, with the assistance of ICSOM Counsel, to research ways that meaningful and effective sums of money could be raised [on a voluntary basis] from ICSOM member orchestras on a sustained basis.

The following resolution directing the Chairperson to appoint a Work Hardening Committee to collect existing work hardening policies from orchestras was adopted. [**Motion #16/Morgan**]

Whereas, The technique of "work hardening" has been shown to facilitate a musician's successful return to work following an injury; and

Whereas, Some orchestras have implemented work hardening policies; and

Whereas, A policy on work hardening was distributed at a recent Personnel Managers' Conference; therefore, be it

Resolved, That the delegates to the 2001 ICSOM Conference direct the Chairperson to appoint a Work Hardening Committee to collect existing work hardening policies from orchestras and to develop a position on such policies for consideration by future ICSOM Conferences.

The following resolution authorizing the ICSOM Media Committee to engage in a fact-finding process with the Electronic Media Forum and report the same to the field was adopted. [**Motion #17/Weber/Goldstein**]

Whereas, We are opposed to the possibility of any departure from upfront payments which have constituted the basic foundation of compensation within the symphonic recording industry since 1944; and

Whereas, Both ROPA and OCSM/OMOSC have supported that position in resolutions passed unanimously at their 2001 Conferences; therefore be it

Resolved, That the ICSOM Media Committee is authorized to engage in a fact-finding process with the Electronic Media Forum as currently scheduled.

At the conclusion of the fact-finding, the process will stop, and a written report will be prepared and sent out to the field.

After a reasonable period of time for input from the field, it will be determined, based on such input, whether the process will proceed and in what bargaining format.

Another vote was taken for the fourth position of Governing Board member at large.

Florence Nelson was presented with a special plaque which read:

To Florence Nelson:

Piccolo player, rank-and-file activist, ICSOM delegate, ICSOM officer, local officer, AFM staffer, and AFM executive officer extraordinaire.

In gratitude for decades of 9-day weeks, 30-hour days, and 80-minute hours dedicated to the improvement of the lot of working symphonic musicians.

Presented at the 2001 ICSOM Conference.

San Diego, CA

Tom Hall announced that Michael Moore had been elected Governing Board Member at Large.

Levine asked if there was further business. There being none, the 2001 ICSOM conference was officially adjourned at 8:50 p.m.

Submitted on November 20, 2001,
Lucinda-Lewis, ICSOM Secretary