



INTERNATIONAL CONFERENCE OF
SYMPHONY AND OPERA MUSICIANS

Adopted 2011 ICSOM Conference Resolutions

(Adopted August 20, 2011 in Dearborn, Michigan)

Resolution #1 – Conference Dedication

Whereas, Frederick Zenone was known as a visionary and a transformative leader in the orchestra industry;
and

Whereas, As a cellist and representative from the National Symphony Orchestra, Fred served ICSOM for four years as Eastern area vice-chairman, followed by two years as ICSOM vice-chairman, and finally for six years as ICSOM's fifth chairman from 1980 to 1986; and

Whereas, During his tenure Fred built coalitions and expanded communication with the American Federation of Musicians, the Major Orchestra Managers Conference and American Symphony Orchestra League; and

Whereas, These alliances were far reaching and led to major policy and legislative actions, including the development and adoption of the Code of Ethical Audition Practices, the requirement that all symphony, opera and ballet orchestra collective bargaining agreements be submitted to orchestras for ratification, and the requirement that Locals cover the expense to send one delegate to the annual ICSOM Conference; and

Whereas, Fred also served on ICSOM's electronic media committee and was involved in the creation of the Symphony, Opera, Ballet Audio-Visual (AV) Agreement which revolutionized media for symphonic orchestras; and

Whereas, Due to the expansion of the role of chairman during his tenure, Fred oversaw the reorganization of the governance structure of ICSOM to make it more responsive to its member orchestras; and

Whereas, To this day delegates are reminded of their duties with these words by Fred Zenone,

“We have been designated by our orchestras as leaders and activists. ICSOM asks us to affirm and reaffirm that position throughout the year. We are the voice in our orchestras of American orchestra musicians united on a national level. We are the persons who must constantly examine the effect our orchestra's action will have on other orchestras. Each of us must be a leader, an organizer, a conduit of information, the conscience of a movement of caring and involved and active musicians who insist on improving the institutions through which we produce our art.”

Whereas, Fred's development of a “SWAT team” was invaluable in assisting orchestras during difficult situations, and his desire to help improve the quality of work life for musicians continued even after he retired from the National Symphony in 1999, including serving on the board and as president of the Symphony Orchestra Institute and as a consultant, presenter, and facilitator; and

Whereas, Fred's death on October 22, 2010, left a void within the entire orchestral industry as musicians and managers across the U.S. expressed their distress and sadness over the loss of someone who made such a difference for so many; therefore, be it

Resolved, That the 2011 ICSOM Conference hosted by the Detroit Symphony and held in Dearborn, Michigan, be, and hereby is, dedicated to the memory of Frederick Zenone as just a small token of the admiration, respect and affection of the tens of thousands of musicians who were affected by his generosity and vision.

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Resolution #2 – to thank Christopher Durham for his service as SSD director

Whereas, Christopher Durham has had a long career serving the American Federation of Musicians and orchestras in the United States and Canada for more than twenty years; and

Whereas, Chris has an impressive track record negotiating numerous orchestra and theater contracts in his capacity as Symphonic Services Division (SSD) Negotiator; and

Whereas, Chris has served as a remarkable union leader and advocate for orchestral and freelance musicians everywhere; and

Whereas, During a very difficult period of financial upheaval, Chris was appointed to serve as Director of SSD; and

Whereas, During his tenure, Chris began implementation of, and made available, desperately needed services to orchestras and their orchestra and negotiating committees, which include a more user friendly Wage Chart program that allow construction of comparison spreadsheets for negotiations, informational webcasts on topics of interest, and review of all SSD documents for future access on a protected website; and

Whereas, Chris now returns to his first love and profession he excels at, that of full-time SSD negotiator; therefore, be it

Resolved, That the Delegates and Officers to the 2011 International Conference of Symphony and Opera Musicians Conference take this opportunity to thank Christopher Durham for his service as SSD Director, and express their appreciation and admiration for his extraordinary work, and wish him great success in his future efforts as a negotiator and advocate for musicians everywhere.

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Resolution #3 – to thank the community of artists, conductors and friends of the Detroit Symphony, Louisville Orchestra, Syracuse Symphony and Honolulu Symphony

Whereas, The 2010-2011 orchestra season has been fraught with anger and unnecessary job actions against orchestra musicians; and

Whereas, A few orchestras were particularly affected, most especially the Detroit Symphony which was forced to undergo a six month strike, the Louisville Orchestra which filed for Chapter 11 bankruptcy in December of 2010, the Syracuse Symphony that abruptly ended the orchestra's 50th anniversary season by filing for Chapter 7 bankruptcy in mid-April of 2011, and the Honolulu Symphony that saw their Chapter 11 bankruptcy convert to a Chapter 7 "liquidation" bankruptcy; and

Whereas, Throughout these trying times our musical community once again stepped forward to assist those musicians who most needed assistance and support; and

Whereas, The extensive list of friends and the orchestras they assisted include:

