



INTERNATIONAL CONFERENCE OF  
SYMPHONY AND OPERA MUSICIANS

2017  
ICSOM Conference

Adams Mark Hotel  
Buffalo NY

August 23-26, 2017

**\*\*DATES AND TIMES OF PRESENTATIONS AND PRESENTERS ARE SUBJECT TO CHANGE\*\***  
THE CONFERENCE BEGINS ON WEDNESDAY AT 10AM.  
THE PRE-SERVICE EVENT IS STILL TO BE DETERMINED; MORE INFO WILL BE PROVIDED ASAP.  
HOTEL DEPARTURE SHOULD BE SCHEDULED AFTER 1:30PM ON SATURDAY.

INCLUDED IN THIS PACKET:

- ICSOM SECRETARY MEMO RE: CONFERENCE REGISTRATION & RESERVATIONS
- WELCOME LETTER FROM HOST ORCHESTRA AND LOCAL
- HOTEL RESERVATION INFORMATION
- FIRST DRAFT AGENDA
- NOMINATING COMMITTEE BULLETIN
- CONFERENCE HOSTING INFORMATION

-DRAFT - 5/31/17 -  
-(subject to change)-



May 2017

Dear Delegates and Officers;

**Included in this ICSOM Conference Packet** you should find a welcome letter from our hosts, hotel reservation information, a draft agenda, nominating committee announcement, and information to host a conference for those orchestra's considering hosting a conference in the next few years.

***To Conference Attendees:***

*Conference dates are Wednesday through Saturday, August 23-26, 2017, with an anticipated voluntary service events late Tuesday afternoon from 4:00-6:30PM and the Negotiating Orchestras Workshop on Tuesday Evening, beginning at 7:30PM. If you will be departing on Saturday, depart from the hotel and conference should not occur before 1:30PM.*

*Please be sure your orchestra is represented this summer. If you are not able to attend the conference this summer, please make sure an alternate delegate is elected who can attend. If your orchestra is sending an alternate delegate, or if members of your orchestra and/or local plan to attend the conference, be sure to notify me ASAP.*

*The website for conference registration is now live. You must register by August 1 to attend:*  
<http://www.icsom.org/conferences/register/index.php>

*Hotel reservations must be made by Friday, July 21, 2017. Both links can be found on the ICSOM website, [www.icsom.org](http://www.icsom.org)*



*Please remember to notify the ICSOM Secretary (at [lar2vln@comcast.net](mailto:lar2vln@comcast.net)) about address (email or mailing addresses) or delegate changes, as well as any information about your negotiation settlements as soon as possible. You can always contact me for an electronic copy of the bulletin form.*

Dear Delegates:

On behalf of AFM Local #92 and the musicians of the Buffalo Philharmonic Orchestra, we would like to welcome you to the 55th ICSOM conference. The conference will take place at the Adam's Mark Hotel and Event Center in downtown Buffalo, NY.

Travel into Buffalo can be accomplished by either the Buffalo Niagara International Airport (BUF) or by Amtrak. The airport is serviced by most major carriers, with nonstop flights from many larger Eastern time zone airports and many others around the country. Transportation from the airport to downtown is by either shuttle service or taxi. The Adam's Mark does not have a dedicated shuttle van. Our region is supposed to be starting Uber service in June so that may be an option in August. The Amtrak station is within walking distance of the conference site. Amtrak connects into Buffalo from Boston and NYC to the east and Chicago to the west.

The hotel is located very near our waterfront on Lake Erie. The newly created Canalside is a very popular destination in Buffalo year round. It is within short walking distance of the Adam's Mark. It is a very historic location in that it once was the Western terminus of the Erie Canal. Today, it is a spectacular site of development, revival, and activity. Spectacular sunsets are not to be missed on the Buffalo waterfront.

Within walking distance of the Adam's Mark are many examples of the beautiful architecture that Buffalo is so well known for. The city as a whole can be viewed as an architectural museum. Take the time to walk around look at some of these sights, including landmarks by Frank Lloyd Wright and Louis Sullivan.

The Governing Board is working to finalize the schedule of speakers and events. Events under consideration include the usual mixer which serves as an informal opportunity for us all to meet and get to know one another. We are considering an off site location for this at a local brewery within walking distance of the hotel. Also in the works is an optional trip to Niagara Falls one evening.

Niagara Falls is only 20 miles north of downtown Buffalo and is a not to be missed site when visiting Western New York. We will board busses and travel to the Falls. While at the Falls we will visit Niagara Falls State Park on the US side of the Falls. This offers spectacular views of both the Falls and the rapids. Other opportunities while at the State Park include the Cave of the Winds Gorge Trip and the Maid of the Mist boat cruise.

