



2005 ICSOM Conference
Shelter Pointe Hotel & Marina
San Diego, CA

Wednesday, August 17, 2005

Jan Gippo, ICSOM chair (St. Louis Symphony) introduced the governing board.

Brian Rood, ICSOM president (Kansas City Symphony)

Laura Ross, ICSOM secretary (Nashville Symphony Orchestra)

Michael Moore, ICSOM treasurer (Atlanta Symphony Orchestra)

Richard Levine, editor *Senza Sordino* (San Diego Symphony Orchestra)

Stephen Lester, ICSOM governing board member-at-large (Chicago Symphony Orchestra)

Henry Peyrebrune, ICSOM governing board member-at-large (The Cleveland Orchestra)

Bruce Ridge, ICSOM governing board member-at-large (North Carolina Symphony Orchestra)

Lynn Rosen, ICSOM governing board member-at-large (Utah Symphony)

Leonard Leibowitz, ICSOM legal counsel

Glen Campbell, 2005 ICSOM conference coordinator (San Diego Symphony Orchestra)

Robert Levine, assistant conference coordinator & ICSOM chair *emeritus* (Milwaukee Symphony Orchestra)

Orchestras:

Alabama Symphony Orchestra

Atlanta Symphony Orchestra

Michael Moore

Baltimore Symphony Orchestra

Mary Plaine

Boston Symphony Orchestra

Lawrence Wolfe

Buffalo Philharmonic Orchestra

Robert Prokes

Charlotte Symphony Orchestra

Bob Rydel

Chicago Lyric Opera Orchestra

Matthew Comerford

Chicago Symphony Orchestra

Rachel Goldstein

Cincinnati Symphony Orchestra

Paul Frankenfeld

The Cleveland Orchestra

Henry Peyrebrune

Colorado Symphony Orchestra

Kenneth Harper

Columbus Symphony Orchestra

Michael Buccicone

Dallas Symphony Orchestra

James Nickel

Detroit Symphony Orchestra

Brian Ventura

Florida Orchestra

Fred Gratta [for Warren Powell]

Florida Philharmonic Orchestra

Fort Worth Symphony Orchestra

Lesley Cleary

Grant Park Symphony Orchestra

Carol Beck [for Michael Shelton]

Honolulu Symphony Orchestra

Steve Flanter

Houston Symphony Orchestra

John Thorne

Indianapolis Symphony Orchestra

David Gruender

Jacksonville Symphony Orchestra

John Wieland

Kansas City Symphony

Dorris Dai Janssen [for Jessica Wakefield]

Kennedy Center Orchestra

Nancy Stutsman

Los Angeles Philharmonic

Meredith Snow

Louisville Orchestra

Daryl Johnson

Metropolitan Opera Orchestra

Marvin Topolsky

Milwaukee Symphony Orchestra

Helen Reich

Minnesota Orchestra

Paul Gunther

Nashville Symphony Orchestra

Bruce Christensen

National Symphony Orchestra

Jeffrey Weisner

New Jersey Symphony Orchestra

Bob Wagner

New York City Ballet Orchestra

Ethan Silverman

New York City Opera Orchestra

Nancy McAlhany

New York Philharmonic

Bruce Ridge

North Carolina Symphony

Dolores D'Aigle

Philadelphia Orchestra	Jennifer Haas
<i>Phoenix Symphony Orchestra</i>	
Pittsburgh Symphony Orchestra	Jim Rodgers
<i>Puerto Rico Symphony Orchestra</i>	
Rochester Philharmonic Orchestra	David Angus
Saint Louis Symphony Orchestra	Christian Woehr
Saint Paul Chamber Orchestra	Leslie Shank
San Antonio Symphony	Emily Watkins
San Diego Symphony Orchestra	Thomas Morgan
San Francisco Ballet Orchestra	Brian Lee
San Francisco Opera Orchestra	Leslie Ludena
San Francisco Symphony Orchestra	Cathy Payne [for Linda Lukas]
Syracuse Symphony Orchestra	Angel Sicam
Utah Symphony	Claudia Norton
Virginia Symphony	Christine Allison

Bill Foster, ICSOM Electronic Media Committee chair & AFM-EPF trustee (National Symphony Orchestra)
 Tom M. Hall, ICSOM governing board emeritus (Chicago Symphony Orchestra)

OTHER AFM PLAYER CONFERENCES:

Francine Schutzman, president, Organization of Canadian Symphony Musicians (OCSM)
 Phil Ayling, president, Recording Musicians Association (RMA)

AMERICAN FEDERATION of MUSICIANS:

Tom Lee, AFM president
 Bobby Herriot, AFM vice-president CANADA
 Hal Espinosa, AFM IEB, president, Local 47, Los Angeles CA
 Mark Jones, AFM IEB, president, Local 92, Buffalo NY
 David Lennon, AFM IEB, president, Local 802, New York City NY
 Laura Brownell, director, Symphonic Services Division (SSD)
 Eric Beers, AFM SSD, contract administrator
 Deborah Newmark, AFM SSD, director, Symphonic Electronic Media
 Mark Tetreault, AFM SSD Canada
 Hal Ponder, AFM, director of Government Relations

OFFICERS OF AFM LOCALS:

Douglas Fisher, president, Local 103, Columbus, OH
 Lovie Smith-Schenk, president, Local 65-699, Houston TX
 Bob McGrew, secretary-treasurer, Local 65-699, Houston TX
 Jay Blumenthal, vice-president, Local 802, New York City NY
 John Grimes, vice-president, Local 9-535, Boston MA
 Gary Matts, president, Local 10-208, Chicago IL
 John Lindberg, president, Local 125, Norfolk VA
 Michael J. Largarticha, president, Local 677, Honolulu HI
 Frank Glasson, president, Local 325, San Diego CA
 Peter De Luke, vice-president, Local 325, San Diego CA
 Eddie Arias, secretary-treasurer, Local 325, San Diego CA
 Marvin Drucker, exec. board, Local 325, San Diego CA
 Teresa Gafford, secretary-treasurer, Local 161-710, Washington DC

SPEAKERS and PANELISTS:

Drew McManus, ArtsJournal.com, guest speaker
 Susan Martin, attorney, guest panelist
 Mel Schwarzwald, attorney, guest panelist
 Julie Ayer, Minnesota Orchestra, author

OBSERVERS and OTHER GUESTS:

Bill Holmes, San Francisco Opera Orchestra, observer
 Greg Dugan, Indianapolis Symphony, observer
 Tania Hardy-Smith, Orchestra Victoria, observer
 Andrew Lewinter, Florida Philharmonic (former member), observer
 Phil Yao, AFM-EPF trustee, observer

Dennis Dreith, administrator, AFM/AFTRA Fund

Membership Committee – Laura Ross, chair

The ICSOM Membership Committee recommendation to continue Florida Philharmonic's suspended status for the 2005-06 season was approved.

Conference coordinator Glen Campbell welcomed the delegates and made a few announcements.

Frank Glasson, president of Local 325 - San Diego CA, welcomed the delegates and guests. He thanked the negotiating committees and Richard Levine for their help in negotiating the merger between the San Diego Opera and Symphony.

Jan Gippo – Chair's Report

Chair Gippo spoke about the difficulties his orchestra faced this past season and thanked President Brian Rood for his leadership and assistance. He praised retiring Members at Large Lynn Rosen and Henry Peyrebrune. He singled out Henry Peyrebrune's contributions on the Orchestra Strategic Report with the American Symphony Orchestra League (ASOL) and his authorship of many "rapid responses" written on the chair's behalf. Gippo expressed a desire that they would return to leadership positions in the future.

Gippo spoke about his work on the Futures Committee, the actions of ICSOM at the AFM Convention and of an invitation to participate in a Mellon Forum this fall. He thanked the IEB for adopting policies in April 2005 that addressed concerns of the Player Conferences.

He introduced Jane Carl, his fiancée, and thanked all the spouses and significant others.

Brian Rood – President's Report

President Rood spoke of his excitement in meeting and becoming reacquainted with delegates and guests, as well as the topics under discussion at the conference. He spoke about using the delegate manual to find information, Tom Hall's *Forty Years of the International Conference of Symphony and Opera Musicians* (additional copies will be distributed at the conference to all delegates for their orchestras), the progress of diversity through ICSOM's partnership with Sphinx, participation in the conductor evaluation program, and problems with production of *The ICSOM Directory*. He spoke about the 27 orchestras that were in negotiations this past season. He said ICSOM should consider joining the ASOL board that could help counter the rhetoric orchestras and musicians face. He saluted the board, and thanked Jan Gippo for his leadership and friendship.

Laura Ross – Secretary's Report

Secretary Ross passed around two get well cards for Bill Roehl (architect of the 1990 Roehl Report that became the model for the divisions in the AFM today), asked that resolutions be submitted prior to Saturday, explained about delegate packet information that was distributed and spoke about the Lew Waldeck Fund, encouraging musicians and orchestras to contribute.

Michael Moore – Treasurer's Report

Treasurer Moore updated the delegates on ICSOM's current financial outlook.

Richard Levine – *Senza Sordino* Editor

Editor Levine thanked Robert Levine for his assistance as production manager for the past three editors. He spoke about moving production from Milwaukee to San Diego and explained that problems in delivery have caused the governing board to change the delivery mode back to mailing boxes to the delegates and will work with orchestras who have extraordinary delivery issues. He thanked the contributors this past year and asked that orchestras consider sending him positive stories, ideas, and finished or unfinished articles, for upcoming issues.

Nominating Committee – David Angus, chair; Mary Plaine, Tom Hall

The nominating committee placed the following names in nomination:

President – Bruce Ridge (North Carolina)

Secretary – Laura Ross (Nashville)

Members at Large (two 2-year and two 1-year terms) – Steve Lester (Chicago)

The floor was open for nominations.

