

2012 ICSOM Conference



INTERNATIONAL CONFERENCE OF
SYMPHONY AND OPERA MUSICIANS

ICSOM: THE FIRST FIFTY YEARS

August 22-25, 2012
Westin Michigan Avenue
Chicago, IL

**DEDICATED TO THE FOUNDERS OF THE
INTERNATIONAL CONFERENCE OF SYMPHONY AND OPERA MUSICIANS**

RICHARD J. DURBIN

ILLINOIS

ASSISTANT MAJORITY LEADER

United States Senate
Washington, DC 20510-1504

COMMITTEE ON APPROPRIATIONS

COMMITTEE ON FOREIGN RELATIONS

COMMITTEE ON THE JUDICIARY

COMMITTEE ON RULES
AND ADMINISTRATION

August 22, 2012

Dear Friends:

Greetings! It gives me great pleasure to welcome all of you to the International Conference of Symphony and Opera Musicians' 50th Anniversary Conference in Chicago.

Over the past 50th years, the International Conference of Symphony and Opera Musicians has grown and nurtured the artistic excellence of orchestral performers throughout the United States and Puerto Rico. I applaud your dedication in establishing a community to facilitate networking and critical thinking about your industry. Your commitment to improve the livelihood of orchestral musicians and your engagement in community outreach and educational initiatives is admirable.

Again, I would like to extend my warmest wishes to today's attendees for your dedication to the International Conference of Symphony and Opera Musicians. Congratulations on all your work and achievements, and I wish you best of luck in your future endeavors.

Very truly yours,



Richard J. Durbin
United States Senator

711 HART SENATE OFFICE BUILDING
WASHINGTON, DC 20510-1304
(202) 224-2152
TTY (202) 224-8180

230 SOUTH DEARBORN, 38TH FLOOR
CHICAGO, IL 60604
(312) 353-4952

525 SOUTH EIGHTH STREET
SPRINGFIELD, IL 62703
(217) 492-4062

1504 THIRD AVENUE
SUITE 227
ROCK ISLAND, IL 61201
(309) 786-5173

PAUL SIMON FEDERAL BUILDING
250 W. CHERRY STREET
SUITE 115-D
CARBONDALE, IL 62901
(618) 351-1122

durbin.senate.gov



OFFICE OF THE GOVERNOR

207 STATE HOUSE
SPRINGFIELD, ILLINOIS 62706

PAT QUINN
GOVERNOR

August 22-26, 2012

International Conference of Symphony and Opera Musicians

Greetings!

As Governor of the State of Illinois, I am pleased to welcome everyone gathered for the International Conference of Symphony and Opera Musicians 50th Anniversary Conference.

Since its founding in 1962, the International Conference of Symphony and Opera Musicians has worked tirelessly to be involved in decisions concerning their wages, benefits and working conditions. Because of the hard work and dedication made by this organization, symphony and opera orchestras have been able to improve their artistic excellence and can continue to do so in the future. Your emphasis on community outreach and educational initiatives has undoubtedly encouraged and motivated your members while ensuring that the International Conference of Symphony and Opera Musicians will remain in the community for many years to come.

This event presents an excellent opportunity for everyone in attendance to come together and exchange information and ideas on ways your organization can continue to grow and flourish in the future. I am certain this event will provide great inspiration to each of you, while also offering a chance to reflect on all the wonderful things you have done in the community throughout the past year.

On behalf of the people of Illinois, I offer my best wishes for an enjoyable and memorable Conference.

Sincerely,

A handwritten signature in dark ink that reads "Pat Quinn".

Pat Quinn
Governor



OFFICE OF THE ATTORNEY GENERAL
STATE OF ILLINOIS

Lisa Madigan
ATTORNEY GENERAL

August 2012

Bruce Ridge
Chairman
International Conference of Symphony and Opera Musicians
2012 Conference
Chicago, Illinois

Dear Friends,

As Attorney General of the State of Illinois, I want to welcome you to our world-class city of Chicago and congratulate you on the 50th anniversary of the International Conference of Symphony and Opera Musicians.

It is most appropriate for ICSOM to hold this historic meeting in Chicago as it was here in 1962 that the group was founded and its first meetings were held. ICSOM represents and supports more than 4,000 musicians from our nation's most important orchestras. In doing so, ICSOM helps make it possible for the rest of us to be entertained and culturally enriched by these incredibly talented performers.

I am delighted that your organization has come to Chicago to celebrate your first half century. My best wishes for a productive, successful and enjoyable meeting. I am confident you will have a wonderful time in Chicago.

Very truly yours,

A handwritten signature in black ink, reading "Lisa Madigan". The signature is fluid and cursive, with the first name "Lisa" and last name "Madigan" clearly distinguishable.