We look forward to your visit to Buffalo. We are very excited to highlight our city, our region, and our orchestra. If there is anything we can do to help, please don't hesitate to ask.

Sincerely,

Dan Sweeley

4th Horn, Buffalo Philharmonic Orchestra  
ICSOM Governing Board and delegate  
Executive Board Member, AFM Local #92

Travis Hendra

ICSOM Conference Coordinator  
Associate Librarian, Buffalo Philharmonic Orchestra

Megan Prokes

1st Violin, Buffalo Philharmonic Orchestra  
Chairperson, orchestra committee

James Pace

President, AFM Local #92



## International Conference of Symphony and Opera Musicians

August 20-28<sup>th</sup> 2017

## Adam's Mark Hotel Buffalo

Located in downtown Buffalo's Business District just steps away from Buffalo/Niagara Convention Center, Coca-Cola Field, and the KeyBank Center, be a part of it all! The Adam's Mark Hotel is a remarkable place to get the most out of Buffalo, NY. Wonderful art museums, theaters, entertainment, and shopping are just a short distance away from the hotel!

### Location/Dining:

- Located at Lake Erie and the Canalside Waterfront
- An easy drive to Niagara Falls, Buffalo International Airport, and New Era Field
- One mile from the Peace Bridge to Canada
- *Harbor Bistro & Bar* offers a variety of unique food & drinks
- Room Service available until 2AM

### Accommodations:

- 486 Guestrooms with six bi-level suites offering dramatic city and lakefront views
- Complimentary wireless internet access
- Executive Level Rooms with upgraded amenities

### Facilities & Services:

- 72,000 sq. ft. of flexible meeting space
- Attached covered parking garage accommodating 600 vehicles
- 24 Hour business center
- Complimentary Wi-Fi in Restaurant

### Recreation:

- Heated indoor pool with outdoor courtyard
- 24 Hour fitness center and Sauna

### Reservations:

- Group rate is \$119 for a standard room with two double beds and \$139 for an Executive King Room
- Group rate is available during August 20-28<sup>th</sup> 2017
- To make your reservation: [www.adamsmark.com](http://www.adamsmark.com) to book Click **Group Attendee** and use group code **ICSOM817** or call 716-845-5100
- Reservations must be received by July 21<sup>st</sup> 2017 to receive the group rate

2017 ICSOM Conference  
Adams Mark Hotel - Buffalo NY

TUESDAY EVENING – AUGUST 22

9:00AM – 3:30PM – Governing Board Meeting (lunch included)

4:00PM – 6:30PM – (voluntary service activity - TBD)

7:30PM – 10:00PM - Negotiation Workshop - George Brown & Kevin Case

WEDNESDAY – AUGUST 23

8:30AM - 9:30AM – New Delegate Breakfast

**General Session begins:**

10:00AM – 12:00PM – Welcome & Introduction of ICSOM Governing Board

Roll Call of Orchestras

Introduction of Guests and Attendees

Welcoming Remarks – Dan Sweeley, ICSOM Delegate; Travis Hendra, Conference Coordinator;  
James Pace, Local #92 President

**Officer Reports –**

Chair’s Address

President’s Address

Secretary, Treasurer & *Senza Sordino* Editor Reports

Approval of 2016 Minutes & Officer Reports

Nominating Committee Report – Julie Edwards, chair

Election Bylaw Changes

**PCC Speeches**

**12:00– 2:00PM – LUNCH**

2:00PM – 4:00PM – SSD breakouts – Internal Organizing

4:00PM – 4:20PM – BREAK

4:20PM – 5:15PM – SSD breakout wrap-up

5:30 PM – 8:00PM – *Mixer - Opening Reception*

9:00PM – *Composed* screening

## THURSDAY – AUGUST 24

**9:30AM – 10:15AM – Announcements**

Roll Call of Orchestras

Nominations

**Reports:** ICSOM Publications (*Paul Gunther & Peter de Boor*), AFM Strike Fund (*Brian Rood & Dave Angus*)

Electronic Media Committee Report (*Brian Rood & Debbie Newmark*)

**10:15AM – 10:30AM - BREAK**

**10:30AM – 12:00PM – Bargaining Health Care, Kevin Case, ICSOM Counsel**

**12:00PM – 1:30PM – LUNCH (*GB with AFM President & IEB*)**

**1:30PM – 2:30PM –**

**AFM-EPF Presentation (*TBD*)**

**2:30PM – 3:00PM – BREAK**

**3:00PM – 4:30PM – AFM-EPF Q&A Session**

Close Nominations

**DINNER**

**7:00PM – Town Hall Meeting**

[Closed meeting for ICSOM Delegates, Alternate Delegates and Governing Board only]