MAL Two-Year Term: James Nickel (Dallas)

MAL One-Year Term: no nominations were made but it was announced that nominations would remain open through the conclusion of the 2-year term balloting. Nominations remain open.

Jan Gippo – Chair's Report *continued*

Gippo spoke about the lack of educated and enlightened orchestra managers who make policy and then become upset when musicians don't agree. He advocated for musician participation from the beginning of any project, not after all the decisions

have been made. He spoke about the respect musicians are due, not just “lip service” and about some of the bargaining techniques managers are practicing right now.

He spoke about problems some orchestras are facing with their locals, but also pointed out that many excellent local officers exist, and that many of them are attending this conference.

Gippo spoke about the ASOL’s invitation to join the board and the ICSOM governing board’s skepticism in joining at this time. ICSOM is taking “baby steps” working with the ASOL and we need to begin a dialogue about joining the board amongst the delegates and our orchestras. ICSOM is at a crossroads and the governing board is trying to address some of the issues that face us in the future.

Financial Database Committee Report – Henry Peyrebrune, chair

Committee members include Richard Levine, Hampton Mallory, Joe Goldman, Bruce Ridge and consultant Ron Bauers. The committee is charged with formulating a database to compare financial information between orchestras. They have selected 18 different symphony orchestras and have received data for 1995-2003 from 16 different orchestras. Ron Bauers will design the database based upon questions posed by the committee. There will be a formal proposal presented during the 2006 conference, at which time a decision will be made to expand or abandon this project. Ron Bauers suggested that every delegate ask for and receive 990’s and audited financials every year; he recommended putting this requirement into orchestra CBAs.

ICSOM Vision Committee Report

President Rood spoke about the future of ICSOM, which is of great concern to the governing board. He spoke about the committee appointed to work on the vision and message of ICSOM. He, Henry Peyrebrune, Steve Lester, and Bruce Ridge were appointed to the committee.

Bruce Ridge spoke about the negative rhetoric that abounds concerning our industry but pointed out that there is also much that is positive. He made reference to audience attendance, the relevance of music, and working with and contributing within the community. He encouraged musicians to work with their boards and communities, because musicians form the community and are the real link, not the executive director who generally has a short “shelf life”. This should assist us in countering the negativity to raise the level of dialogue. We need to engage our players, especially the younger members who don’t have the historical knowledge and experience of our past. We need to promote a message of hope, that orchestras are an investment that is relevant. Orchestras are a family and need to be preserved.

Henry Peyrebrune spoke about the subcommittee and why they were appointed. He pointed to orchestras that are being slaughtered in the press, who are not getting the required support. This must be addressed. In regard to ICSOM’s mission statement that addresses a “more rewarding livelihood for skilled musicians”, has been well served by ICSOM, with support both public and financial, improved CBAs, fair auditions, PR assistance, etc. When addressing “benefiting the cultural life of our communities”, we must do more to show how orchestras contribute to the cultural life of the communities. ICSOM must change the tone of coverage by working on press relations, to respond to negative articles and to build relationships with the national press. We need the assistance of a professional to help us develop materials and to speak with one voice.

Steve Lester spoke about the need to improve communication between delegates, the rank-and-file and the governing board. We must all reflect the ideas of our members. ICSOM must lead the discussion, not just react. Orchestra-L and Delegate-L give us a great outlet to expand the discussion. ICSOM is the voice of the professional orchestras we represent.

Brian Rood pointed out that the work of the committee is a work in progress.

Following announcements and introductions, Julie Ayer spoke about her soon to be published book documenting the history of symphony labor history. It is entitled *More Than Meets The Ear, How Symphony Musicians Made Labor History*.

Leonard Leibowitz, Distinguished ICSOM Legal Counsel – (see handout of documents listed below)

ICSOM Legal Counsel Len Leibowitz spoke enthusiastically about Julie Ayer’s book. He thanked the outgoing ICSOM governing board members. He reflected that he has never seen such a difficult period for orchestras as he has witnessed the past few years, and that some long-held beliefs might need to be re-evaluated and re-examined, including the idea of joining the ASOL board. We need to talk about our relationship with ASOL and other organizations. He agreed we must identify find new ways to support positive actions and activities to contribute to the renaissance of symphonic music in this country.

Leibowitz explained the various items in the information packet he provided to the delegates which dealt with a number of labor relations issues, including grievance procedures, the legal rights of stewards (including orchestra committees), Weingarten rules, grievance handling and presentation, sexual harassment, and exercises that he asked be done in small groups on the NLRA, grievances, “How to Alienate Arbitrators”, Unfair Labor Practices, just cause, employment law (not the same as labor law), Family Medical Leave Act (if orchestras don’t qualify, they should try to include it in the CBA), COBRA and non-discrimination charges which can be both grieved and filed with the EEOC.)

He began his presentation with an explanation of the legal underpinnings of collective bargaining – the history of the National Labor Relations Act (NLRA) that began as the Wagner Act in 1935. The Act was intended to promote the free flow of commerce (e.g. prevent strikes). Section 7 gave workers the right to organize while Section 8 detailed rules about employer domination, discrimination on the basis of union activity, etc. and other unfair labor practices. In 1947, Taft-Hartley was enacted as a counterbalance to perceived union power. It outlawed the “closed shop” and secondary boycotts. It included Section 8(e), known as the “Hot Cargo” provision, which prohibited unions from attempting to put a company out of business. As an example, he spoke about the makers of the Virtual Orchestra Machine (VOM) who in 2005, filed an 8(e) charge against Local 802 claiming they were trying to put them out of business. Since the NLRB held that the union was actually trying only to preserve work for their members, the charge was dismissed.

Counsel detailed other portions of Section 8, specifically discussing one subsection that requires that one side or the other of the negotiating parties to give 60-day notice prior to contract expiration, of a desire to terminate or change terms of an agreement. This section came under scrutiny during the recent St. Louis Symphony negotiations. Counsel stated that the obligation to file the notice usually falls on the union since they are generally the party initiating the negotiations. However, the actual obligation to file is on whomever initiates the negotiations. In St. Louis, counsel contends that the Association began the negotiations by asking for talks an entire year early. Thus it was they, not the union, who had the obligation to file the notice. He explained the repercussions for failure to send a 60-day notice. If the union struck it would be an “unprotected strike”. He explained the difference between economic strikes and unfair labor strikes. If it was the employer’s obligation, and it failed to send the notice and then locked the employees out, all replacements would have to be fired, and the regular employees rehired, and possibly made whole for lost wages.

Counsel discussed mandatory subjects of bargaining and the mechanics of symphony negotiations. He discussed the power structure in an orchestra, and that committees should be elected to, hopefully, represent all portions of the orchestra. He spoke about preparation, including a questionnaire to get the orchestra thinking. The make up of the committee usually includes a local officer and attorney or negotiator (he urged orchestras to make sure that if they hire an attorney, that he/she has experience in negotiations), as well as the elected committee. Once the power relationship of the committee and the orchestra (will they strike or won’t they, will management lock out?) has been evaluated, it’s time to request information. Financial information, benefits usage (health claims, pension, etc.), and other “necessary and relevant” information, from management. He advised that it is often helpful to have a “theme” of the negotiation. “Parity,” or “growth,” etc. are commonly used themes in negotiations and are helpful when communicating with the public. He also encouraged making the proposals as short as possible.

A question was asked about whether membership in the AFM Strike Fund prohibits an orchestra from having an internal fund as well. While the answer is that there is no prohibition, and is probably a good idea, he cautioned that the use of those monies and how they are to be dispersed should be thought out carefully.

He recommended that during concessionary bargaining the orchestra should try to build into the concessionary contract, a return of those concessions by the end of the new agreement, pointing out that recovery might even require an additional year, but not providing for recoupment at that time probably means never recovering the losses. When asked about union requests to reopen the concessionary contract when the organization has a successful fund raising campaign, counsel responded that we are unlikely to get a positive response. Sadly, management tries to get out of the agreement whenever they hit a bump. When asked to define how much of a deficit is too much, Leibowitz responded that it is whatever the board thinks is too much, because that is what directs their behavior. Some professional managers say up to 10% or even 20% of budget is a manageable deficit. Cuts must be equitably made to all employees (except perhaps for clericals who are usually very underpaid.) Always ask if the employer has a long-term plan to fix this situation. They must have a plan because otherwise the spiral of deficits and concessions will never end. He also recommended that concessions be made by reducing services and/or weeks, not salary. For unemployment benefits, find out if your State makes a distinction between a strike and a lockout.

He spoke about assembling proposals, doing “cost outs”, financial proposals, and sharing the proposal with the orchestra since the proposals are actually theirs, and they have been urged to participate. He encouraged posting management’s proposals as well. He spoke about “table discipline” – if there is an attorney, he/she should be the chief spokesperson and there should be agreed to rules prior to the negotiations regarding “expert testimony” etc. Counsel spoke about three “tables” of negotiating – Number 1 is the “rhetoric” table, and includes a lot of arguing and little actual achievement. Table 2 is the “off the record” table where a great deal is accomplished and where information from those meetings is shared with each side. Finally, Table 3 is the “pressure points” table, e.g., strikes, public relations, etc. Successful strikes are not possible if there is not unity within the orchestra, and coalition building in the community in advance, can be very helpful. He also spoke about the conditions to consider if an orchestra enters a “play and talk” period, and the use of mediators. He pointed out that when negotiations pass the expiration date, any final settlement should be applied retroactively. Finally, he

urged negotiating members to take good notes because they can be evidence in the case of any future grievances involving the interpretations of many contract provisions.

MSC [Nancy Stutsman/Ken Harper] to suspend morning roll call.

2004 Minutes were approved.

Thursday, August 18, 2005

Announcements.

