



INTERNATIONAL SKI INSTRUCTORS ASSOCIATION  
INTERNATIONALER SKILEHRERVERBAND  
ASSOCIATION INTERNATIONALE DES MONITEURS DE SKI

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# Minutes

Steering Committee Meeting 04/2013

**9 December 2013**

**Cinous Chel/Grisons – Switzerland**

Hotel Veduta



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## **Present**

<b>President:</b>	Riet Campell
<b>Vice President Europe:</b>	Vittorio Caffi
<b>Vice President America:</b>	Martin Bacer
<b>Vice President Pacific Region:</b>	Yuichi Mabuchi
<b>Interpreter:</b>	Eiichi Kodama
<b>Treasurer:</b>	Jiri Kotaska
<b>Advisor:</b>	Valentin Kiedaisch
<b>Advisor:</b>	Dave Renouf
<b>Advisor:</b>	Richard Walter
<b>General Secretary:</b>	Hugo Reider

## **Apologies:**

<b>Advisor:</b>	Gilles Chabert
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The meeting began at 8 a.m. on 9 December 2013 in a room in the annexe of the Hotel Veduta in Cinous Chel/Grisons – Switzerland.

Regarding the AGENDA of the meeting:

The agenda had been sent to all Steering Committee members and as there were no further amendments or changes, it was considered approved.

## **1. Welcome**

The President welcomed all those present and thanked them for coming. He was glad to be able to hold this meeting on his home territory. And this time nearly all Steering Committee members were present.

Apologies were received from Gilles Chabert due to urgent commitments. He has an important meeting at the Ministry.

President Campell gave a short report on the DM in Ushuaia. It was a simple meeting with not very many important agenda items. The accounts were approved.

The wish expressed at the last elections to review the distribution of votes in the ISIA has been complied with. A corresponding proposal has been delivered to the members; the member associations can now discuss this and a vote can be held at the next DM on specific suggestions for a change.

In October, a meeting took place with Mario Fabretto to clarify a few discrepancies in the database.



## **2. Reports of the Vice President and Executive Committee members**

### **2.2. Report of the Vice President America**

Martin Bacer: will report in more detail under the agenda item "Interski". Otherwise nothing much has happened since September, the ski resorts in America are still closed.

### **2.1. Report of the Vice President Pacific Region**

Yuichi Mabuchi: reported that he and Eiichi Kodama took part in the KSIA demonstration training in South Korea in November. A meeting also took place with DongHwan Kim in Seoul concerning ski instructor training in South Korea. South Korea would like to raise its training level to the minimum standard for the ISIA card.

In 2020, the Olympic Games will take place in Tokyo and discussions are now taking place on establishing a Ministry of Sport – so far there has not been one.

The decline in snow sports in Japan is worrying. Thirty years ago, there were still 16 million skiers and more than 700 ski resorts, today there are maybe 6 million skiers and 500 ski resorts. The trend is such that unless at least another 200 ski resorts close, the others will not be able to survive.

### **2.3. Report Vice President Europe**

Vittorio Caffi: Much of what he has to report will come later under its own agenda item.

As regards the suggestion of a new distribution of votes as put forward in Ushuaia, reactions so far have been generally positive. However, we are still awaiting the reaction of the large nations.

Jiri Kotaska: reported that the representative of the Czech Government had signed the MoU in September, thus extending the trial period for another year.

Martin Bacer: We spoke to Italy about the Eurotest. It is not acceptable that our ski instructors should have to go to Italy in November especially for this test and then there is no snow and the test is not carried out and moved to France instead. Then our ski instructors have to return to Argentina and travel back to Europe again for the beginning of the season. We are now trying to negotiate a bilateral agreement.

Dave Renouf: in BASI, we are continuing to develop the job description of the snow sports instructor. We have started some major surveys in the marketing area. We are trying to identify the way the market is going and to develop the profession of snow sports instructor in line with market demands.

GS Hugo Reider: apologised again for not being able to come to Ushuaia. However, his company has its busiest period at the beginning of September and it was impossible to stay away for a whole week.