## FRIDAY – AUGUST 25

**9:30AM – 10:30AM – Announcements**

Candidate Speeches (*President, Secretary, 2 Members-at-Large*)

Roll Call/Election

**10:30AM – 12:30PM – PANEL – Avoiding and Recovering/Restoring Trust/Climbing Back from the Brink  
– Kevin Case, moderator**

**12:30PM – 2:30PM – LUNCH – MAL/DELEGATE (SUGGESTED DONATION \$15)**

**2:30PM – 5:00PM – Discussion Topic: What Does Diversity Mean to Our Orchestras?**

**Following the end of the afternoon session – free evening/Possible “Runout” to Niagara Falls**

**SATURDAY – AUGUST 26**

**9:30AM – 1:30PM – Announcements**

Roll Call

**Randy Whatley**

**Open forum with ICSOM counsel**

Resolutions

**Conference Sites Selection –**

2018 –

2019 –

2020 –

**Good & Welfare**



**Date: May 2017**

**To: All ICSOM Delegates**

**From: Meredith Snow, ICSOM Chair**

**Re: Nominating Committee, Elections at Conference**

In accordance with ICSOM bylaws, elections are to be held at the 2017 conference for the positions of ICSOM President, Secretary and two Governing Board Members-at-Large.

In accordance with ICSOM bylaws, the Governing Board has appointed a Nominating Committee. The Nominating Committee may, at its discretion, nominate candidates for these positions. Additional nominations may also be made from the floor at the conference. The Nominating Committee will consider all worthy candidates, including those incumbents intending to seek reelection.

The duties of all ICSOM officers are spelled out in the ICSOM bylaws, which can be found in the ICSOM delegate manual online at [www.icsom.org](http://www.icsom.org)

Among the criteria applied by the Nominating Committee are candidates' personal abilities, experience and activity in ICSOM, compatibility with ICSOM policies and personnel, and willingness to serve. Balance of orchestra size and diversity on the Governing Board are also considerations.

As part of its procedure, the Nominating Committee hereby solicits from delegates and members of ICSOM orchestras any comments and criticisms, favorable or otherwise, regarding the incumbent officers and the dispatch of their duties. The committee also welcomes suggestions for other candidates for nomination for these positions. Any member of the committee may be contacted. All input should be privately communicated directly to the Nominating Committee, and not posted to Orchestra-L or Delegate-L. All input to the nominating committee will be held in the strictest confidence. Committee members may be contacted by telephone or e-mail. Deadline for input is June 10th.

**Members of the nominating committee are:**

Julie Edwards (Chair)  
Utah Symphony  
801-884-6596  
[yardkat@gmail.com](mailto:yardkat@gmail.com)

Doug Rosenthal  
Kennedy Center Opera House Orch.  
847-917-3684  
[trombonedoug@gmail.com](mailto:trombonedoug@gmail.com)

Ethan Silverman  
New York City Ballet Orch.  
212-851-6730  
[Ethansil@gmail.com](mailto:Ethansil@gmail.com)

Delegates are prompted to post this bulletin and to encourage orchestra members to voice their suggestions to the Nominating Committee.



## Guidelines for Proposals to Host an ICSOM Conference

**Orchestras interested in hosting an ICSOM conference are asked to be prepared to make a presentation at the 2017 ICSOM Conference. Orchestras in the same location might wish to co-host a conference. Proposals addressing the following issues should be accompanied by a hotel brochure showing the conference facilities.**

**Rates and terms for the conference hotel will be negotiated by a member of the ICSOM Governing Board, however, on-site delegate assistance will be required to identify suitable hotels prior to hotel negotiations.**

**Official Invitation and Commitment.** The official invitation to host or co-host an annual ICSOM conference must come from the member orchestra's committee(s). The invitation should include a commitment from the orchestra committee to 1) have a substantial percentage of the orchestra attend at least one session of the conference, 2) assist in putting on a public labor or public service event if local circumstances make that desirable, and 3) have a corps of volunteers to help before, during, and after the conference. Since the member orchestra's Local will bear certain expenses such as the annual Mixer, it is essential to discuss this with them prior to tendering an official invitation.

**Communication.** The conference host/coordinator from the host orchestra should be chosen as soon as possible and the ICSOM Secretary notified. The conference host will work with an assistant conference coordinator who will be familiar with what is needed during the conference.

**Basics.** The hotel should be a union hotel if possible. The location of the hotel should be centrally located with access to food around the clock being advisable, especially for breakfast, and restaurants with quick lunch access or buffets are very important. Additionally, if the hotel can be near sites of interest to attendees, or, if not central, located so it does not interfere with the commitments noted above. Ground transport from airport to hotel should be convenient and reasonably priced. Adequate parking is needed. It is important that the conference hotel not be undergoing any construction during the conference and is not near any construction or other unusually loud noises; the hotel should check with appropriate agencies to be sure that no construction is planned for the time the conference will be in session. High-speed internet or wireless connection at the hotel is a must. A fitness facility is desirable but not essential.