Nominations:

2-year MAL nomination: Doug Fisher (Columbus)

1-year MAL nomination: Paul Gunther (Minnesota), Nancy Stutsman (Kennedy Center), Meredith Snow (LA Philharmonic)

Nominations remain open.

AFM Convention Report – Lynn Rosen, AFM Convention delegate

Lynn Rosen spoke about the various ICSOM governing board members and ICSOM delegates who were in attendance as voting and non-voting delegates at the AFM convention. She mentioned some of the important resolutions and recommendations that were considered. She also spoke about the political climate and the election results. She spoke about how deliberations, testifying and reports to the convention during voting occurred.

Doug Fisher shared his belief that the division between full-time and part-time musicians is wider than ever and he expressed concern that as AFM membership drops, the full-time players, who pay the majority of what funds the AFM, will be asked to pay even more in the future. He also expressed surprise and concern that most of the voting delegates are conservative.

Tom Lee, AFM President

President Lee spoke about the Special Payment Funds assessments, explaining that the new dues structure will be implemented as of September 1, and the 2005 assessment will be waived. He spoke about his attendance at the AFL-CIO convention, the walkout by some unions, and the new break-off groups' agenda. He spoke about an agreement to allow some of those unions to remain as members of their local labor councils by paying regular dues plus a 10% penalty and agreeing that there would be no raiding from one union by another. With the exception of an AFL-CIO per capita dues increase of about \$3,600 a year, there will most likely be little impact on the AFM.

Lee spoke about certain legislative and legal issues the AFM continues to work on. He spoke of the value of the SSD staff and about previous summits the AFM has hosted. He mentioned that AFM-EPF trustee Bill Moriarity would be resigning following the next meeting, which will allow for the appointment of a new rank-and-file trustee.

He agreed with Doug Fisher's assessment that AFM delegates are conservative and suggested that orchestra musicians take the opportunity to become involved. It was reported that about 10% of the convention delegates were from orchestras, but he believed it was more like 15-18%. He pointed out that if locals are not representing orchestras properly, orchestra musicians have an obligation to step up. Like it or not, there are politics at every level in every organization.

There were positive comments about the AFM's lobbying activities by Mary Plaine and Robert Levine. Levine also spoke about the division in the membership and the hostility between Tom Lee and the RMA. While not laying blame, Levine asked what President Lee planned to do to address this. Lee accepted his portion of the blame and said relationships are about respecting each person's point of view. Differences with the RMA will be worked out. He said it was regrettable that all sorts of misinformation caused each to take positions that caused even more problems. He believes this past convention went some way to addressing many of these issues – his desire is to leave the past in the past. He announced he has scheduled a meeting in October to meet with Local 47 members so there can be a stop to accusations, and instead begin to have open and straightforward communication.

Lynn Rosen and Jan Gippo asked about the plans for the new resource centers and if ICSOM could be of assistance. President Lee's understanding was the centers were to assist local officers and members who don't have resources by offering information, training, etc. They expect the International Representatives will be involved in some way.

Mary Plaine asked about public relations (PR) assistance from the AFM. Lee spoke about the AFM's role in getting the word out to 600 different media outlets; however, he believes training and putting out a message are more suited to a local PR firm or person. Jan Gippo mentioned that the governing board has been talking to Laura Brownell about helping

ICSOM “piggyback” their message on the AFM’s (the AFM is beginning a “Live Music” campaign). Lee said anyone needing to put out a press release should contact the AFM.

Doug Fisher asked about the Florida Philharmonic situation and the unfair competition bylaw. He asked what President Lee knew and if the AFM had the power to enforce the bylaw? He also asked if there is anything ICSOM could do? Lee responded that AFM bylaws do not allow the AFM to reach into a local to take charge. He explained about concerns that orchestra managers could file an unfair labor practice charge over what they consider a mandatory subject of bargaining, which includes residencies. In regard to what occurred as the Florida Philharmonic was shutting down, he and SSD looked to Len Leibowitz, the orchestra’s counsel, and coordinated with him. Lee worked with Leibowitz, Jan Gippo and others when things were happening.

Jan Gippo said that ICSOM was working with Laura Brownell to visit Florida in the fall to work with the musicians.

Laura Brownell, director, Symphonic Services Division

Director Brownell spoke about her attendance at the conferences, OCSM focused on the Montreal Symphony, and ROPA focused on the Pittsburgh Ballet. She spoke about her interview concerning the music director search in Baltimore while at the AFM convention. SSD’s focus is on helping orchestras with bargaining and maintaining their contracts. She has increased and continues to increase the SSD staff and she reported on their varied activities. She spoke about addressing benefit concerns in the AFM Strike Fund, and a desire to offer public relations assistance to orchestras. She spoke about the articles they are writing for the *International Musician*, the AFM website updates and their participation in electronic media negotiations. She urged that delegates and orchestras be strong advocates to keep orchestras healthy and strong. She said she had inherited a wonderful staff and she has enjoyed working with the governing board this past year.

Francine Schutzman, president, Organization of Canadian Symphony Musicians (OCSM)

President Schutzman spoke about the member orchestras of OCSM, which vary in size, salary and tax status (employees or independent contractors). She spoke about her speech at the AFM and how things have changed, especially in regard to OCSM’s relationship with their locals and the AFM. She noticed that 17 ICSOM delegates are local officers and noted that fully 1/3 of ICSOM had local officers in attendance at this conference. OCSM had only one in attendance. She spoke about the Montreal Symphony strike, its timing, and the over 100 concessions on the table at this time. She spoke about a problem that cropped up when another OCSM orchestra took secondary work away from the striking Montreal Symphony. This caused some concern and resulted in a resolution that failed but would have allowed OCSM members to remove an orchestra from OCSM. She spoke about various activities at the conference and which ICSOM resolutions were supported at their conference.

Jan Gippo read a letter of regret from Barbara Zmich, president of the Regional Orchestra Players’ Association who was unable to attend the ICSOM conference. She was attending a rally in support of the Pittsburgh Ballet Orchestra musicians who have been replaced by tape for the 2005-06 season.

Gippo also read a letter from Florence Nelson, AFM Secretary-Treasurer Emerita who wrote to express her best wishes to the 2005 ICSOM Conference and encouraged orchestra members and other constituents to run for local offices. Gippo related how Florence Nelson’s leadership influenced ICSOM, ROPA and OCSM, which produced the large number of orchestra/local delegates who stood during his speech at the AFM convention. This is her legacy.

AFM Strike Fund Report - Brian Rood & David Angus, trustees

Trustee Rood reported on the two trustee meetings that included a discussion about benefit improvements. They ordered an actuarial study to assist them in making any changes and they talked about increasing benefits, adding more participants at lower levels and adding new benefit tiers. He explained the resolutions that were submitted on behalf of ICSOM to the AFM Convention. Counsel Leibowitz explained the definition of lockout language that was unfavorably recommended to the AFM Convention delegates and defeated. Rood thanked Debbie Newmark, Laura Brownell, Florence Nelson and Tom Lee.

Trustee Angus talked about the difficulties and gray areas that always crop up when the trustees make decisions. They have become a bit more liberal and try to pay benefits whenever possible, but must justify decisions to maintain some sort of consistency. He asked for feedback from musicians, especially concerning changes to the benefits and funding. He asked if the higher-level orchestras, well in excess of \$900 per week, be interested in a higher tier of dues and benefits?

Jan Gippo reported that Brian Rood and David Angus would continue to serve as trustees.

Conductor Evaluation Program- Michael Moore, administrator

Administrator Moore reported on the activities of the program, including submissions and requests. He expressed his frustration that only 40% of the orchestras submitted evaluations this year. He asked for feedback from the delegates about what needs to change. Jan Gippo encouraged delegates to talk about this at the Town Meeting on Friday.

Abe Torchinsky ICSOM Emeritus Program – Mary Plaine, administrator

Administrator Plaine explained the benefits and requirements of the program.

Laura Ross thanked Michael Largarticha and Steve Flanter for providing the snacks during the break.

Legislative Committee Report – Leslie Shank & Nancy Stutsman, co-chairs; Hal Ponder, director of AFM Governmental Affairs

Co-chair Shank spoke about a letter writing campaign regarding multi-employer pension fund concerns and the importance for immediate response. She spoke about working with the AFM and introduced Hal Ponder.

Director Ponder spoke about signing up for the rapid response e-mail list that has about 20,000 members and said AFM members can sign up on the AFM website. He spoke about the recent increase to the National Endowment for the Arts and how effective AFM participation was in getting that increase, about pension reform and his work with a coalition to address these issues, about working with Eric Beers on a uniform policy for instrument travel, and media consolidation and payola concerns the AFM continues to monitor. He said health care reform bills are only coming from Democrats and are not being sponsored by Republicans, so they are going nowhere.

Co-chair Stutsman spoke about the importance of TEMPO in showing appreciation to congressional members who support our concerns. TEMPO is how the AFM lobbies and had only \$55,000 available last year. ICSOM raised \$2,100 at the 2004 Conference and she challenged the conference to match or exceed this amount.

ICSOM Website Committee and *The ICSOM Directory* - Richard Levine

Richard Levine spoke about the ICSOM website, the various e-mail lists currently provided, and the committee's charge to identify new uses and designs. They are looking toward the future and solicited suggestions and recommendations from the delegates and orchestras. He also discussed *The ICSOM Directory* and explained modifications the delegates should expect this year. He spoke of problems and the need for responsiveness from the delegates. The deadline for Directory completion this upcoming season was supposed to be November but will very likely change.

Bruce Ridge: Building Relationships through New Member Orientation and Community/Board Outreach

Bruce Ridge spoke about management relationships and trust. He spoke about mentoring students and newer members of the orchestra who need to hear the message of hope in our industry. He recommended the use of orientation documents, citing examples from North Carolina and Nashville.