There were a few difficulties sending mails, as they were not passed on by the server and there was no corresponding feedback to the sender. This is to be prevented in the future via confirmation of receipt.

Dave Renouf: in response to Vittorio Caffi's enquiry, he confirmed that he had prepared a list of those European countries that have regulated the profession of ski instructor.

The profession is regulated in: A, CZ, D, F, I, RO, SLO, CH;  
the training (not the profession) in: B, E;  
there is no regulation in: BG, DK, FIN, IE, NL, UK.

### **3. Review of ISIA Delegates' Meeting**

The most important point at the DM in Ushuaia was the proposal for a new distribution of votes. The plans are for the member associations to discuss the proposals, possibly introduce other suggestions and that discussions will then be held at the next DM in 2014. A vote will be held on the matter in 2015.

The proposal from the meeting in Ushuaia is attached to the minutes.

The vote distribution is still to be linked to the membership fees but in a different way.

Up until now, you had to pay more the more ski instructors you had. The number of votes also increased correspondingly.

According to the proposal, the votes per member are to be restricted to a maximum of 6, the fees are to be linked to the number of ski instructors registered in the database but only up to a maximum of 4,000 ski instructors. This would involve changes for Italy and France but for most of the other member associations, the situation would stay more or less the same.

The annual membership fee would increase substantially for the small nations and decrease for the larger nations.

The discussion began:

Vittorio Caffi: there have been a few really positive reactions, mainly concerning the counting of votes. In this connection, we need to say that the votes for the individual member associations are awarded according to the number of ski instructors entered in the database. Doing it this way makes it easy to check how many ski instructors each nation actually has. With this method, it is the instructors registered in the database that count.

Valentin Kiedaisch: the DSLV has registered all authorised instructors in the ISIA database. There is a new training system in Germany, from Level 1 to Level 3, whereby Level 3 meets the standards of the ISIA stamp. The training to become a State Certified Winter Sports Instructor includes the specialist subjects of Ski and Snowboard. Entries in the ISIA database take place 1:1 for snow sports instructors with card (state certified level) and with stamp (Level 3). The new system does not really change anything for Germany.

Yuichi Mabuchi: for Japan, we can only endorse the new system.

Martin Bacer: the same goes for us in Argentina. Nothing changes much for us regarding the number of votes, either.

Dave Renouf: BASI does not want a change! Certain nations are not interested



in the ISIA Card, e.g. USA. They don't need either a safety test or a racing test as everything relating to these things is carried out by the lift companies.

BASI feels that the number of votes should continue to be calculated according to the number of actual ski instructors in each association.

Jiri Kotaska: We have been talking about the need to make a change for a long time. We think it is a good proposal. The large countries (with regard to the number of ski instructors) pay less, but some small countries pay twice to three times as much. The Czech Republic would pay three times as much, for example, and lose one vote. Nevertheless we support the proposal.

Richi Walter: There is basically no objection to an increase in the fees. On the other hand, a downgrading of the large nations Italy and France is not acceptable. Votes like this take place all over the world according to the power of representation. Voting is also carried out in this way in the tourist industry. There are votes in various categories.

Italy and France surely do not agree with this new system.

I would like to have it placed on record that Austria will not agree to this system either. There must be a voting system which acknowledges the importance of the large nations.

The President put this point to the vote, the resolution was adopted by a majority:

#### **Resolution 1-4/13**

The Steering Committee will present this proposal to change the distribution of the votes at the DM and after the discussion, there will be a vote on a change to the rules of internal procedure and the subscription rules:

A message will be sent to all member nations informing them that in future, for the purpose of awarding votes at elections or DM resolutions, only the number of ski instructors entered in the ISIA database will count.

#### **4. INTERSKI**

Martin Bacer reported as follows:

The programme for the Interski 2015 in Ushuaia was drawn up at the GM in September. The programme is very full. The ISIA World Championships also had to be included. There will be a parallel slalom team, just for ISIA members. We have also established that it is fairly difficult for our Argentinean airline Aerolineas to find flight connections. The prices are extremely high. Negotiations are currently taking place with FIS-Travel for the flight to Buenos Aires. A charter flight will be organised from there to Ushuaia.