Conductors ~ Grant Cooper (Detroit and Syracuse), Joseph Silverstein (Detroit), Gerhardt Zimmermann (Detroit), Christopher Confessore (Detroit), Emily Freeman Brown (Detroit), Kevin Dewey (Detroit), Clark Suttle (Detroit), Kenneth Kiesler (Detroit), Eduard Perrone (Detroit), Randol Bass (Detroit), Uriel Segal (Detroit and Louisville), Jason Seber (Louisville), Jeffrey Reed (Louisville), Heather Buchman (Syracuse), and Daniel Hege (Syracuse);

Guest Artists ~ **violinists** Joseph Silverstein (Detroit), Sarah Crocker (Detroit), Elaina Duitman (Detroit), Mark Kaplan (Louisville) and J. Patrick Rafferty (Louisville), **pianists** James Tocco (Detroit) and Barbara Nissman (Detroit), **guitarist** Stephen Mattingly (Louisville), **vocalists** Peiyi Wang (Detroit), Nicole Greenidge (Detroit), Glenn Miller (Detroit), Christopher Vaught (Detroit), Lisa Agazzi (Detroit), Karl Schmidt (Detroit), Karin White (Detroit), Steve Green (Louisville), Janet Brown (Syracuse) and **choir** Vanguard Voices (Detroit);

Composers ~ Paul Brink, Ray Horton and Otto-Werner Mueller (all Louisville);

Retired President of the Cincinnati Symphony Steve Monder and ICSOM's good friend JoAnn Falletta, who serve as advisors to the musicians of the former Honolulu Symphony and the newly established Symphony Exploratory Committee as they begin anew as the Hawaii Symphony Orchestra;

The musicians of the National Symphony Orchestra AKA "Musicians from our Nation's Capitol Orchestra" who performed side-by-side with musicians of the Louisville Orchestra AKA "Musicians from a Major orchestra across the Ohio River from Jeffersonville, Indiana" during a concert benefiting Louisville musicians' "Keep Louisville Symphonic" effort to demonstrate that Louisville can sustain a 71 member full-time orchestra;

Members of The Cleveland Orchestra who performed a joint concert with Members of the Detroit Symphony that include Mark Atherton, Phil Austin, Charles Bernard, Lisa Boyko, Max Dimoff, Scott Dixon, Elayna Duitman, Mark Jackobs, Alicia Koelz, Amy Lee, Jesse McCormick, Frank Rosenwein, Lyle Steelman, Brian Thornton, Carolyn Warner, Richard Waugh, Beth Woodside and Robert Woolfrey;

Detroit Symphony musicians Emmanuelle Boisvert, Hai Xin Wu, Kim Kennedy Kaloyanides, Alexander Mishnaevski, Phillip Dikeman, Patricia Masri-Fletcher, Robert Williams, Donald Baker, Karl Pituch, Ted Oien, Kevin Good and Stephen Anderson, who served as soloists during Musicians of the Detroit Symphony Orchestra concerts;

The Stoney Creek Grand Chorus and conductor Brandon Ulrich from Stoney Creek High School Rochester Hills, L'Anse Creuse High School-North Select Ensemble and conductor Evey Simon from L'Anse Creuse High School-North, and violinist Margaret Starr, the Groves High School Symphony Orchestra and conductor Paul Shower from Groves High School, who performed with Members of the Detroit Symphony Orchestra; and

Whereas, Sometimes these gestures of support and thanks are assumed to receive local recognition alone; therefore, be it

Resolved, That the Delegates and Officers to the 2011 International Conference of Symphony and Opera Musicians Conference take this opportunity to offer their heartfelt thanks and gratitude to those wonderful and talented musicians who care so deeply for those who perform in the orchestras that accompany them as soloists, who perform their compositions, and who give life to the repertoire we all dedicate our lives to performing together.

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Resolution #4 – to thank musicians who did not cross the Detroit Symphony Orchestra picket line

Whereas, The Detroit Symphony Orchestra (DSO) strike during the 2010-2011 season was prolonged and covered most of the regularly scheduled concert season; and

Whereas, DSO management attempted to reschedule already engaged guest artists to perform as solo acts rather than cancel those concerts entirely; and

Whereas, The first of these rescheduled engagements by Sarah Chang led to a nationwide and public campaign as musicians from around the United States and Canada reached out with requests that the DSO musicians' strike be honored; and

Whereas, Sarah Chang, along with the Canadian Brass, Bobby McFerrin, Take6, the Brass Band of Battle Creek and Bowfire Holiday Heart Strings all announced they would honor the DSO musicians' strike; and

Whereas, These actions displayed support not only for Detroit Symphony musicians, but for all orchestra musicians who share their talent as accompanists and collaborators with these and many other artists; therefore, be it

Resolved, That the Delegates and Officers to the 2011 International Conference of Symphony and Opera Musicians Conference held in Detroit, Michigan, express their enormous respect and gratitude to Sarah Chang, The Canadian Brass, Bobby McFerrin, Take6, the Brass Band of Battle Creek and Bowfire Holiday Heart Strings for their courage, their understanding, and their integrity for refusing to sabotage the Detroit Symphony Orchestra musicians as they fought to save their livelihoods during their protracted strike.