Ridge spoke about building relationships not only with managers and new orchestra musicians but also with community and board members to form long-term commitments. He urged advocacy in fighting the negative rhetoric that this industry is dying – there is a hopeful message. Orchestras need to understand that they must participate, not depend upon a few to take care of the whole.

Delores D'Aigle spoke about using an orchestra members' website and spoke of cultivating the media.

Tania Hardy-Smith spoke about community support that prevented mergers and cuts in Melbourne and other Australian cities. She said the relationships they had built with the wives of politicos and their kids enabled them to get inside information and use their influence.

Jan Gippo took a moment to thank the members of ICSOM for their financial and personal support during the recent St. Louis work stoppage. While introducing Drew McManus, Gippo said that Drew McManus's reporting during the work stoppage was always correct.

Drew McManus: What To Do Between Negotiations – (see conference handout of the same title)

Drew McManus' presentation resulted from conversations with musicians that made clear to him the fact that orchestras are not vigilant in planning for negotiations during the interim. He suggested using databases that are accessible and maintained by musicians to track important information and recommended quarterly meetings to keep the orchestra informed.

McManus spoke of the perception of the community and press regarding unions and where their information comes from – management. He recommended that musicians find ways to cultivate the press relationship in-between negotiations and to keep in touch with the general public.

When asked how to deal with managers that provide a list of musicians to contact, McManus advised that the orchestra should be directed to send all calls to the designated spokesperson, and that person should be cultivating a relationship with the press at all times.

Orchestras Under Attack - A Panel Discussion

Panelists: Susan Martin (attorney), Steve Lester (Chicago Symphony), Mel Schwarzwald (attorney), Lynn Rosen (Utah Symphony), Brian Ventura (Detroit Symphony), Leonard Leibowitz (Distinguished ICSOM Legal Counsel), Emily Watkins (San Antonio Symphony), Chris Woebr (St. Louis Symphony), Steve Flanter (Honolulu Symphony), John Wieland (Jacksonville Symphony); Jan Gippo, moderator

After introducing the panel, moderator Jan Gippo posed various questions. When describing what “orchestras under attack” meant to each panelist, the attorneys responded with “concessions, no movement forward and a power struggle” and that orchestras are not the only ones under attack, it is workers in general because both the Arts and industry are losing money. There were concerns raised about fundraising activities with balanced budget requirements attached, and withheld donations due to contract conditions like benefits. Chicago’s atmosphere was poisoned by these attacks long before negotiations began – the articles were personal, negative and implied the orchestra was “sticking up” the community – a total reversal from years past. Others cited management failure and the appearance of carefully planned public attacks.

When discussing at the “coincidental” expiration of four of the top five orchestra contracts within days of each other, it was explained that, planned or not, the managers took full advantage of it by talking to each other and trying to wring concessions from the musicians. However, the ICSOM/AFM calls did allow our musicians to do some strategizing of their own.

There were various observations that touched on boards appearing to have little desire to work harder to raise money and finding it easier to take money away from the musicians, appearances of management collusion, the “roadmap to extinction” philosophy that attacks orchestras as well as unions and workers, acceptance of bad deals due to fear, management’s definition of “flexibility” (do what they want when they want it), and concern that music director searches will lead to concessions in working conditions to suit that person’s taste.

There was a lot of concern expressed about the lack of accountability. Some believe this is due to policies set by the government that have trickled down, allowing managers a “way out” by demanding concessions. It also appears that some managers do not have the clout to convince their boards to raise sufficient funds. Some managers are not involved in negotiations and in some places board chairs are taking over negotiations, which poses problems for some and is helpful to others. Some board members appear to care little about the process of negotiating or the contents of the contract.

There was discussion about “divide and conquer” tactics, and what appears to be an aggressive plan to set up “retirement plans” in orchestras that are little more than an attempt to rid the orchestra of “institutional memory.”

The pros and cons of participating in strategic planning meetings were discussed, as well as how to deal with targeted donations. Musicians need to “win back the hearts of donors” according to SSD director Laura Brownell.

The biggest challenges managers and boards are not facing are identifying priorities – figuring out who is and should be served by their activities, not cutting education projects. Some orchestras are concerned that all their services are not being utilized (some managers refuses to spend the money to produce the concerts). In some other orchestras there appears to be a lack of vision; they seem to be waiting for the musicians to tell them what to do.

2004 Negotiation Review

Susan Martin (attorney – Philadelphia Orchestra), Steve Lester (Chicago Symphony), Mel Schwarzwald (attorney – Cleveland Orchestra), Jan Gippo (St. Louis Symphony), Bill Foster (National Symphony), Leonard Leibowitz; Brian Rood & Laura Brownell, moderators

Brian Rood explained how a series of calls were coordinated with orchestra negotiating teams, local officers and attorneys to talk about tactics, benefits and wages in the fall of 2004. Mel Schwarzwald pointed out that when these calls occurred, it was with the understanding that everything would remain confidential.

Orchestra members spoke about specific conditions during their negotiations and while there were different issues from city to city, it was obvious that proposals came from meetings between the managers. The attorneys were in contact prior to the phone calls but all agreed ICSOM’s and SSD’s impact on their negotiations were tangible. All four orchestras resolved their negotiations without a work stoppage. New York had no concessions or back-loading while Cleveland couldn’t get a good third year so settled for a two-year agreement with revenue enhancements to address problems along with an agreement to begin raising money in the fall for operations and endowment. In Chicago and Philadelphia the board chairs took unprecedented leadership roles.

Bill Foster noted that negotiations for the National Symphony were not as troubling as New York, Chicago, Cleveland and Philadelphia and said it was interesting how the orchestras settled quickly and within days of each other. He expressed concern over the inclusion of local agreements for national media contracts. He had hoped to keep the national agreements safe but that didn’t happen, and it has now caused problems for the media committee. He believes proposals that included significant cuts in salary countered by salary maintenance with lower media payments were nefarious.

Laura Brownell believes these settlements could be considered a victory since this was not the outcome employers expected.

Management defined the issues and took away the musicians' power - they had bad-mouthed the orchestra so much that they changed the perception of the orchestra in the community. To counter the changes in employer tactics we need to reach out to the board and make sure our orchestra leaders are signed on to Orchestra-L and Delegate-L to gather information to counter the rhetoric.

Even though three orchestras participate in the Mellon process, those involved felt there was no influence on the negotiating teams. Susan Martin pointed out that the Philadelphia board chair had his hand slapped when he misused Mellon information.

Friday, August 19, 2005

Nominations:

MAL 2-year term: Matthew Comerford (Chicago Lyric)

Nominations remain open.

Electronic Media Report – Bill Foster, chair

Chair Foster reported on the activities of the committee the past year. The committee had agreed to meet with the managers to talk about a self-produced recording agreement but since a number of committee members' orchestras were in negotiations talks were delayed. Philadelphia's settlement included a recording agreement that caused great concern and led to the Chicago media summit. He explained the progress of negotiations, which are being handled in a more traditional manner and are lead by AFM general counsel George Cohen with assistance from Trish Polach. He explained the delays receiving the list of authorizing employers and reported management has finally retained their own attorney.

Bill Foster said a small group of AFM and employers would meet to trade financial proposals in the next week and a full negotiating meeting will be scheduled in September. There is hope this agreement will be springboard for other agreements, and he encouraged delegates and orchestra members with ideas for new outlets and ideas to contact him. In regard to the consequences to non-signatory orchestras that go their own way, Foster believes this agreement will be the answer to managers who say there's no national agreement giving musicians leverage to insist they sign.

He thanked the members of the media committee, the ROPA and OCSM representatives and AFM local and national officers, as well as Tom Lee for supporting the committee and the process. He applauded Laura Brownell's and Florence Nelson's contributions and thanked Debbie Newmark for her valuable help.

He spoke about the manner in which EMGs are reported as a portion of salary instead of separately and asked that orchestras to reconsider this practice.

Debbie Newmark spoke about the AFM's success assuring that orchestras are protected regarding recording with Naxos.

Orchestras Under Attack - A Panel Discussion

Panelists: Steve Lester (Chicago Symphony), Mel Schwarzwald (attorney), Lynn Rosen (Utah Symphony), Brian Ventura (Detroit Symphony), Leonard Leibowitz (Distinguished ICSOM Legal Counsel), Emily Watkins (San Antonio Symphony), Chris Woehr (St. Louis Symphony), Steve Flanter (Honolulu Symphony), John Wieland (Jacksonville Symphony); Jan Gippo, moderator

There was brief discussion about an Orchestra-L posting concerning Montreal that claimed the orchestra would be dissolved and reformed as a new orchestra. Counsel Leibowitz explained that this would be an unfair labor practice in the US and he described the process. Although most likely a scare tactic, and while Canadian law is more favorable toward unions, AFM vice-president of Canada Bobby Herriot explained that Quebec works under different law than the rest of Canada.

Panelists spoke about musician involvement in negotiations and ancillary activities. In Utah the orchestra was able to control the media and story from beginning to end. Utah musicians insisted on bringing in an "outsider" to evaluate their situation. In Detroit it was at the insistence of musicians that when management wanted to bring in a facilitator, the facilitator had to have a musical background, hence Peter Pastereich. Lynn Rosen urged orchestras hiring a PR consultant to make sure they have a background in journalism.

