

Resolutions adopted at the 2007 ICSOM Conference

The following resolution (#1) regarding proportional representation for AFM-EPF Employer Trustees was adopted. [Motion - *Matthew Comerford (Chicago Lyric) and Robert Levine (Milwaukee)*]

WHEREAS, Employer Pension Trusteeships are commonly awarded to those representing organizations or fields which make the largest contributions; and

WHEREAS, Symphony, Opera and Ballet Orchestra Employers currently contribute over one-third of total contributions to the AFM-EPF; and

WHEREAS, Notwithstanding that level of contribution, there is no Symphony, Opera or Ballet Employer Trustee representation on the AFM-EPF; and

WHEREAS, Such representation is essential for input from the classical music field; therefore, be it

RESOLVED, That the delegates to the 2007 ICSOM Conference urge the ICSOM Governing Board to send a letter to all orchestra executive directors for whose musicians the AFM-EPF is the primary pension, urging them to collectively and actively pursue the appointment of an AFM-EPF Trustee from the Symphony, Opera and Ballet Orchestra employers.

The following resolution (#2) regarding Union AFM-EPF Trustee term of office was adopted. [Motion - *Matthew Comerford (Chicago Lyric) and Robert Levine (Milwaukee)*]

WHEREAS, Five of the employer trustees of the American Federation of Musicians and Employers Pension Fund (AFM-EPF) have served more than fifteen years as trustees of the Fund; and

WHEREAS, The longest serving union trustee has served for eight years and the average tenure of union trustees is less than four years; and

WHEREAS, Pension funds are complex institutions and the value to the participants of experienced and well-informed trustees is extremely high; and

WHEREAS, Frequent turnover of trustees on the union side would seem to make for a serious imbalance of experience and knowledge as compared to the employer trustees; therefore, be it

RESOLVED, That the delegates to the 2007 ICSOM Conference, through the Governing Board, convey this concern to the union trustees of the AFM-EPF and ask that they consider this issue and that they inform us of their opinion.

The following resolution (#3) regarding AFM-EPF governance transparency was adopted. [Motion - *Matthew Comerford (Chicago Lyric) and Robert Levine (Milwaukee)*]

WHEREAS, It is of vital importance to the participants and beneficiaries of the AFM-EPF that they have ready access to the operations, decisions and governance of The Fund; and

WHEREAS, Such respected institutions as the Stanford Institutional Investors Forum and the Organization for Economic Cooperation and Development (OECD) have long published and promoted guidelines for governance; and

WHEREAS, The Pension Protection Act of 2006 provides certain such guidelines and regulations designed to increase the transparency of Pension Funds; and

WHEREAS, the June 4, 2007 issue of the *Wall Street Journal* detailed the kinds of problems caused by the lack of sufficient transparency; therefore, be it

RESOLVED, That the delegates to the 2007 ICSOM Conference urge the Trustees of the AFM-EPF to examine and adopt those guidelines which will provide the necessary transparency of the AFM-EPF to avoid and prevent such problems.

The following resolution (#4) regarding the development of an AFM-EPF transactional website was adopted as amended. [Motion - *Matthew Comerford (Chicago Lyric) and Robert Levine (Milwaukee)*; Motions – *Meredith Snow (Los Angeles) and Paul Frankenfeld (Cincinnati), and Richard Waugh (Cleveland) and Warren Powell (Florida)*]

WHEREAS, In these times of electronic communication, one of the best modes of communication of information is through the use of a transactional website; and

WHEREAS, The participants and beneficiaries of the AFM-EPF need and deserve the ability to get answers to their questions quickly and electronically; therefore, be it

RESOLVED, That the delegates to the 2007 ICSOM Conference urge the AFM-EPF to provide access to a transactional website with all due deliberate speed.

The following resolution (#5) regarding unity within the AFM was adopted. [Motion – *ICSOM Governing Board*]

WHEREAS, The essence of good trade unionism is the solidarity of all sectors, all officers, and all the members; and

WHEREAS, No union can truly thrive and properly represent the membership when differences of thought, approach or philosophy become so vast and divisive; and

WHEREAS, The AFM has grown and become a major force in the arts and entertainment fields; and

WHEREAS, The current disputes between the AFM administration and the Recording Musicians Association threatens to tear apart this great union; therefore, be it

RESOLVED, That the delegates and Governing Board of the 2007 ICSOM Conference implore the Recording Musicians Association and the current administration of the AF of M to meet together in a spirit of unity, put aside their differences, and achieve the higher goal of reunification and solidarity for the greater good of all of the members of the AFM and their families.