Also, inflation in Argentina is a major problem. No hotel wants to make binding offers for 2 years' time, it is difficult enough for 2 months.

Taking part will be somewhat more expensive than expected. Prices still lie between € 750.00 and € 1,200.00 for the stay in Ushuaia. An adjustment of 10-15% will be necessary! If there really is a bigger price increase, this will be absorbed by the Interski Ushuaia organisation committee.



Tomorrow there will be a meeting with the President and GS of Interski which ISIA President Campell will also be attending and where these problems will be discussed.

Jiri Kotaska: Some small nations are wondering whether they should take part in the Interski at all or whether they should attend with a small delegation without demonstrators.

Richi Walter: I see here on the programme that a "Park: Ski & Snowboard" is planned or 4 days' cross-country. I don't think there is much point in that – who will be bringing cross-country skiers with them and will enough snowboarders be coming anyway? I cannot see any new ideas reflecting current trends in this programme. The development of snow sports has not been included.

Martin Bacer: I am surprised that out of 40 member nations, only 23 were present at the GM in September. I can understand that the costs were prohibitive for the small nations. But I cannot understand that the large nations did not come. Maybe because they have problems with the ISIA...

Argentina will invest \$ 6 million in this Interski, also in infrastructure that will remain after the Interski of course. The costs for Interski International are rising all the time, the demands are getting higher from one event to the next. At the same time, all the demonstrations and the parallel slalom are paid for by the ISIA. It is therefore difficult to understand why a share of the costs is not handed over to the ISIA.

Richi Walter: We should think about supporting such a suggestion. Interski should only be carried out with the professional associations. Clubs and societies are something completely different. Professional associations are much more flexible.

Martin Bacer: We will continue as planned in any case and will carry out the event as best we can.

### **3. ISIA database – ISIA card – ISIA test 2013/14 inspection programme**

Vice President Caffi issued an information sheet to all Steering Committee members. Based on current information, 21 national member associations have so far entered their snow sports instructors in the database.

The programme of training inspections is set to include the following member countries for 2013/2014: Finland, Sweden, Chile and Canada.

Riet Campell informed the meeting that Switzerland has around 350 candidates from abroad every year wanting to work as ski instructors in Switzerland.

If the applicant has an ISIA stamp or card, he will be classified at the corresponding level. If not, he will be placed at the bottom level.

As an example, the St. Moritz Ski School has about 140 foreign ski instructors.

It is noticeable that with the help of the training inspections, the small nations have definitely been working to improve their training.

Entries in the database must be strongly encouraged! On the one hand by internal promotion and also by external promotion to competitors in winter tourism such as aerial cableways and the hotel business but also to end consumers.



A list of all the ski instructor qualifications in member countries has been drawn up which is to be sent to our partners in the winter sports sector shortly.

## **6. Europe: MoU – Eurotest – Situation and Use**

According to the information available, the MoU has been extended for another year (by way of trial) and a calibration test for reference skiers is to take place in Alpe d'Huez in January.

The organisation SNELM has made a request via a lawyer in France and apparently there is also the chance to obtain a work permit in France without the Eurotest and without the MoU, even for a BASI II. At least this is what is understood from a response of the Prefect of the Rhone-Alpes region.

(The ISIA is in possession of the relevant documentation and also the official response from the Prefect of the Rhone-Alpes region.)

Richi Walter is of the opinion that this cannot be so – in France, foreign ski instructors are required to have passed the Eurotest. In this matter, he is asking the French Ski Instructors Association to make a statement. In fact SNELM regularly takes legal action against the French Ski Instructors Association which has so far been entirely without success or has proved inadmissible.

President Campell explained that this information corresponds with what Jens Gaster confirmed to him in a conversation: that a test (Eurotest) can only be a requirement in areas where there are significant differences.

A complaint had been addressed to the ISIA in which a highly qualified Finnish ski instructor who had passed the Eurotest and also the Euro Safety Test was refused recognition in Italy and was required to take a practical test as a compensatory measure, consisting of 3 practical exercises.