In discussion about positive outcomes, Jacksonville's trust was broken with the board and all they could do was insist the contract be enforced. In the end, 2004-05 was a very successful year with a surplus. They have two years to try and heal the divisions and deal with board "burnout". Honolulu's "business as usual" board members have survived and there have been radical changes to board membership and staffing. The orchestra hopes these people will realize sooner, rather than later, that they have to change the way they do business. St. Louis learned that every bad contract they got was because they

rushed and that management seemed completely immune to pressure points. The orchestra unified wonderfully and was very positive. They know they have to cultivate relationships with the board and big donors not on the board that have been “inoculated” against the musicians. San Antonio has a lousy contract but now have a new CEO with creative ideas and a change of leadership in the board. By breaking the cycle and restructuring they are receiving donations again. The board is filling key staff positions and the new board is not just “stake holders” but community members. Chicago got a contract and not a strike. The agreement is a peace treaty to buy some time and work with the community and implement some of the ideas spoken of at this conference.

There were concerns expressed about the Mellon Forum orchestras are participating in. A musician expressed concern that Mellon is pushing orchestras to move in the direction St. Paul did last year, instead of looking to make institutional changes that fit each organization. It was reported that after seven years of petitioning Mellon, the chairs of ICSOM, ROPA and the AFM have been invited to meet. Some wonder if it is too late? Drew McManus said the language and results from Mellon are being presented as fact.

It was mentioned that a number of orchestras have successfully utilized task forces but delegates were cautioned that the use of pro bono assistance could skew information management's point of view.

Recommendations from the panel included that in the future, the gathering of information and especially financial information is key. The board represents the community so pressure must be brought to bear through the community – make friends now, not when it's too late. There must be better communication with the Local, the AFM, and other unions in the area. Meet with the press well in advance, before management, so they understand your issues. First and foremost though, the orchestra must be unified. If negotiations require a facilitator or mediator, do it. The signposts are pretty constant – “there’s a money problem”. Orchestras need to understand the nature of their board – do they care or have they been replaced with business-types - do they understand what we do or are we widget makers? The answers are not simple. Apply public relations pressure to make the board understand. At the bargaining table – never let it get personal - don't react because it will distract you from the issues. You have to listen and probe to find what is going on.

Len Leibowitz – More Negotiations and Stuff

Counsel Leibowitz advised that the union should never declare an impasse. It allows management to either lock out the orchestra or implement its final offer thereby forcing the musicians to decide if they would be willing to work under these new conditions or strike. If an orchestra is not ready for a strike, they should avoid an impasse by asking for mediation, or make additional information requests. Leibowitz cautioned that orchestras given a “last best and final offer” should not make counterproposals to that offer because then they are bargaining with themselves. He also advised that agreeing to a “play and talk” is to get your orchestra in a better place to strike, not just to get more time. He also cautioned against setting a specific ending date to the “play & talk”. Instead, he advised that the Union should insist that either side be permitted to give 7 days notice to call off the “play & talk”.

Finally, he had the delegates take a little quiz about grievances and arbitrations after which the answers were discussed.

Nominations:

President: There were no further nominations. Bruce Ridge was elected by acclamation.

Secretary: There were no further nominations. Laura Ross was elected by acclamation.

Member at Large – 2 year term:	Matthew Comerford (Chicago Lyric) Doug Fisher (Columbus) Steve Lester (Chicago) James Nickel (Dallas)
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Nominations for 2-year term were closed.

There were no 1-year nominations; nominations for 1-year positions remain open.

Counsel Leibowitz briefly wrapped up his presentation on grievances.

Local Officers Panel Discussion:

David Angus (Rochester Philharmonic & Local 66 – Rochester NY), Laura Brownell (SSD), Doug Fisher (Columbus Symphony & Local 103 – Columbus OH), Mark Jones (Local 92 – Buffalo NY), David Lennon (Local 802 – New York City NY), Robert Levine (Milwaukee Symphony & Local 8 – Milwaukee WI), Lovie Smith-Schenk (Local 65-699 – Houston TX); Brian Rood, moderator

The officers shared their experiences working with their orchestras and with their rank-and-file membership. President Rood mentioned a local's obligations as signatory to the collective bargaining agreement, their fiduciary responsibilities to their members, that airing grievances in public weakens us at a time when unions are under attack everywhere, and he

explained that the St. Louis Symphony had recently petitioned President Lee to be placed into the orchestra services program (OSP).

Key messages from the panelists included the importance of locals and concern that some orchestras believe they can get along without their local. Concern was also expressed about managers trying to settle things “without the union”. They stressed the importance of educating college students about the union and to encouraging them to join. Some shared their experiences and what led them to run for office. The role the local union plays includes being able to say things the musicians cannot. They stressed how important it is that the union be at the bargaining table. Many pointed out that the union is only as good as its members, that delegates should become involved in their union and that locals and their officers need to be more blended with their members. They also urged orchestras to keep local officials informed. Officers cannot help if they are not in touch with their members and the only way to represent orchestras is for an open line of communication between the committee and the union. At least one local officer had to insist that they attend negotiations, if for no other reason than their signature is on the CBA. The orchestra had been unaware that the officer was interested in being involved but the relationship has now borne fruit – the local will pay for training upcoming negotiation members at the Meany Center or some other training facility.

Local officers need to spend time building trust with musicians to prove the local is not the enemy. Officers have to sell themselves, attend orchestra meetings, meeting members – earn their trust. Members should be encouraged to get involved, and should be concerned not only with their collective bargaining agreements, but all the activities of their local. Members were encouraged to sit down with their officers and ask them questions about how to get the orchestra more involved. There has been a drastic change from the previous practice of local officers and managers making deals to the orchestras moving away from the local and working with management. Some musicians are buying into the notion that the union is a third party intruder. It’s up to the local to change this perception.

The Broadway strike is a great example of the power of rank-and-file involvement because if they had not reached out to the actors and stagehands, the strike would not have been successful. Local officers are not the only ones with powerful connections. We need to build relationships with the labor movement, to offer them help even in a small way.

A structure for outreach and rapid response must be provided. ICSOM and SSD have been instrumental in providing the beginnings of this – the negotiations phone calls are a great example.

There were a few questions about how to deal with a “rogue” local, one the orchestra feels is not serving their needs? David Lennon said to look toward prevention and how important it will be to get all the people involved in the same room to have a discussion. Other suggestions from panelists were to run for officer, that the entire orchestra should show up for a meeting sending a powerful message, and that if orchestra members do not have voting power in their local, they should build coalitions and consider running a slate of candidates.

Doug Fisher spoke about a St. Louis fact-finding mission he, Tom Lee and Bruce Schulz (from Tulsa OK) were appointed to years ago. He said the local should be reminded they are not there to survive but to serve their members and that orchestra members need to be more involved. Robert Levine said the St. Louis situation reminded him of what occurred in Seattle. Action at the beginning, not incrementally over time would have solved Seattle’s situation. It required aggressive action and Levine believes St. Louis is one of those situations.

AFM President Tom Lee cautioned IEB members to have open minds when discussing the upcoming St. Louis petition at the IEB meetings. The board members responded that they would remain open-minded and had been speaking on the panel as Local officers.

Town Hall Meeting – closed meeting for governing board, delegates and alternate delegates only. No notes taken.

Saturday, August 20, 2005

Two delegates departed the conference early, New Jersey Symphony delegate Bob Wagner whose father was near death and Marvin Topolsky who had become ill.

Roll call

Election: Candidate speeches for two 2-year member at large positions by Matthew Comerford (Chicago Lyric), Douglas Fisher (Columbus), Steve Lester (Chicago) and James Nickel (Dallas), were followed by distribution of ballots.

Bob McGrew, secretary-treasurer, Local 65-699 Houston TX

Secretary-Treasurer McGrew spoke about the Houston Musicians Federal Credit Union, a savings institution that has been helpful to musicians by providing funding for new instruments.

Election: Steve Lester was elected on the first ballot to a two-year MAL position. A run-off election for the second position was held between Matthew Comerford, Douglas Fisher and James Nickel.

AFM Diversity Committee Report – Lovie Smith-Schenk

Lovie Smith-Schenk spoke about the awards presented at the AFM Convention and other activities celebrating the Diversity Award winners. She urged delegates to encourage their locals to submit names of musicians for these awards.

Dennis Dreith, administrator, AFM/AFTRA Intellectual Property Rights Distribution Fund

Administrator Dreith explained that the AFM/AFTRA Fund has begun collecting monies from digital broadcasts and digital recordings to be distributed to orchestra musicians.

Election: None of the candidates received the necessary majority vote. Matthew Comerford withdrew his name from consideration. The second run-off ballot contained the names of Douglas Fisher and James Nickel.

Phil Ayling, president, Recording Musicians Association (RMA)

President Ayling thanked ICSOM for their support in adding a 3rd rank-and-file trustee at the AFM convention. He spoke about the activity at the Pension Fund regarding the trustees' application to the IRS for an allowance to extend the amortization schedule. He said it is good to have working musicians involved in this process.

TEMPO – Bob McGrew auctioned two bags of Hawaiian coffee donated by Nancy Stutsman – Meredith Snow's high bid was \$95.

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The following resolution (#1) concerning renaming the office of President to Vice-Chairman that was first amended to change the titles of both top officers from Chairman to President and President to Vice-President, was then tabled for discussion and later withdrawn for reconsideration by the governing board. [*Motion #1 – Governing Board; Motion #2 – Cathy Payne/Paul Frankenfeld; Motion #3 – David Angus/Leslie Shank; Motion #4 - Jan Gippo*]

WHEREAS, It has been brought to the attention of the Governing Board that there is often confusion in the field as to the authority and jurisdiction of the offices of Chairman and President of ICSOM; and

WHEREAS, The Chairman is, and has always been, the chief executive officer of the Conference; and

WHEREAS, The office of President has been basically the second in the hierarchy of ICSOM; therefore, be it
RESOLVED,

1. That the office of President of ICSOM shall be renamed Vice-Chairman and that the bylaws, stationery, directory, etc. be modified to reflect such change, and
2. That the authority, jurisdiction and duties of the office shall not be affected by this name change.