The following resolution (#6) regarding the merging of the Pasadena Symphony and the Pasadena Pops was adopted. [Motion – *ICSOM Governing Board*]

WHEREAS, The Boards and Managements of the Pasadena Symphony and the Pasadena Pops have announced their intention to “merge” the two orchestras; and

WHEREAS, That “merger” actually means that the musicians of the Pasadena Pops will be thrown out of their jobs; and

WHEREAS, One of the most important responsibilities of any union is to preserve jobs for its members; therefore, be it

RESOLVED, That the delegates to the 2007 ICSOM Conference deplore the merger agreement insofar as it will result in the loss of precious jobs; and, be it further

RESOLVED, That the delegates to the 2007 ICSOM Conference urge the AFM and Local 47 take all appropriate legal and trade union steps to assure that the Pasadena Pops management engage in collective bargaining with the union regarding the decision to merge, and, if necessary, the effects on the musicians of the merger.

The following resolution (#7) regarding wages for subs and extras was adopted. [Motion – ICSOM Governing Board]

WHEREAS, Substitute and extra musicians are essential to the ongoing operation of any symphony, opera and ballet orchestra; and

WHEREAS, There exists no good reason for providing those musicians with any different wage than at least the scale wage on a *pro rata* basis; and

WHEREAS, Some managements of symphony, opera and ballet orchestras have periodically attempted to pay these substitute and extra musicians less than equal pay for equal work; therefore, be it

RESOLVED, That the delegates to the 2007 ICSOM Conference express their unlimited support for all musicians who try to make their living by performing the invaluable task of filling temporary vacancies and/or adding their talent to certain performances that require a larger ensemble; and, be it further

RESOLVED, That the delegates to the 2007 ICSOM Conference join with their brothers and sisters in deploring the practice of exploiting these musicians with lower pay, little or no benefits and no job security; and, be it further

RESOLVED, That all AFM locals and orchestra negotiating committees be urged to refrain from agreeing to such exploitation of substitute and extra musicians.

The following resolution (#8) regarding an increase to the chairperson's honorarium for the current fiscal year (2007-08) was adopted and now requires ICSOM Orchestra ratification. [Motion – ICSOM Governing Board]

WHEREAS, The ICSOM Chair's position is the most prominent and visible position as the chief representative for the International Conference of Symphony and Opera Musicians; and

WHEREAS, The position requires countless hours both at home and on the road, visiting member orchestras, meeting with AFM representatives and/or orchestra managers and representing ICSOM at various conferences each year; and

WHEREAS, The ICSOM Chair is called upon from time to time to be released from his/her orchestra job to speak and educate others on behalf of ICSOM; and

WHEREAS, To acknowledge the extreme responsibilities of the position as well as the huge commitment of time, energy and resources on the ICSOM Chairperson, an increase of \$1,000 to the Chairperson's honorarium would be a small token of this recognition; therefore, be it

RESOLVED, That Article VIII, Section 7 of ICSOM Bylaws be amended as follows:

Section 7. The Chairperson shall receive a yearly honorarium of \$3,000. The President, Secretary, Treasurer, and Editor of *Senza Sordino* shall each receive a yearly honorarium of \$2,000. The Secretary shall also receive an additional \$700 in recognition of his/her efforts in compiling, preparing, and distributing the minutes of the Annual Conference. The Editor of *Senza Sordino* shall also receive an additional honorarium of \$150 per edition of *Senza Sordino* in recognition of his/her efforts in the preparation and distribution of said publication.