However, the candidate, as well as all other applicants taking the test, did not pass it.

Richi Walter commented that the candidate was probably missing some training units which is why compensatory measures had to be taken.



## 7. Harmful conduct of members against the ISIA

There are two matters that need to be discussed under this agenda item.

- a) Firstly the situation amongst the aerial cableway companies in France and the actions of the French aerial cableways association.
- b) Secondly the conduct of the AMSI towards the ISIA in connection with the recognition of ISIA qualifications for reductions at ski lifts.

a) Regarding the situation in France, it is to be reported that the President of the French aerial cableways association, Pierre Lestas, sent a circular to all national associations united under FIANET in January 2013 informing the member associations that "9 European countries" had signed an agreement on the recognition of ski instructor diplomas and in future only the ski instructor passes with the "MoU sticker" would serve to guarantee the highest level of recognised ski instructor training in Europe. The circular does not contain a direct request to no longer grant price reductions for the ISIA stamp but anyone who reads it interprets it as meaning this.

The circular contained a letter from the EU Commission written for this purpose and addressed to Gilles Chabert, in which Mr Tiedje as an official of the EU Commission had issued an obviously false certification claiming that "9 member states of the EU" had signed this memorandum. Actually it was only signed by government representatives of 8 member states, 2 of which had made an explicit reservation: Austria for the federal province of Vorarlberg and Italy for the autonomous provinces of South Tyrol and Trentino, which had refused their consent. Germany never signed the memorandum. This letter was supposed to be evidence of the high standing of this agreement and so authenticate its importance.

It is clear to everybody that the French aerial cableways association did not carry out such an action on their own initiative. However, it cannot be proved that the action originated from the ski instructor association.

b) In Italy, on the other hand, an official letter addressed to all the winter sports companies, i.e. the aerial cableway companies and the association of ski resort directors, was sent shortly before the beginning of the winter season, with the letterhead of the Collegio Nazionale together with that of the ski instructor association AMSI. In it, the addressees were informed that from this winter, only the ski instructor passes with the "MoU sticker" were evidence of a professional qualification as ski instructor, at EU level as well, whilst the ISIA qualification was a thing of the past.





Such behaviour by a member association is seriously harmful to the reputation and image of the ISIA and furthermore it is based on untrue statements.

The President's opinion on this was that, on the one hand we are trying, with every means at our disposal, to promote winter sports which appear to be increasingly on the decline, whilst on the other hand, the image of an almost 50-year-old professional association – that has always been successful in standing up for its members and the profession – is being destroyed by its own members in the eyes of its winter sports partners.

If someone wants to belong to an interest group, the least you can ask is that they, the members themselves, do not damage or even destroy the group's own image.

ISIA needs to intervene and remind its own members of the point of the association so that nothing like this ever happens again. All members should be asked to work actively in their own countries and seek to make contact with the aerial cableway companies and winter tourism partners to improve cooperation conditions for the profession as a whole.

Richi Walter: The basic problem is the ISIA stamp itself because we are faced with an inflation of the ISIA stamp. There are people travelling around with the stamp who have no right to do so. The behaviour of the aerial cableways is understandable. Ski instructors used to travel on the lifts free of charge. Now there are only a very few exceptions. All the remaining ski instructors have to pay for their ski pass.

We must remember that not everyone that turns up with an ISIA stamp comes with tourists. When a ski instructor comes with tourists, then he gets a commission (usually in the form of a discounted ski pass).

In Austria, the aerial cableways are tending to move towards only giving a discount to the most highly qualified, accredited ski instructors. Furthermore, Richi Walter explains that it was not true that the Republic of Austria had signed the current MoU with an express reservation for the federal province of Vorarlberg. In fact all federal provinces in which ski school instruction is legally regulated – including therefore Vorarlberg of course – had agreed to the MoU.

*(a corresponding e-mail from the responsible federal ministry to the EU Commission was subsequently submitted to the ISIA secretary's office)*

Valentin Kiedaisch: Each ski resort decides what discount categories to allow. The ski resorts are free to make their own decisions in this regard. A ski instructor is given a discount in view of the fact that he could bring further tourists to the area.