Be it further

RESOLVED, That all references in the ICSOM Bylaws to "Chairperson" as "Chair" or Vice "Chairperson" shall be deleted and replaced with "Chairman" or Vice-"Chairman" whenever those terms appear in the Bylaws.

Discussion included concerns about gender-neutral titles and the tradition behind the title of Chair.

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The following resolution (#2) concerning timing of the election of the ICSOM AFM Convention delegate was adopted as amended. [*Motion #5 – Governing Board; Motion #6 – Ken Harper/Matthew Comerford; Motion #7 – Richard Levine/Tom Morgan*]

WHEREAS, Since 2004, the terms of all Governing Board positions are staggered; and

WHEREAS, As a consequence, it is necessary to have one of the Members at Large elected to be a delegate to the AFM Convention in advance of the AFM Convention; and

WHEREAS, That election would best take place at the previous year's ICSOM Conference, when all the voting delegates are present in the same meeting; therefore, be it

RESOLVED, That in the year prior to the AFM Convention, the delegates to the ICSOM Conference shall ~~vote to appoint select~~ one of the Governing Board Members at Large to also act as a delegate to the next AFM Convention; and be it further

RESOLVED, That in the event that the Member at Large so selected is unable to attend that AFM Convention, the Governing Board shall designate another Member at Large to serve as the delegate in his/her place and stead; and, be it further

RESOLVED that Section 6.(c) of the ICSOM Bylaws be amended to reflect this procedure.

Action taken - amend 1st RESOLVED from "vote to appoint" to "shall select" and amend 2nd RESOLVED from "elected" to "selected"

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Election: The second run-off resulted in a tie. Doug Fisher withdrew his name from consideration resulting in the election of James Nickel to a 2-year term as member at large.

Nominations for 1-year MAL position: Douglas Fisher and Matthew Comerford both thanked the delegates but declined to be nominated. Nominations were closed.

Campaign speeches by Paul Gunther (Minnesota), Meredith Snow (Los Angeles Phil) and Nancy Stutsman (Kennedy Center) were followed by distribution of ballot for two 1-year MAL positions.

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The following resolution (#3) incorporating AFM bylaws into collective bargaining agreements was adopted. *[Motion #8 – Governing Board]*

WHEREAS, It may, under certain circumstances, be important to an orchestra to make use of the AFM Bylaws for issues which may not be covered in their collective bargaining agreement; and

WHEREAS, Many symphonic collective bargaining agreements do not have language incorporating the AFM Bylaws; therefore, be it

RESOLVED, That the Governing Board and the delegates to the 2005 ICSOM Conference urge all constituent orchestras to negotiate with their management to insert the following language into their collective bargaining agreement:

"The AFM Bylaws are hereby incorporated herein by reference except as any may be in contradiction to the provisions of this Agreement."

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The following resolution (#5) encouraging recording and videotaping former ICSOM officers and contributors was adopted. *[Motion #9 – Governing Board]*

WHEREAS, It is vitally important to every organization that it remembers its origins and the reasons for its existence; and

WHEREAS, The history of ICSOM is rich with lessons for orchestral musicians everywhere; and

WHEREAS, That history must be preserved for future generations of musicians, the American Federation of Musicians, and trade unions in general; and

WHEREAS, Much of that history resides with former officers, founders and delegates; and

WHEREAS, The recollections of those devoted musicians should be taped, recorded, and made available to those future generations; therefore, be it

RESOLVED, That the Governing Board embark on a project designed to record and videotape interviews with as many former ICSOM officers and other contributors as possible; and, be it further

RESOLVED, That those recordings and videotapes be housed in a place where they will be protected and preserved, and made available to anyone interested in this unique organization.

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The following resolution (#6) saluting the conductors and artists who assisted the St. Louis and Montreal Symphonies was adopted by unanimous consent. *[Motion #10 – Governing Board]*

WHEREAS, One of the most stressful and difficult times for any worker is during a work stoppage of any kind; and

WHEREAS, For musicians and other artists it is an especially painful time not only because they are deprived of their usual income, but also the opportunity to perform under normal circumstances and venues; and

WHEREAS, One of the ways of alleviating that pain is to get together and play music for an audience; and

WHEREAS, Such concerts are eminently more successful and exciting when other talented artists join them in this effort; and

WHEREAS, Other artists willing to come to the aid of their musician colleagues are often risking retaliation from prospective employers; and

WHEREAS, It takes courage, and great empathy on the part of such guest artists to join with their musician colleagues in an effort to lend their support and talent to the cause of the musicians; and

WHEREAS, Those artists who do so should be recognized and applauded; and

WHEREAS, In the recent lockout of the musicians of the Saint Louis Symphony, five wonderful artists agreed to and did perform with those musicians in joyful concerts; and

WHEREAS, Those artists, Benjamin Zander, Garrison Keillor and the Eroica Trio, performed services without compensation, but nevertheless with great enthusiasm and vigor; and

WHEREAS, In the ongoing strike by the musicians of the Montreal Symphony, three courageous conductors put their careers on the line when they agreed to conduct the musicians of the Montreal Symphony Orchestra in their strike concerts; and

WHEREAS, Those artists, William Henry Curry, Mario Bernardi and Raffi Armenian, also performed these services without compensation, but nevertheless with passion and zeal; therefore, be it

RESOLVED, That ICSOM joins with OCSM, ROPA and the entire American Federation of Musicians of the United States and Canada, and expresses its deep gratitude, respect and admiration to the Eroica Trio, to Benjamin Zander, Garrison Keillor, William Henry Curry, Mario Bernardi and Raffi Armenian for extending themselves for the benefit of their fellow artists at a time when the musicians needed them most; and, be it further

RESOLVED, That copies of this Resolution be framed and presented to the Eroica Trio, and to Messrs. Zander, Keillor, Curry, Bernardi and Armenian as a small token of appreciation and respect.

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The following resolution (#7) supporting the musician of the Montreal Symphony during their strike was adopted by unanimous consent. *[Motion #11 – Governing Board]*

WHEREAS, The musicians of the world-famous Montreal Symphony Orchestra have gone on strike after working without a contract for almost two years; and

WHEREAS, Those musicians have, in the recent past, accepted substandard contracts in order to afford the management and board time to restructure, reassess, and make the operational changes necessary to support an orchestra of this stature; and

WHEREAS, The plight of these musicians is, in many respects, the plight of all symphonic musicians in their struggle to earn a decent living while producing great music and art to their community, their nation, and the world; therefore, be it

RESOLVED, That ICSOM join OCSM, ROPA and the delegates to the 96th Convention of the American Federation of Musicians of the United States and Canada who wish to express their support of the musicians of the Montreal Symphony Orchestra in their ongoing struggle for acceptable working conditions and wages.

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The following resolution (#8) condemning the use of tape to displace the Pittsburgh Ballet Orchestra musicians was adopted by unanimous consent. *[Motion #12 – Governing Board]*

WHEREAS, The musicians of the Pittsburgh Ballet have been locked out; and

WHEREAS, The Pittsburgh Ballet management has announced that it will be using prerecorded music for at least the 2005-06 season at all of its performances; and

WHEREAS, Live music is just as much a part of the ballet experience as live dancers; and

WHEREAS, The use of prerecorded music is a threat to all working musicians; therefore, be it

RESOLVED, That the delegates to the 2005 ICSOM Conference hereby express their support, admiration, and respect for the valiant efforts of the musicians of the Pittsburgh Ballet to maintain the highest standards of performance; and, be it further

RESOLVED, That the ICSOM delegates urge, in the strongest possible terms, the Board and Management of the Pittsburgh Ballet to reconsider their decision, to end the lockout of its musicians forthwith, and to negotiate a decent collective bargaining agreement in accordance with industry standards.

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Election: Meredith Snow and Nancy Stutsman were elected to 1-year terms as Members at Large.

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The following resolution (#9) granting the title of Honorary ICSOM Officer to Florence Nelson was adopted by unanimous consent and was followed by applause. *[Motion #13 – Governing Board]*

WHEREAS, Florence Nelson has served the interests of musicians throughout the United States, Canada, and, through her activities as AFM representative to FIM, much of the rest of the world; and

WHEREAS, This exemplary service included her performance as a representative of her colleagues in the New York City Opera, the members of Local 802 in New York as the head of Concert Department, and thereafter as Vice-President of Local 802, the musicians of the constituent orchestras of ICSOM through her service as Treasurer of that Player Conference, the musicians employed in the constituent orchestras of ICSOM, ROPA, OCSM, as well as other professional symphony, opera and ballet musicians as the Director of the Symphonic Services Division of the AFM, and most recently, all of the members of the AFM as the Secretary-Treasurer of the Federation; and

WHEREAS, The history of her dedicated service as set forth above, speaks volumes about her talent, expertise, devotion and commitment to musicians everywhere, as well as to trade unions of all kinds, through her activities at the AFL-CIO; and

WHEREAS, Despite the fact that, for her immediate future she will, for the first time in her adult professional life, be without a formal representative trade union position, it is the fervent hope and expectation that she will continue to be available to musicians everywhere, just as her spirit and devotion will nevertheless continue to reside in the hearts and minds of those musicians; therefore, be it

RESOLVED, That Florence Nelson, who was recently granted the title of Secretary-Treasurer *Emerita* of the AFM, be additionally granted the title of Honorary Officer of ICSOM, along with the gratitude, admiration, respect and love of professional musicians and the entire music industry in North America; and, be it further

RESOLVED, That this Resolution be framed and presented to Florence Nelson as a reminder to her of the gratitude and appreciation of her friends and colleagues.