**Guest rooms.** The hotel should have an adequate number of rooms, reasonably priced (preferably under \$120 before any local taxes), to accommodate all attendees. About 90-100 people customarily attend on official business, and family members and others may push that number to 110. Governing board members arrive early and leave late in order to attend pre- and post-conference meetings. Some speakers and special guests may attend only briefly in the middle of the conference. The cutoff date for reservations is usually mid-July, one month prior to the beginning of the conference. The ICSOM chairperson receives either a complimentary suite or discounted to the negotiated room-rate, tied to the guest-room guarantee. A hospitality suite is also included under the same terms as the chairperson. Guest rooms should include wireless Internet access at no charge.

**Conference Room.** The conference room should seat 120 people comfortably, preferably with classroom seating for everyone, *i.e.*, chairs at tables facing a dais. This usually requires at least 2000 square feet. Sightlines should be unobstructed; watch out for columns and irregular walls. The room should not be adjacent to a kitchen, to construction, or to another noisy room; a room that is separated from another room by a thin wall or movable partition should be avoided. Electrical outlets should be sufficiently plentiful that power strips can be plugged in for computers and other equipment. Center and side aisles should allow easy and unobtrusive entrances and exits. An exit close to the head table is also desirable. The conference room should be exclusively for ICSOM's use during the conference and available for general sessions, large caucuses, and workshops. The room should be well ventilated and comfortably air-conditioned (neither stuffy nor overly cool).

**Breakout & Delegate Breakfast Rooms.** At least once or twice during the conference smaller rooms for meetings and breakout sessions will be required. One or two will be required. On Wednesday morning prior to the beginning of the conference, new delegates are invited to have breakfast and meet the governing board to receive a brief orientation about the conference and their delegate duties with approx. 25-30 attending.

**Audio-Visual Needs.** Participants should be able to hear each other when they speak, and that usually requires a sound system, either in-house or rented, with microphones easily accessed. A good relationship with the hotel or outside vendor must be developed. ICSOM's printer/scanner/copier will be housed in the office. ICSOM owns one PowerPoint projector, but additional projectors, along with projection screens and flipcharts should be readily available.

**Governing Board Meeting Room.** The governing board needs a room where up to 15 people can be seated comfortably for special meetings at certain specified times. The full governing board (9) and legal counsel (1) meet before the

conference (Monday and/or Tuesday) and following the adjournment of the conference (Saturday and Sunday). The room may also be needed for other meetings during the conference, including meals. Coffee, tea, and some juice and soft drinks are usually provided during meetings, and the board generally orders meals from room service during meetings.

**Office.** A room near the conference room is needed for office supplies, copying, and other assembly and activities. Office equipment such as the printer require suitable outlets. What paper is distributed (agendas, badges, flyers, and some handouts) will utilize mailboxes that ICSOM owns. Storage of the mailboxes and office supplies (approximately 7-10 boxes) should be identified since hotels will not store boxes; they are normally mailed to the next host orchestra immediately following the conference, and in many cases, are stored at the next host Local.

**Hospitality suite.** A large comfortable room where delegates can meet informally is customary. The room should have a refrigerator. ICSOM should be allowed to stock the room with drinks and snacks, but the hotel may require that its own food and beverage service be used. In either case, the host and volunteers should see that the room remains stocked. Location of the suite and surrounding room assignments is key in case of potential noise issues.

**Catering.** Beverage service should be available at reasonable cost. Coffee (regular and decaffeinated), tea (hot water and teabags), and sodas and juices should be available near or in the conference room during all general sessions. Meetings of the governing board and other small groups may require a catered meal; ordering from the room service menu or buffet deli-style meals work best.

**Copying.** Provision must be made to expedite copy work through a local full-service copy shop such as FedEx/Kinko's near the hotel for larger copying projects. Smaller copying projects will most likely be done in the office utilizing ICSOM's printer/copier. Documents will also be available for download on the Internet from a link that will be provided at the conference.

**Social Event/Mixer.** There is usually some social event (the "ICSOM mixer") held in conjunction with the conference that is traditionally held on the first evening after completion of the first day of sessions. Recent practice has been for the host Local to underwrite this event (since they will not bear the "traditional" expenses of sending their delegate to the conference), and sometimes the host orchestra will contribute as well. Hosting orchestra employers have also assisted as well. Additional financial assistance from ICSOM may be possible following discussion with the ICSOM Treasurer.