But when a member deliberately campaigns against the ISIA stamp, then we are absolutely against this. The ISIA's minimum standard of the stamp and card has at last been achieved. Of course one of the ISIA's functions is also to continue enforcing recognition of the stamp by the aerial cableway companies.

The ISIA itself should be active and launch a specific information campaign amongst the winter sports partners and also directly incorporate the national member associations.

Martin Bacer: It is absolutely unacceptable when a member of the ISIA campaigns against the stamp.

Riet Campell: The granting of reductions is at the discretion of the aerial cableways. But we in the ISIA have the job of supporting our members. If the conduct of a member violates the interests of the association and encourages partners to deny the privileges that have been granted to the profession for many years and to transfer these to other groups, then this is not acceptable.

Valentin Kiedaisch: We have no influence over whether or how much discount a ski resort grants. But why are people trying to downgrade the significance of the stamp? If a nation is against virtually all current developments in the ISIA, then they are probably in the wrong association.

Richi Walter: I was always against it, against the ISIA pyramid and against the ISIA stamp! There are members that want the ISIA stamp. I am also representing Italy and France here! Maybe you should propose a motion to exclude France, Italy and Austria.

Riet Campell: Nobody wants to exclude anyone but when some associations are against everything that is done in the association as a whole, question the association's own elections and just try to destroy everything, then it would make more sense if they would leave of their own accord and so save themselves a lot of money.

It is not in the interests of the ISIA to just achieve a reduction at the ski lifts. This is certainly a welcome secondary effect but the main focus is on protecting the "ISIA" as a mark of quality.

The President proposed writing to all member nations reminding them in a friendly manner of the ISIA bylaws and of the obligations arising from membership. The ISIA stamp is not primarily concerned with achieving reductions but the ISIA will also campaign for this. All members are reminded that they should support the ISIA stamp and campaign for it in their national territory. At the next DM, where the subject should be placed on the agenda, every association should deliver a short report on



the significance of the ISIA stamp in their country and how they have supported it.

Richi Walter: I am against this idea, my job is to represent Tyrol and Austria. The Alpine countries need to have voting rights on the Steering Committee. It is inconceivable that Italy with its 12,000 ski instructors is not represented.

If the Alpine countries are excluded and only countries without mountains are represented, it will have no future.

Martin Bacer: It is right that the importance of the Alpine countries should be recognised. But why are the French never present for example? They could give their post to the Italians.

Jiri Kotaska: We are a worldwide association and not an association of the Alpine countries!

Richi Walter: I don't interfere in American or Japanese business.

Riet Campell: It will probably be necessary to rethink all the international structures.

Passed by a majority:

#### **Resolution 2-4/13**

The ISIA represented by President Campell and GS Reider will contact the FIANET again and report on the organisation and activities of the ISIA. A message will be sent to all member nations reminding them in a friendly manner of the obligations arising from membership, that the ISIA is not primarily concerned with reductions but that the ISIA will continue to campaign for such reductions and that all members should themselves support the ISIA stamp and its significance and campaign for it on their national territory. Each association should submit a short report on the value of the ISIA stamp in their own country by the next DM and how they have specifically campaigned for it, especially towards the aerial cableways. The subject "Significance of the ISIA stamp in the individual member countries and worldwide" should be placed on the agenda of the next DM.

A request will be sent to the Italian association AMSI for clarification of the letter to the Italian aerial cableway companies and ski resorts.

(Against: Richi Walter and Dave Renouf)

## **8. AMSI situation and resolutions**



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Brief report on the current situation regarding relations between the ISIA and AMSI:

Since the elections in Krakow in 2012, when the candidate put forward by the AMSI at the DM was not elected to the Steering Committee, AMSI has felt offended and has demanded either a seat with voting rights on the Steering Committee or the right to nominate the General Secretary, both of these being contrary to the clear provisions of the bylaws and the results of the elections.