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The following resolution (#10) supporting the Puerto Rico Symphony was adopted by unanimous consent. *[Motion #14 – Governing Board]*

WHEREAS, The Puerto Rico Symphony Orchestra (PRSO) has been engaged in a struggle for survival in connection with their Board and administration; and

WHEREAS, The funding of the PRSO is almost entirely from the government of Puerto Rico through an agency known as *Corporacion de las Artes Musicales* (CAM); and

WHEREAS, As a consequence of an extremely difficult contract negotiation, the CAM is proposing a law that would abolish the bargaining rights of the AFM Local Union representing the PRSO members; and

WHEREAS, Such a law, if passed, would be an unprecedented attack on the rights of musicians, and all workers; therefore, be it

RESOLVED, That the delegates to the 2005 ICSOM Conference implore the AFM, the Governing Board of ICSOM, ROPA and OCSM, and their legal representatives to take all necessary steps to provide trade union and legal assistance to the musicians and their local union in fighting this insidious request to deprive these musicians, and possibly other unionized workers, of their basic rights to union representation.

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Following the MAL/assigned orchestra luncheon, discussion continued.

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Prior to action on Resolution #11, Chris Woehr read a letter from Brad Buckley to the delegates. There was brief discussion regarding Brad Buckley's application for membership in Local 8, Milwaukee WI, where he had previously been a member.

The following substitute resolution (#11) concerning support of the St. Louis Symphony and establishing the Legal Defense Fund was adopted as amended. *[Motion #15 – Chris Woehr/Governing Board; Motion #16 – Steve Flanter/Mary Plaine; Motion #17 – Jeff Weisner/Paul Frankenfeld]*

WHEREAS, For the last number of years, the officers of Local 2-197 AFM have engaged in questionable activities without consulting with or advising the Executive Board, and/or the members affected by those activities; and

WHEREAS, During this past year said officers have interfered with, and unduly pressured the Negotiating Team of the St. Louis Symphony Orchestra such that the collective bargaining negotiations for this very important contract were fatally damaged, resulting in a substandard contract from which it will take years to recover; and

WHEREAS, The said officers have wrongfully attempted to deflect the blame for this interference on the SLSO musicians' attorney, Leonard Leibowitz, and in that regard, through their own attorney interfered with and prevented Mr. Leibowitz from pursuing a legal strategy which could have resulted in a far better contract for the members of the orchestra; and

WHEREAS, Without consultation with, or authorization from either the Executive Board of the local or the members of the SLSO, said officers have filed frivolous charges of unethical conduct against Mr. Leibowitz with the Disciplinary Committee of the First Judicial Department in New York City; and

WHEREAS, The said officers, having been called to a meeting before the entire orchestra refused to withdraw said charges despite a unanimous vote of the orchestra calling upon them to do so; and

WHEREAS, Mr. Leibowitz has been practicing law for 40 years and has an unblemished record of ethical, indeed, outstanding conduct, together with a national reputation of expertise and excellence in his representation of trade unions in general, and especially musicians throughout the U.S. and Canada; and

WHEREAS, In the view of the industry, he is inextricably connected to the AFM, and musicians throughout the USA and Canada as counsel to the Symphonic Services Division of the AFM, ICSOM, and Local 802, AFM, and as a consequence these charges against him reflect poorly on all of us; and

WHEREAS, These actions by the officers of Local 2-197 are in violation of the provisions of Article 5 of the AFM Bylaws, in that they have interfered with the ability of the musicians' representative in his attempts to obtain the best contract settlement, and have caused such great anguish and disconnect between the members of the orchestra and the local that the orchestra has lost all faith in the Local's leadership and its ability to represent them; and

WHEREAS, As a consequence the members of the orchestra have authorized their leaders to make application to the AFM for the placement of the SLSO into the Orchestra Services Program ("OSP") pursuant to its rules and regulations; therefore, be it

RESOLVED, That the delegates to this 2005 ICSOM Conference wholeheartedly support the members of the SLSO and urge the AFM President and IEB to review the application for OSP in accordance with the principles of due process, and as expeditiously as practicable to take appropriate measures in line with their determination; and, be it further

RESOLVED, That each ICSOM delegate urge his/her local President to write a letter to the President and Executive Board of Local 2-197 Saint Louis MO demanding withdrawal of the charges against Leonard Leibowitz; and, be it further

RESOLVED, That the Governing Board of ICSOM establish a Legal Defense Fund, funded by voluntary contributions, to assist Leonard Leibowitz with the legal bills he has already incurred, and will soon need to pay, for attorneys fees and the costs of defending himself against these frivolous charges and the attack on his reputation.

Action: add a second RESOLVED, That each ICSOM delegate urge his/her local President to write a letter to the President and Executive Board of Local 2-197 Saint Louis MO demanding withdrawal of the charges against Leonard Leibowitz; and, be it further; and inserting into the final resolved "funded by voluntary contributions".

Discussion included how the Orchestra Services Program works, the linkage between the OSP request and the defense fund, the reason Counsel Leibowitz did not file the 60-day notice, and how an orchestra enters the OSP. There was concern about precedent upon which the founding of ICSOM is based regarding a demand for representation, input and ratification rights as the collective bargaining unit for its locals.

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The following resolution (#12) establishing a health insurance database committee was adopted. *[Motion #18 –James Nickel/Governing Board]*

WHEREAS, It is axiomatic that health insurance coverage is a necessity for everyone in this country; and

WHEREAS, The spiraling cost of health care has caused the insurance carriers to raise the premiums exponentially in recent years; and

WHEREAS, As a consequence, the issue of health insurance has become paramount in virtually every symphony, opera and ballet orchestra collective bargaining negotiation; and

WHEREAS, In order to negotiate that issue effectively, it is vital to have access to as much information about the various plan designs, claims experience, premiums, etc. of other orchestras; therefore, be it

RESOLVED, That the Governing Board of ICSOM appoint a committee to develop a database of the plans of as many orchestras as possible, and to make that information readily available to any orchestra upon request.

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The following resolution (#4) establishing a touring/residency committee to formulate a Code of Ethics for Touring was adopted as amended. *[Motion #19 – Governing Board; Motion #20 – Richard Levine/Michael Moore]*

WHEREAS, The issue of AFM orchestras traveling into, and/or having a residency in a city in which the local orchestra has been shut down for any reason, has become a matter of great concern to the ICSOM Governing Board and to the many members of constituent orchestras of ICSOM, ROPA, and OCSM; and

WHEREAS, Those concerns are legitimate and, in many cases, crucial to the members of the defunct local orchestra in terms of their attempts to resurrect it; and

WHEREAS, Those concerns are shared by troubled orchestras; and

WHEREAS, It has become necessary for the sake of all symphonic orchestras that there be a “Code of Ethics” for touring and/or residencies to which musicians and their Boards and managements may look in order to inform their decisions regarding travel into certain cities at critical times in the life of the local orchestra; and

WHEREAS, Article 14, Section 3 of the AFM Bylaws contains the following relevant language:

“in order to prevent unfair competition, the IEB shall have the authority to establish policies and regulations affecting an orchestra ‘in residence’ outside the home jurisdiction of that orchestra or to restrict an orchestra from performing ‘in residence’ in the home jurisdiction of another orchestra”;

therefore, be it

RESOLVED, That the Governing Board take the initiative of forming a committee with representatives of ICSOM, ROPA and OCSM, to discuss, debate and hopefully to come to a consensus on recommendations to the IEB for the creation and implementation of a “Code of Ethics” for touring and/or residencies to which musicians, Boards and managements of symphony, opera and ballet orchestras may look in order to inform, and hopefully influence, their plans for travel and/or residencies into certain cities at critical times in the life of the local orchestra in said city, to help and not harm such situations.

Action: add a third “WHEREAS, Those concerns are shared by troubled orchestras; and”

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The following resolution (#13) regarding the Florida Philharmonic and the upcoming Cleveland Orchestra residency in Miami was amended, after which action on the motion was postponed indefinitely. *[Motion #21 – Jay Bertolet/Matthew Comerford; Motion #22 – Brian Ventura/Ken Harper; Motion #23 – Mary Plaine/Jeffrey Weisner]*

WHEREAS, The Florida Philharmonic Orchestra was the ICSOM orchestra that served the South Florida area; and

WHEREAS, The Florida Philharmonic Orchestra had planned to perform regularly in the Miami Performing Arts Center; and

WHEREAS, The Florida Philharmonic Orchestra has ceased operations; and

WHEREAS, The musicians of the Florida Philharmonic Orchestra, along with supporters of the orchestra have attempted to raise funds for a new full-time local symphony orchestra; and

WHEREAS, The Cleveland Orchestra has scheduled a three-week residency each year for ten years in the new Miami Performing Arts Center; and

WHEREAS, The Cleveland Orchestra's residency has made the task of raising funds for a full-time local orchestra more difficult because many members of the public and funding sources believe that the Cleveland Orchestra is serving the needs of the community adequately; and

WHEREAS, Article 14, Section 3 of the Bylaws of the American Federation of Musicians grants the IEB the authority to establish policies or place performance restrictions on orchestras performing residencies in other orchestras' jurisdictions to prevent unfair competition; and

WHEREAS, The IEB was aware of Article 14, Section 3 prior to Cleveland's negotiation and chose not to act; therefore, be it

RESOLVED, That ICSOM urges the IEB to establish policies to apply prospectively to the performance of "residencies" in other orchestras' home jurisdictions; and, be it further

RESOLVED, That ICSOM urges the IEB to restrict the Cleveland Orchestra from performing a "residency" in Miami, as it should have done under the terms of Article 14, Section 3 of the Bylaws of the American Federation of Musicians.

Action: add to fifth "Whereas" each year for ten years; motion to postpone action indefinitely, which removed the motion from the agenda.