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Resolution #5 – condemning the use of bankruptcy filing was adopted by unanimous consent

Whereas, A number of orchestra managers and boards have lost sight of their duties as trustees and overseers of the public institutions they serve, especially in regard to the proper running, funding and management of their organizations; and

Whereas, Some boards and managers have made such poor and shortsighted leadership decisions as to have their leadership capabilities compared to failed institutions like Lehmann Brothers and others; and

Whereas, These same managers and boards have failed to understand that their actions and decisions, while having no impact on their own personal livelihoods, directly impact the employees whose jobs are on the line, and the patrons who love and support these institutions; and

Whereas, The current political climate has fostered overt criticism aimed directly at unions who are blamed for the mishandled decisions of these same trustees, as well as a refusal to understand that the failure of these institutions begins at the top; and

Whereas, The rash of unnecessary bankruptcy filings on behalf of orchestras like the Honolulu Symphony Orchestra, Louisville Orchestra, Syracuse Symphony Orchestra, New Mexico Symphony Orchestra and the Philadelphia Orchestra, have allowed these boards and managers to shrug off any responsibility and repercussions for the destruction and bad decisions they have wrought; and

Whereas, While these orchestras confronting bankruptcy will have to deal with the very long-term effects these actions inevitably cause, these same boards and managers will face few personal repercussions; therefore, be it

Resolved, That the Delegates to the 2011 ICSOM Conference condemn the cowardly actions of these and any other institution's boards and managers who choose to use bankruptcy as a weapon rather than participate in honest and open dialogue with their musicians and constituents and with their community at large.

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Resolution #6 – to issue a call for dialogue

Whereas, The reports, actions and rhetoric of numerous boards and managers toward their musicians and their organizations over the past few years have created a negative perception of our symphony, opera and ballet institutions; and

Whereas, Recent bankruptcy filings and punitive negotiating tactics by some boards and managers have focused even further attention on the lack of true leadership and willingness to find real solutions; and

Whereas, These acts and others like them negate the fact that many orchestras, opera and ballet companies are doing just fine, and are identifying ways to address how their role in American life is changing as patrons and audiences consider their personal finances; and

Whereas, There are some managers and boards who have embraced innovative ideas and solutions; and

Whereas, Many managers, staffs and boards are struggling and are looking for positive help and information to help their institutions survive and thrive; therefore, be it

Resolved, That the Delegates to the 2011 ICSOM Conference issue a call for positive dialogue to offer guidance and leadership direction to those institutions and trustees willing to pursue healthy organizations that serve their communities and foster open dialogue and innovative projects to transform our industry for the better; and, be it further

Resolved, That ICSOM will work to identify those managers who look for positive action, and will begin a dialogue as soon as possible.

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Resolution #7 – to thank Robert Levine

Whereas, Robert Levine has served the International Conference of Symphony and Opera Musicians in countless ways; and

Whereas, In addition to serving so ably as former ICSOM Editor of *Senza Sordino*, ICSOM Chairman, and as the creator of ICSOM's discussion list that later became Orchestra-L, Robert lately has served as Assistant Conference Coordinator of the annual ICSOM conference; and

Whereas, His assistance since 2004, has been of vital assistance to the ICSOM governing board and to each of our local host orchestra conference coordinators since ICSOM began holding its conferences in different cities each summer; and

Whereas, Robert has decided to step down from his duties as Milwaukee Symphony ICSOM delegate and as Assistant Conference Coordinator; therefore, be it

Resolved, That the Delegates and Officers to the 2011 International Conference of Symphony and Opera Musicians Conference thank Robert Levine once again for his service to ICSOM, express their admiration and gratitude, and extend him every wish for success in his future endeavors.

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Resolution #8 – to honor Francine Schutzman for her service to OCSM

Whereas, Francine Schutzman has served the Organization of Canadian Symphony Musicians/Organisation des musiciens d'orchestre symphonique du Canada (OCSM/OMOSC) in a number of capacities including National Arts Center Orchestra (NACO) delegate since 1981, as Secretary from 1986 to 1990 and again from 2000 to 2003, as First Vice-President from 1990 to 1994, as Field Representative from 1994 to 2000, and for the last eight years as President of OCSM; and

Whereas, As second oboist and English horn player, Francine has performed with the National Arts Centre Orchestra (NACO) since 1974, and prior to joining NACO, she was a member of the Savannah Symphony and the Oklahoma City Symphony; and

Whereas, In addition to her work on behalf of OCSM and her orchestra, Francine also serves the American Federation of Musicians of the United States and Canada as President of the Musicians' Association of Ottawa-Gatineau, Local 180; and

Whereas, Francine has continued to serve her colleagues with great dedication, courage and integrity in numerous ways, including as a speaker representing OCSM and the AFM at the Federation International des Musiciens' (FIM) International Orchestra Conferences in Berlin and Amsterdam; and

Whereas, Francine's career of artistic excellence and community service is one that all musicians should seek to emulate; and

Whereas, Francine stepped down from her position as President of OCSM at the conclusion of the 2011 OCSM conference in Vancouver; therefore, be it

Resolved, That the delegates and officers to the 2011 ICSOM Conference salute Francine Schutzman, thank her for her dedicated service and long-term, unwavering friendship to ICSOM, and wish Francine the very best as she continues her career as a performer, activist and advocate for musicians everywhere.