There are compelling reasons for not giving in to either demand. Also the proposed compromise presented by the ISIA to give the AMSI a seat on the Steering Committee in an advisory capacity was rejected by the AMSI as being insufficient.

In recent years, the AMSI has continually entered new ski instructors in the ISIA database but neglected to provide an annual update of all ski instructors with the result that finally for the 2012 annual accounts, a total of 13,398 ski instructors appeared in the database for Italy whilst stamps were only obtained for 11,710 ski instructors. The AMSI refused to pay the bill for the entry and administration of the data (for 13,398 ski instructors) for the year 2012 and did not respond to the proposal of the ISIA Executive Committee to then only pay for the data administration for the stamps that had actually been issued to ski instructors. The database contribution for 2012 is still outstanding today.

For 2013, the AMSI had sent an order for stamps for 11,000 ski instructors to the ISIA but then cancelled this order shortly afterwards and it appeared that the AMSI did not want to pay the membership fee for 2013 either. The membership fee was eventually paid and the AMSI issued follow-up orders increasing the number of ski instructors to 11,710. The ISIA bylaws establish that the annual fee is to be paid by the member associations, without them being asked to do so, by 1 October of every year. The membership fee is calculated according to the number of the highest qualified ski instructors represented by the association who meet the requirements for carrying the ISIA stamp or card. To make it quite clear once again, the fee is calculated on the number of all ski instructors. Members are not free to pay the fee for just a fraction of their ski instructors.

On 25 October 2013, a letter from the AMSI was received by the ISIA containing an order of 4,500 stamps for 2014, announcing that they would only be paying the membership fee for this number.

The Executive Committee then discussed this and the GS informed the AMSI that the ISIA would not accept the payment of only 40% of the membership fee: either the AMSI paid the full amount and settled the still outstanding bill for the entries in the database or the association would be recorded as a defaulting member.

In an e-mail dated 26 November, the AMSI then ordered 4,982 stamps



and sent the transfer confirmation of the membership fee based on 11,000 ski instructors.

Although the bill for the database was still outstanding and is still outstanding, the stamps were sent and the membership renewed. The AMSI now only wants to be registered in the database with 4,982 ski instructors as membership in the ISIA was offered to the Italian ski instructors as a voluntary additional service from 2014 and there are apparently only so few ski instructors in Italy interested in the ISIA.

As the AMSI is now again recorded as a full member in the ISIA having paid the membership fee, the situation since drawing up the agenda has changed substantially so that no serious decisions have to be made.

**Resolution 3-4/13:**

In a letter to the AMSI, the association should again be reminded that the amount still owed for 2012 for the administration of the ISIA database is to be paid by the AMSI and, as proposed by the Executive Committee, for all 11,700 ski instructors for whom the AMSI obtained stamps.

The resolution was adopted by majority vote.

**9. Dates, meetings**

The date should be set for the next congress.

A proposal came for San Marino or maybe Italy to be combined with an audience with the Pope. Possible date 28 May 2014.

Timo Welsby has already submitted an application for Finland with Vuokatti, date 19 – 23 May 2014.

Richi Walter suggested holding the congress in the summer as many ski instructors are on holiday in the spring.

**Resolution 4-4/13:**

The Steering Committee transferred the authority for the selection of the place and date for the next congress 2014 to the President and the GS.

The next Steering Committee meeting will probably take place in March 2014, the exact time and place is still to be decided.

**10. Miscellaneous**

Yuichi Mabuchi felt it would be advisable to try and treat each other more kindly.



President Campell thanked all those present for the good and frank discussions and asked Vice President Mabuchi to pass on the sincere compliments of the Steering Committee to Princess Akiko.

As there were no further requests to speak and there was nothing further to discuss, the President closed the meeting at 12:30 pm

**Keeper of the minutes**  
GS Hugo Reider

**The President**  
Riet R. Campell

(On 4 January 2014, advisor Richi Walter had sent a statement to the ISIA Steering Committee in which he expressed his concerns firstly that data protection regulations could be violated by making data on Austrian ski instructors available and secondly regarding the changes to the Rules of Internal Procedure/distribution of votes. The statement is attached to these minutes in German)