Discussion included the need for diplomacy when dealing with this situation, a need to identify more creative ways to deal with this problem, acknowledgement that the governing board planned to facilitate discussion between The Cleveland Orchestra and the Florida Philharmonic in the future, the suggestion of joint concerts between the two orchestras, questions about what discussion has occurred between the Miami and Cleveland locals, a concern that imposing excessive punishments and rules on orchestras that already do residencies could harm rather than help our industry, the difficulty in enforcement of the AFM bylaw, a concern about merging orchestras, and expressions of support and hope of success for the Code of Ethics for Touring committee.

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The following resolution (#14) thanking Robert Levine was adopted by unanimous consent and was followed by applause.
[Motion #24 – Governing Board]

WHEREAS, Robert Levine has served ICSOM for so many years; and

WHEREAS, His contributions include acting as delegate from his orchestra, the creation of DOS Orchestra and Orchestra-L, editor of *Senza Sordino*, and Chair of ICSOM; and

WHEREAS, It is difficult, if not impossible to express the gratitude of the Governing Boards which he led, the current Board leadership, the readers of *Senza Sordino*, and all of us who have been informed, updated, and amused by the multitude of matters with which Orchestra-L has dealt while Robert was the Webmaster; and

WHEREAS, Robert is now embarking on other pursuits, e.g. his musical career, his family, etc.; therefore, be it

RESOLVED, That the dual epithet of Chair Emeritus and Webmaster Supreme be granted to Robert Levine, together with the reverence, respect, and gratitude of symphony, opera and ballet musicians throughout the United States, Canada, and in the countries of the world to which Orchestra-L is transmitted, and wherever *Senza Sordino* is read, and whichever musicians and other trade unionists that have benefited from his influence on the field.

Robert Levine thanked the delegates.

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The following resolution (#15) thanking Lynn Rosen was adopted by unanimous consent and was followed by applause.
[Motion #25 – Governing Board]

WHEREAS, Lynn Rosen has served ICSOM as a delegate from her orchestra, a Conference Coordinator for a very well-run and interesting Conference, and as Member at Large of the Governing Board; and

WHEREAS, She will soon be actively involved in family matters which will require the lion's share of her attention; therefore, be it

RESOLVED, That the Governing Board and all constituent orchestras express a deep debt of gratitude to her for the time, enthusiasm, and creativity she has brought to the organization and its constituents. It is devoutly to be hoped that she will one day in the not too distant future rejoin us in whatever capacity we can persuade her to accept.

Jan Gippo presented Lynn Rosen with a plaque in appreciation and Lynn Rosen thanked the delegates.

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The following resolution (#16) thanking Brian Rood was adopted by unanimous consent and was followed by applause and a standing ovation. *[Motion #26 – Governing Board]*

WHEREAS, In the relatively short time Brian Rood has been active in the affairs of ICSOM, he has had an enormous impact on ICSOM and its constituent orchestras; and

WHEREAS, We have all been fortunate to have been represented to managements, boards, the ASOL, and virtually the entire field, by Brian; and

WHEREAS, His contributions to the Governing Board and the Conference as a whole have produced remarkable results which will continue to benefit the field for years to come; and

WHEREAS, His family, his orchestra, and mostly his new daughter, Grace, need him right now, and he must, as usual, follow his heart and devote the most generous amount of this time to them; therefore, be it

RESOLVED, That the Governing Board, the delegates to the 2005 ICSOM Conference, and the officers and staff of the A F of M, hereby express their admiration and deep gratitude for the time, energy, expertise, warmth and devotion which he brought to all of us; and, be it further

RESOLVED, That we make him promise to stay in touch with a view to one day becoming re-involved in a leadership role in the Conference and the A F of M.

Bruce Ridge expressed how honored he was to work with Lynn Rosen and Henry Peyrebrune, and thanked Brian Rood for his support and debt ICSOM and our orchestras owe to him. Jan Gippo thanked Brian Rood for his support, wisdom and friendship, and presented him with a plaque. President Rood expressed is appreciation and thanked the governing boards past and present for their work. He urged delegates to find ways to assist the governing board either by running for office or serving on a committee.

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The following resolution (#17) thanking Henry Peyrebrune was adopted by unanimous consent and was followed by applause. *[Motion #27 – Governing Board]*

WHEREAS, Henry Peyrebrune has given yeoman's service as a Member at Large of the ICSOM Governing Board; and

WHEREAS, His contributions to ICSOM and its constituent orchestras have included extensive and invaluable analysis, advice and criticism; and

WHEREAS, He is leaving the Governing Board to spend more time with his family, and the imminent newest member thereof; and

WHEREAS, We are hopeful that one day in the not too distant future he will again give of himself to the organization and its mission; therefore, be it

RESOLVED, That ICSOM, its officers, delegates and constituent orchestras express their gratitude and admiration for his service and contributions to the organization, his own orchestra, and the field.

Henry Peyrebrune, having left the conference earlier in the week for a European tour with The Cleveland Orchestra, will be sent his plaque.

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The following resolution (#18) supporting Leonard Leibowitz was adopted by unanimous consent and was followed by applause. *[Motion #28 – Governing Board]*

WHEREAS, Leonard Leibowitz has been affiliated with the International Conference of Symphony and Opera Musicians since 1971 and currently serves as ICSOM Legal Counsel; and

WHEREAS, He also serves as counsel to AFM Symphonic Services Division and Local 802, as well as numerous orchestras around the country; and

WHEREAS, His familiarity with the problems and issues facing symphony, opera and ballet orchestras in the United States is rivaled by none; and

WHEREAS, He has recently come under attack for his legal advice and tactics during the St. Louis Symphony negotiations; therefore, be it

RESOLVED, That the delegates and members of ICSOM offer and reinforce their support and admiration for Leonard Leibowitz who truly deserves the moniker Distinguished ICSOM Legal Counsel.

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The following resolution (#19) supporting the Baltimore Symphony Orchestra was adopted as amended by unanimous consent. *[Motion #29 & 30 – Governing Board]*

WHEREAS, The importance of the selection process of a new Music Director for any orchestra cannot be overstated; and

WHEREAS, Essential to the process is the input of the individuals who are most qualified to evaluate the artistic competence of the candidates, namely, the musicians of the orchestra; and

WHEREAS, In the recent selection process for a new Music Director for the Baltimore Symphony Orchestra, one of the major orchestras in North America, the opinions of the vast majority of the musicians were virtually ignored by the Board and Management of the BSO; and

WHEREAS, In addition, the views of the musicians were assailed by the Board and Management in the national media; and

WHEREAS, Notwithstanding this assault on them, the musicians refrained from personal attacks on either the Board or the Music Director designate, and concentrated their criticism solely on the process, to which they should be commended; and

WHEREAS, Such an assault on the musicians has the effect of an assault on musicians in all orchestras everywhere; therefore, be it

RESOLVED, That the delegates to the 2005 ICSOM Conference express their dismay about the unwarranted attack upon the musicians of the Baltimore Symphony Orchestra by members of their Board and Management; and, be it further

RESOLVED, That the delegates express their complete support, understanding and respect for the courage of the musicians of the BSO in this most unfortunate episode.

Action: in recognition of Ken Harper's expression of admiration for the way the BSO musicians refused to make attacks personal and instead made it about the process, Counsel Leibowitz supplied additional language, which was approved by the Governing Board.

Discussion included a brief progress report from Baltimore Symphony delegate, Mary Plaine and her expression of gratitude on behalf of her orchestra.

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RMA President Phil Ayling explained the Music Supervisors list for licensing in film and television that was distributed to the delegates' mailboxes. He recommended that orchestras send their recordings to these people for consideration, saying US and Canadian orchestras should be more proactive in this effort.

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The following resolution (#20) urging withdrawal of troops from Iraq was adopted as amended. *[Motion #31 – Helen Reich/Lynn Rosen; Motion #32 – Michael Moore/Jeffrey Weisner]*

WHEREAS, US Military involvement in Iraq has been useless and needlessly destructive; and

WHEREAS, Loss of life has been significant; and

WHEREAS, The military conflict has disrupted the progress of the Iraqi Labor movement; therefore, be it

RESOLVED, That the delegates of the 2005 ICSOM Conference urge President Bush to withdraw US troops from Iraq as expeditiously as possible.

Action: delete "useless and" and insert "needlessly".

Discussion included concerns that delegates could not speak politically for their orchestras while others believed the resolution should be supported.

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Motion [# 33 - Tom Morgan/Nancy Stutsman] failed to have a parliamentarian in attendance at the 2006 conference to advise during deliberations. Jan Gippo promised to get more training before the next conference.

Site selection:

2006: Bruce Christensen made a presentation on behalf of the Nashville Symphony to hold the 2006 conference in Nashville TN – August 16-19, 2006

2007: Leslie Shank and Paul Gunther had both departed from the conference. Laura Ross announced their intention to offer Minneapolis as the site for the 2007 conference co-hosted by the Minnesota Orchestra and St. Paul Chamber Orchestras.

2008: No site was offered.

Good and Welfare

President Rood thanked Glen Campbell, Richard Levine, Tom Morgan, the musicians of the San Diego Symphony and Robert Levine for a terrific conference.

Glen Campbell thanked Lynn Rosen, Laura Ross, and the entire governing board for all their hard work. He thanked Robert Levine and Richard Levine for their help and special thanks to Richard Levine for setting up the entire sound system.

Helen Reich announced her retirement as Milwaukee's ICSOM delegate following this, her 12th ICSOM Conference. She thanked the delegates and governing board for an enjoyable and educational experience. Robert Levine expressed his thanks to Reich for being a model delegate.

Nancy Stutsman reported that ICSOM raise \$2,200 in TEMPO contributions.

Richard Levine thanked Bob Rydel for his assistance with the sound system and Michael Moore added further thanks to Rydel who offered to make DVDs of conference presentations.

Brian Rood thanked Jan Gippo for his hard work and dedication, stepping in at a time when ICSOM really needed him.

Jan Gippo thanked the delegates and adjourned the conference at 4:50PM.