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Resolution #9 – honoring the memory of ICSOM Founder, Joseph Golan

Whereas, Joseph Golan was a member and leader of the Chicago Symphony Orchestra for 49 years, joining the orchestra in 1953; and

Whereas, Joe was an avowed "trouble maker" as he actively worked to reform the American Federation of Musicians and his own Local 10, the Chicago Federation of Musicians, in the 1950's and 1960's; and

Whereas, Joe served as chair of the Chicago Symphony Orchestra Committee at a crucial time in history when orchestra musicians around the country were fighting for the basic rights we take for granted today such as orchestra committee recognition, the right to participate in negotiations and ratify those agreements; and

Whereas, As one of the Chicago Symphony musician representatives in May 1962, Joe was elected to chair the first meetings of what was to become the International Conference of Symphony and Opera Musicians later that year in Cleveland; and

Whereas, Joe went on to serve as a member of the first "post-Petrillo" Board of Directors of the Chicago Federation of Musicians, Local 10, as first president of the Chicago Chapter of the Recording Musicians

Association, and as principal second violinist for 33 years until his retirement from the Chicago Symphony Orchestra in 2002; therefore, be it

Resolved, That the Delegates and Officers to the 2011 ICSOM Conference honor and remember the contributions of Joseph Golan as a leader and activist in the struggle to improve and protect the lives and livelihood of symphonic musicians across the country; and, be it further

Resolved, That Joseph Golan's contributions to the founding of the International Conference of Symphony and Opera Musicians be further celebrated along with the other founders of ICSOM during the 50th anniversary celebration in Chicago in August 2012.

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Resolution #10 – honoring the memory of ICSOM Founder, Wayne Barrington

Whereas, Wayne Barrington had a prestigious career in ICSOM orchestras as third horn with the San Antonio Symphony, second horn with the Pittsburgh Symphony, third horn with the Chicago Symphony, and associate principal horn with the Los Angeles Philharmonic, before joining the faculty of the University of Texas – Austin, for 34 years before his retirement in 2000; and

Whereas, During his tenure with the Chicago Symphony from 1954 to 1964, Wayne was involved in fighting for the right of orchestral musicians to have a voice within their Locals and the American Federation of Musicians; and

Whereas, Building upon an initial orchestra survey compiled by the Saint Louis Symphony, Wayne was active in the development of the Survey of Wages and Working Conditions, a precursor to today's AFM Wage Chart for ICSOM Orchestras; and

Whereas, It was upon completion of the first survey of 26 orchestras that led the Chicago Symphony Orchestra Committee to convene meetings in Chicago on May 12-13, 1962; and

Whereas, Wayne was elected to serve as secretary of those first meetings of what was to become the International Conference of Symphony and Opera Musicians later that year in Cleveland; and

Whereas, Wayne Barrington passed away just weeks after his CSO colleague and chair of the May 1962 meetings, Joseph Golan; therefore, be it

Resolved, That the Delegates and Officers to the ICSOM Conference express their admiration and respect for the contributions of Wayne Barrington in developing one of ICSOM's most important documents, the Survey of Wages and Working Conditions, which has helped inform orchestra musicians across the United States and Canada in their struggle to improve their wages, benefits and working conditions; and, be it further

Resolved, That Wayne Barrington's contributions to the founding of the International Conference of Symphony and Opera Musicians be further celebrated along with the other founders of ICSOM during the 50th anniversary celebration in Chicago in August 2012.

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Resolution #11 –thanking ICSOM Orchestras and Individual Musicians, Player Conferences and Locals

Whereas, In the past few years orchestras around the country have been subjected to the difficulties of the financial recession and many of the results that followed which impacted orchestra budgets and the manner in which managers and boards have reacted to these difficulties; and

Whereas, Some orchestras have been forced to face far more severe actions by their managers and boards than simple belt-tightening that led to lockouts, strike, shutdowns and bankruptcies; and

Whereas, Since 2007 ICSOM Chairman Bruce Ridge has begun a series of Calls to Action that have asked orchestras to send financial assistance to help musicians who have suddenly had their health insurance cut off, their jobs attacked and their lives in flux; and

Whereas, These Calls to Action have raised nearly \$800,000 to benefit musicians in the Jacksonville Symphony, Columbus Symphony, Honolulu Symphony, Detroit Symphony, Syracuse Symphony, Louisville Orchestra; and

Whereas, ICSOM's orchestras have also assisted when ROPA issued a similar Call to Action on behalf of the New Mexico Symphony that has raised about \$40,000; and

Whereas, In addition to ICSOM's financial contributions, other Player Conferences and AFM Locals have also been extremely generous as well; therefore, be it

Resolved, That the Delegates and Officers to the 2011 ICSOM Conference express their gratitude and thanks to all those who assisted orchestras in need, allowing those musicians to continue their struggles to continue providing concerts to their communities while at the same time assuring financial assistance is available for their members in jeopardy.