Note: This resolution will require the approval of member orchestras:

Section 2. Amendments to Articles II, VIII and XI of these bylaws may be submitted for approval at any regular or special meeting. Within thirty (30) days after the approval of such an amendment by a majority of voting delegates at such meeting, such amendment shall be referred to the member orchestras for ratification. Within ninety (90) days following the final day of the meeting, the member orchestras shall notify the ICSOM Secretary in writing of the approval or non-approval of such amendment(s). Adoption shall be constituted by two-thirds majority affirmation of those member orchestras voting, but in no event shall any proposed amendment(s) to the ICSOM bylaws be deemed adopted unless at least fifty percent (50%) of ICSOM member orchestras have actually cast their respective votes either for or against the adoption of such amendment(s).

The following resolution (#9) thanking Bruce Christensen for his work on the ICSOM website was adopted by acclamation. [Motion – *ICSOM Governing Board*]

WHEREAS, Bruce Christensen was contracted to redesign the ICSOM website, which went live in late December of 2006; and

WHEREAS, The newly updated website is “user friendly” and contains numerous features, including most sections of the ICSOM Delegate Handbook; and

WHEREAS, Bruce continues to update the website with additional information and links; and

WHEREAS, His work for ICSOM, musicians everywhere, and the general public has been invaluable; therefore, be it

RESOLVED, That the delegates to the 2007 ICSOM Conference express their gratitude and admiration for Bruce Christensen’s work on ICSOM’s behalf.

The following resolution (#10) thanking Julie Ayer for contributing a copy of her book to each ICSOM Orchestra was adopted by acclamation. [Motion – *ICSOM Governing Board*]

WHEREAS, *More Than Meets the Ear: How Symphony Musicians Made Labor History* by Julie Ayer is a wonderful history detailing the struggles of many of ICSOM’s orchestras including her own orchestra, the Minneapolis Symphony (which is currently known as the Minnesota Orchestra); and

WHEREAS, Julie Ayer’s work has also put a spotlight on many orchestra musicians who paved the way for the improvements we now enjoy; and

WHEREAS, Julie has generously donated a copy of her book to each ICSOM orchestra, so that many of our colleagues may understand orchestra labor history for themselves; therefore, be it

RESOLVED, That the delegates to the 2007 ICSOM Conference thank Julie Ayer, not only for her generosity to her ICSOM colleagues, but also for her hard work and dedication in writing this important book.

The following resolution (#11) thanking Stephen Lester for his service to ICSOM was adopted by acclamation. [Motion – *ICSOM Governing Board*]

WHEREAS, Stephen Lester has served in multiple leadership roles as chair of both the negotiation and membership committees of the Chicago Symphony for many years; and

WHEREAS, Steve also served as Alternate ICSOM Delegate for a number of years; and

WHEREAS, In 2004, he stepped into an important leadership role in ICSOM, that of Member-at-Large; and

WHEREAS, Steve has also served ICSOM in a valued role on the ICSOM Electronic Media Committee and as a member of the National Oversight Committee; and

WHEREAS, His insights, ideas and participation on the Electronic Media Committee and the Governing Board have been invaluable these past years; and

WHEREAS, Steve has chosen to step down from his leadership roles in ICSOM for personal reasons; therefore, be it

RESOLVED, That the delegates to the 2007 ICSOM Conference express their respect, admiration and gratitude to Stephen Lester for his remarkable body of work on behalf of the members of his own orchestra as well as the members of ICSOM; and, be it further

RESOLVED, That the delegates make him promise to stay in touch should he desire to become re-involved in a leadership role in ICSOM in the future.

The following resolution (#12) regarding the establishment of a national corporate campaign was adopted. [Motion – *ICSOM Governing Board*]

WHEREAS, The image of live classical music in our country is an essential component to the public's awareness and interest in the quest to increase revenue by way of ticket sales and contributions; and

WHEREAS, One way of creating such awareness and interest is to have a national "corporate image" type of television campaign similar to those of the dairy industry, i.e., "Got Milk?", and the meat industries, "Pork, the other white meat", and

WHEREAS, Such a campaign can be funded through the joint efforts of the AFM, the League of American Orchestras, ICSOM, and ROPA; therefore, be it

RESOLVED, That the delegates to the 2007 ICSOM Conference urge the leadership of the AFM, the League of American Orchestras, ICSOM and ROPA to meet to discuss the feasibility of creating a national television campaign, the purpose of which is to increase the public awareness and interest in classical music.