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Resolution #12 – to offer support for the success of the new Hawaii Symphony Orchestra

Whereas, The Honolulu Symphony had a long and storied history of more than 100 years as the state orchestra of Hawaii; and

Whereas, The board of the Honolulu Symphony chose to irrevocably destroy the Honolulu Symphony when they filed for Chapter 11 bankruptcy, and later Chapter 7 bankruptcy; and

Whereas, One of the actions of the bankruptcy was to sell the assets of the former Honolulu Symphony, including the musical library and musical instruments; and

Whereas, The musicians of the Honolulu Symphony continued to reach out to the community to identify community leaders who could buy these assets and take on the reins of a new orchestra to replace the Honolulu Symphony; and

Whereas, The musicians and exploratory committee were blessed to obtain the assistance of two respected experts in the symphonic field –Steve Monder, retired executive director of the Cincinnati Symphony, and JoAnn Falletta, music director of the Buffalo Philharmonic and the Virginia Symphony, and ICSOM's great friend – to guide them in this new endeavor; and

Whereas, The combination of a newly dedicated board of directors and community leaders give musicians hope that, with truly supportive board members, staff and community, the belief that symphonic music is essential can cause wonderful things to happen; therefore, be it

Resolved, That the Delegates and Officers to the 2011 ICSOM Conference extend their best wishes and support for the success of the newly established Hawaii Symphony Orchestra, and offer their congratulations to the musicians of the former Honolulu Symphony for their steadfast and dedicated work

to assure that a professional symphony orchestra continues to serve their communities and the State of Hawaii.

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Resolution #13 – to thank the musicians of the Detroit Symphony Orchestra

Whereas, Detroit Symphony Orchestra (DSO) musicians recognized that negotiations for a successor agreement in 2010 would be difficult due to the financial meltdown that deeply affected Detroit, its suburbs, and the State of Michigan; and

Whereas, Rather than receiving proposals during negotiations that addressed the financial concerns faced by the Detroit Symphony, which the musicians were ready and willing to deal with, they were forced to deal with issues that included service conversion, a two-tiered payment system, withdrawal of pension, attempts to remove the librarians from the bargaining unit, removal of peer review which would effectively negate the tenure process, and other punitive proposals; and

Whereas, Implementation of a second, even more destructive proposal that included all these controversial terms, guaranteed DSO musicians would strike rather than work under terms that would destroy the orchestra's ability to attract top talent; and

Whereas, In order to achieve an effective dialogue, these proposals should have been withdrawn and serious, honest and meaningful attempts to bargain should have occurred, including when Senator Carl Levin and Governor Granholm called for mediation; and

Whereas, Musicians across the US and Canada recognized that DSO management's proposals were yet another attempt to negatively impact orchestra operations and the terms and conditions of employment for musicians; and

Whereas, Rather than recognizing that changing to a "new orchestra model" will not address ineffective and bad management because it has been demonstrated time and again that successful orchestras, following the same well established operating model, do well because they are supported by dedicated community members and visionary managers and boards; and

Whereas, Even after settlement and ratification of a new agreement, DSO board and management fail to recognize the incredible damage they have inflicted and continue to inflict on their musicians, which has caused many to leave the orchestra for better working relationships and conditions than are evident in Detroit at this time; therefore, be it

Resolved, That the Delegates and Officers to the 2011 ICSOM Conference express their deep and heartfelt thanks to every musician of the Detroit Symphony Orchestra who stood against the heinous and egregious attempts by the management and board of the DSO to introduce and impose their seriously flawed "new orchestra model" proposals; and, be it further

Resolved, That the DSO board and management be condemned for their poor choices leading up to and causing a six-month strike rather than bargaining honestly and allowing the talented DSO musicians to continue to serve Detroit and its suburbs as they have for more than 100 years.

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Resolution #14 – to offer support for the *Orquestra Sinfônica Brasileira*

Whereas, The *Fundação Orquestra Sinfônica Brasileira* (FOSB) of the *Orquestra Sinfônica Brasileira* (OSB) sought and procured a major increase of federal funding in 2010 to develop a world class destination orchestra for the purpose of substantially improving musician salaries; and

Whereas, In January, 2011, rather than increasing musicians' salaries, the FOSB ordered that every player submit to artistic re-evaluation by Music Director, Roberto Minczuk, who promised to dismiss everyone who refused; and

Whereas, The FOSB simultaneously scheduled auditions in New York, London and Rio to replace those dismissed musicians during a five months suspension of the OSB season and attempted to force the OSB Youth Orchestra to replace the suspended professional musicians (in other words, those students' teachers) during this transitional phase; and

Whereas, The FOSB ultimately sacked 33 from their complement of 82 musicians, including both officers of the local Rio Musicians' Union; and

Whereas, Following months of local and international outcry, and after the Brazilian Labour Ministry and Immigration Board refused to issue work permits to foreign musicians hired to replace those illegally terminated musicians, the FOSB finally began initiating steps to address this injustice when they announced a reduction of Roberto Minczuk's responsibilities from Artistic Director to that of Staff Conductor; and

Whereas, A new committee named by the FOSB to assume Roberto Minczuk's artistic authority has begun in earnest to negotiate with the local union to find a rational and amicable solution to the current crisis; and

Whereas, An agreement was reached and ratified in early August, to re-integrate all 33 musicians without re-audition, in a newly created Chamber Orchestra that is not under the direction of Minczuk; therefore, be it

Resolved, That the Delegates to the 2011 ICSOM Conference express their support for their colleagues in the *Orquestra Sinfônica Brasileira* and condemn and deplore the actions of the FOSB Chief Executive and former Music Director as a blatant attempt to destroy the rights and livelihoods of the musicians of the *Orquestra Sinfônica Brasileira*; and, be it further

Resolved, That, while recent negotiations between the FOSB's newly appointed Artistic Direction Committee and the local musicians' union resulted in a newly ratified agreement, a number of sensitive issues remain that should be handled in a fair, equitable and transparent manner; and be it further

Resolved, That the FOSB additionally investigate and consider implementation of the same audition, tenure and termination procedures commonly accepted by most major Western European and North American orchestras rather than the oligarchic and arbitrary termination practices demonstrated this year by the Music Director and board.

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Resolution #15 – to offer support for *Orquestra Sinfónica de Guayaquil* (Ecuador)

Whereas, There has been a great deal of unrest in orchestras in Brazil, Ecuador and Argentina at the end of 2010 and into the spring of 2011; and

Whereas, In a stunningly similar move to recent actions by the *Fundação Orquestra Sinfônica Brasileira* (FOSB), the Management of the *Orquestra Sinfonica de Guayaquil* (Ecuador) cited similarly unrelated federal laws pursuant to the regular re-evaluation of federal workers, and has ordered mandatory re-auditions of its entire orchestra this September; and

Whereas, Symphonic musicians in Ecuador work without either the rights guaranteed by a legally binding collective bargaining agreement or the benefits of a musicians' union to act as bargaining agent; and

Whereas, Union representation (from non-existent to strong) available to orchestra musicians throughout the Americas appears to be wide ranging and complex; and

Whereas, ICSOM and the other North American orchestral player conferences' core principle is to promote and support the rights and welfare of all orchestral musicians; and

Whereas, The American Federation of Musicians and ICSOM believe the rights of workers of all kinds to join together and act in concert for their mutual aid and protection should be considered inalienable; therefore, be it

Resolved, That the Delegates to the 2011 ICSOM Conference express their support for orchestral musicians throughout the Americas and the world, and condemn and deplore the actions of the management of the *Orquesta Sinfonica de Guayaquil* as a blatant attempt to abuse and destroy the rights of their musicians; and, be it further

Resolved, That because the players' conferences of the American Federation of Musicians – ICSOM, OCSM, ROPA, RMA and TMA – have proven to be such valuable resources for their members, that orchestras in other countries be offered encouragement, resources and support for their efforts to organize their own national conferences tailored to their own regional needs and cultural values.

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Resolution #16 – to offer support for *Orquesta Filarmónica de Buenos Aires* and *Orquesta Estable del Teatro Colón*

Whereas, The *Orquesta Filarmónica de Buenos Aires* and *Orquesta Estable del Teatro Colón* endured a three-month period when musicians and other staff employees performed without paychecks; and

Whereas, These employees, including 41 permanent musicians of the *Teatro Colón Orquesta*, were locked out by the Buenos Aires government-backed management; and

Whereas, In April, the management falsely and publicly accused those 41 musicians of inciting a strike and terminated the contracts of those 41 musicians; and

Whereas, In June, the General Director of the *Teatro Colón* attempted to sue the eight alleged “spokesmen” during the strike consisting of four orchestra musicians, three chorus members and the theater’s official photographer, for \$15 Million (US) for losses incurred by the *Teatro Colón* as a result of the ongoing ‘strike’; and

Whereas, The General Director’s suit was ultimately unsuccessful; therefore, be it

Resolved, That the Delegates to the 2011 ICSOM Conference express support for their colleagues in the *Teatro Colón Orquesta* and all staff employees of the *Teatro Colón*, and denounce these reprehensible actions by the management and General Director of the *Teatro Colón*; and, be it further

Resolved, That the management and General Director of the *Teatro Colón* be urged to identify responsible and amicable solutions to this disastrous situation that has unnecessarily wrought havoc upon the lives and livelihoods of these musicians who went unrecognized by that same management when the musicians and staff employees faithfully performed their duties without pay for three months before their illegal termination.

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Resolution #17 – to offer support for the musicians of the Philadelphia Orchestra

Whereas, The Philadelphia Orchestra has long been considered one of the world's finest orchestras with an international reputation that has only grown since Walt Disney featured Leopold Stokowski and the Philadelphia Orchestra in the 1940 film *Fantasia*; and

Whereas, The Musicians of the Philadelphia Orchestra now find themselves faced with a board and management that have chosen to seek relief of a financial burden caused by their own administration's poor business decisions; and

Whereas, Rather than continue to look for equitable solutions, the Philadelphia Orchestra Association chose to file for Chapter 11 bankruptcy in mid-April, 2011; and

Whereas, While the Philadelphia Orchestra Association claims the burden of their musicians' pension obligations is a key impediment and reason to file for bankruptcy protection, the Philadelphia Orchestra Association is spending millions of dollars in legal fees which could be put to better use by shoring up those pension obligations; and

Whereas, The actions of the Philadelphia Orchestra Association's board and management are incredibly damaging to the orchestra's reputation, especially since it is well known that the Philadelphia Orchestra Association has endowment assets in excess of \$140 million; therefore, be it

Resolved, That the Delegates and Officers to the 2011 ICSOM Conference support the musicians of the Philadelphia Orchestra during a very difficult period in the orchestra's history; and, be it further

Resolved, That the Philadelphia Orchestra Association board and management be condemned for their ill conceived, unnecessary and anti-musician bankruptcy filing whereby they are needlessly wasting millions of dollars in legal and financial consultant expenses rather than using their assets and fund raising efforts to live up to their promises and contractual obligations to the musicians and retirees.

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Resolution #18– to offer support for the musicians of the Louisville Orchestra

Whereas, The Louisville Orchestra is on the cusp of celebrating its 75th anniversary in 2011-12 as an illustrious organization that became known as a champion committed to new orchestral compositions; and

Whereas, This commitment was featured in the documentary "Music Makes a City" which celebrates the long history of commissioning new works that were recorded by the Louisville Orchestra; and

Whereas, The Louisville Orchestra, Incorporated (LOI) management and board showed a determination to disregard and ignore these landmark occasions, which were major fundraising opportunities, and chose to once again attempt to reduce the size of the orchestra; and

Whereas, Unlike LOI management, the musicians of the Louisville Orchestra refused to accept that Louisville was unwilling to support a full-time symphony orchestra and formed their own 501(c)3 organization "Keep Louisville Symphonic" to demonstrate that the city of Louisville would, and should, support a 71 member orchestra; and

Whereas, These same musicians reached out to educators and others to build new relationships that LOI management ignored; and

Whereas, The LOI board, believing it was the easy way out of their collective bargaining obligations, chose to file for Chapter 11 bankruptcy in December 2010; and

Whereas, Due to the persistence of the musicians of the Louisville Orchestra, their collective bargaining agreement was not set aside and the LOI was required to fulfill their obligations through the end of the season; and

Whereas, The musicians of the Louisville Orchestra have expressed gratitude for the wisdom and guidance of Liza Hirsch Medina as they have navigated throughout this ordeal; and

Whereas, Negotiations have become quite heated as the LOI has dug in its heels over contract terms; therefore, be it

Resolved, That the Delegates and Officers to the 2011 ICSOM Conference express their full support for the Louisville Orchestra musicians in their quest to retain the size of their orchestra, as they have in the past, even when the entire orchestra accepted painful concessions; and, be it further

Resolved, That these same Louisville Orchestra musicians be commended and applauded for the unique way they have continued to educate and engage their community in the fight to Keep Louisville Symphonic.

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Resolution #19 – to offer support for the musicians of the Syracuse Symphony

Whereas, The musicians of the Syracuse Symphony have served the community of Central New York for 50 years; and

Whereas, The Syracuse Symphony grew to be recognized as one of America's greatest orchestras; and

Whereas, The board and the interim management of the Syracuse Symphony made the destructive decision to shut down the orchestra by filing for Chapter 7 liquidation bankruptcy instead of continuing to work together with the musicians to achieve workable solutions; and

Whereas, This permanent response to a temporary problem for the orchestra will deprive the citizens of Syracuse of one of their most cherished cultural institutions, as well as deprive these musicians of the opportunity to continue serving their community as members of the Syracuse Symphony; and

Whereas, The musicians of the former Syracuse Symphony have banded together to form a new organization, known as Symphony Syracuse, that has continued to present great music to the citizens of Central New York throughout the summer months during the 50th anniversary of the former Syracuse Symphony; and

Whereas, Musicians across the country hope that the courage and commitment of the musicians who formed Symphony Syracuse will inspire their community to restart a permanent AFM affiliated orchestra with a collective bargaining agreement; therefore, be it

Resolved, That the Delegates and Officers to the 2011 ICSOM Conference condemn the Chapter 7 bankruptcy filing made by the board; and, be it further

Resolved, That the musicians of Symphony Syracuse receive accolades and praise, and that the great city of Syracuse be called upon to invest in its future by once again building and supporting a full-time professional symphony orchestra.

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Resolution #20 – to offer support for the musicians of the New Mexico Symphony

Whereas, The New Mexico Symphony was founded to serve the citizens of New Mexico in 1932, and has grown to become recognized as a great orchestra and one of New Mexico's most respected institutions; and

Whereas, The board and management moved this year to liquidate nearly 80 years of history and community investment in the New Mexico Symphony when they took the orchestra into Chapter 7 liquidation bankruptcy; and

Whereas, The musicians of the New Mexico Symphony were informed through media accounts and emails that they were suddenly unemployed; and

Whereas, The musicians of the former New Mexico Symphony have now chosen to continue service to their great community with the founding of the New Mexico Philharmonic; therefore, be it

Resolved, That the Delegates and Officers to the 2011 ICSOM Conference praise the musicians of the former New Mexico Symphony for their commitment and dedication to their community, and wish them many years of great success as the New Mexico Philharmonic.

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Resolution #21 – to offer support for the musicians, singers and other artists of the New York City Opera

Whereas, In its heyday, the New York City Opera, which was founded in 1943, produced as many as 20 different operas in each season; and

Whereas, The board of the New York City Opera’s engagement of Gerard Mortier as general manager in 2007, its decision to renovate the David H. Koch Theater (formerly the New York State Theater) and its decision to allow cancellation of much of the season caused severe financial difficulties and dissipation of the endowment; and

Whereas, Mr. Mortier’s resignation before formally taking over as general manager caused further turmoil; and

Whereas, The past two years have been reduced to a paltry five opera productions per season; and

Whereas, In May it was announced that the New York City Opera would leave Lincoln Center and the David H. Koch Theater and perform in various venues; and

Whereas, Musicians, singers, unions and opera stars, including Catherine Malfitano, Plácido Domingo, José Carreras, Carlisle Floyd, Sherrill Milnes, Samuel Ramey, Hal Prince and Frederica von Stade, have publicly criticized the move and are openly criticizing the company’s stewardship; and

Whereas, Julius Rudel, the previous company director and principal conductor from 1957 to 1979, who was solicited by the company to support the move from Lincoln Center, condemned the action; therefore, be it

Resolved, That the Delegates and Officers to the 2011 ICSOM Conference show their solidarity and support for the musicians, singers, and other artists of the New York City Opera in their valiant struggle, and condemn the egregious decision by the board and general manager of the New York City Opera to leave Lincoln Center and destroy the long and historic accomplishments of “The People’s Opera.”

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Resolution #22 – to thank Phil Ayling for his service to the RMA

Whereas, Phil Ayling stepped down in December 2010 after nine years of dedicated service as President of the Recording Musicians Association (RMA); and

Whereas, Phil’s term as President was on the heels of an additional twenty-five years of distinguished service in various other offices of the RMA; and

Whereas, Phil's vast and remarkable knowledge of the recording industry, its musicians and contracts, has made him a valuable asset; and

Whereas, Even after stepping down as President, Phil has remained an incredible resource to the RMA's constituents; and

Whereas, During his tenure as President of the RMA, he helped solidify a strong bond of friendship and understanding with the International Conference of Symphony and Opera Musicians; therefore, be it

Resolved, That the Delegates and Officers to the 2011 ICSOM Conference take this opportunity to thank Phil Ayling for all his many contributions to the recording field, which have benefited both RMA and ICSOM members, and to wish him many years of success in his future endeavors as a recording musician and advocate for musicians everywhere.

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Resolution #23 – to Thank Vicky Smolik for her service to the TMA

Whereas, Vicky Smolik has served the Theater Musicians Association (TMA) for many years as a tireless advocate during her tenure as President of the TMA; and

Whereas, Vicky has now taken up a new task as an Executive Board member of the TMA; and

Whereas, Vicky continues to serve as President of Local 2-197 in St. Louis MO; and

Whereas, Over the years Vicky has been a friend to ICSOM and colleague as a leading member of the Player Conferences Council; therefore, be it

Resolved, That the Delegates and Officers to the 2011 ICSOM Conference acknowledge and thank Vicky Smolik for her support of and assistance to her colleagues in orchestra pits and stages across the U.S., and offer her their best wishes and continued success in her continued efforts on behalf of musicians in St. Louis and elsewhere.

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Resolution #24 – to reinforce support for the formulation of a Travel and/or Residency Code of Ethics

Whereas, The 2005 ICSOM Delegates adopted a resolution urging the Governing Board to form a committee with representatives of ICSOM, ROPA and OCSM, to discuss, debate and 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 influence, their plans for travel to and/or residencies in certain cities at critical times in the lives of the local orchestras in said cities; and

Whereas, Many orchestra musicians currently face formidable challenges as they fight to survive the rash of bankruptcy filings by managers and boards around the country; and

Whereas, Article 14, Section 3 of the AFM Bylaws still 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.”; and

Whereas, There still exists a need for guidelines to protect orchestras, musicians and their communities from the undesirable effects of touring and residencies from outside orchestras; therefore, be it

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Resolved, That the Delegates to the 2011 ICSOM Conference restate their support and desire for advocacy in regard to establishing a set of guidelines to protect musicians who are fighting to maintain locally based professional orchestras in their communities, and urge the Governing Board to take action to accomplish the goals set forth in the 2005 resolution to form a committee to discuss and formulate recommendations for a Code of Ethics for touring and/or residencies.