Lisa Madigan
ATTORNEY GENERAL



OFFICE OF THE MAYOR
CITY OF CHICAGO

RAHM EMANUEL
MAYOR

August 22, 2012

Dear Friends:

As Mayor and on behalf of the City of Chicago, I offer my warmest greetings to all those gathered for the International Conference of Symphony and Opera Musicians Annual Conference and heartfelt congratulations as you celebrate its 50th Anniversary.

Formed fifty years ago by thirty musicians from twelve different orchestras across the United States and Canada at Roosevelt University, the International Conference of Symphony and Opera Musicians (ICSOM) is an organization that was started to protect the well-being and interests of musicians. The initial action of the first thirty individuals and the ongoing efforts of today's over 4,000 members representing fifty-one orchestras ensure that musicians continue to have a significant say in their wages, benefits and working conditions. The ICSOM advocates for musicians which empowers the arts and enriches communities across the nation.

Chicago's rich arts and cultural offerings play a vital role in the city's reputation. The presence of three ICSOM member orchestras – the Chicago Symphony Orchestra, Lyric Opera Orchestra and Grant Park Orchestra – undoubtedly advances the arts within and around Chicagoland. Chicago's orchestras mirror ICSOM's mission as they engage in community outreach and education initiatives aimed at promoting, inspiring, and cultivating musical proficiency and talent. I applaud the International Conference of Symphony and Opera Musicians' commitment to excellence in music and quality for musicians.

It is my hope that those visiting our great city will take time to experience and explore new things. An exciting variety of restaurants, nightlife, great universities and world-class museums accented by our iconic skyline and incredible lakefront make Chicago one of the world's greatest cities.

On behalf of the people of Chicago, please accept my best wishes for an enjoyable event and much continued success.

Sincerely,

Mayor

August 22, 2012

Welcome Friends:

I am pleased to welcome you to Chicago, for this historic conference celebrating ICSOM: The First Fifty Years. Looking back on the beginnings of ICSOM, we recognize the dedicated individuals who founded the organization.

At a time when action was needed, these courageous musicians addressed the situation decisively, initiating the process of forging a relationship with their union based on respect and participation of bargaining unit representatives in collective bargaining agreement negotiations. Their direct involvement in those and subsequent negotiations produced improvements in wages, benefits, working conditions and professional standards which became the basis for our current agreements.

You may wish to take a walk south on Michigan Avenue to 430 South Michigan to see the place where ICSOM was born in what was once the Auditorium Theatre Hotel and later became Roosevelt University.

On the way to Roosevelt University you will pass Theodore Thomas Orchestra Hall designed by architect Daniel Burnham and built in 1904, home of the Chicago Symphony Orchestra. Now called Symphony Center it is the site the mixer on Wednesday evening.

I encourage you to enjoy the culture, art, architecture and excitement of Chicago. You may soon find you are reluctant to leave as Sammy Cahn wrote, "Each time I leave Chicago is tuggin' my sleeve. Chicago is one town that won't let you down. It's my kind of town." "Come and show me another city with lifted head singing so proud to be alive. . . " Carl Sandburg





**OFFICE OF THE MAYOR
CITY OF CHICAGO**

**RAHM EMANUEL
MAYOR**

PROCLAMATION

WHEREAS, the International Conference of Symphony and Opera Musicians (ICSOM) was started fifty years ago by thirty musicians from across the nation and Canada to discuss the varying issues concerning the status of symphony orchestras; and

WHEREAS, those thirty musicians met at Roosevelt University in Chicago and their actions birthed significant changes in the musician's ability to bargain for better wages, benefits and working conditions; and

WHEREAS, these improvements, resulting from the formation of the International Conference of Symphony and Opera Musicians, have undoubtedly had a resounding impact within culture and upon the overall performance of music and music quality throughout the United States; and

WHEREAS, the International Conference of Symphony and Opera Musicians continues to do work on a myriad of levels with and for its members who comprise fifty-one professional orchestras across the United States and Puerto Rico; and

WHEREAS, the Chicago Symphony Orchestra, the Lyric Opera Orchestra and the Grant Park Orchestra, all world renowned, are ICSOM member orchestras whose performances captivate a million audience members a year and whose work cultivates young musicians from all walks of life; and

WHEREAS, from August 22 – 26, 2012, the International Conference of Symphony and Opera Musicians will assemble in the City of Chicago and conduct its 50th Anniversary Conference with delegates, orchestra members and other player conferences within the American Federation of Musicians to celebrate the founding of ICSOM:

NOW, THEREFORE, I, RAHM EMANUEL, MAYOR OF THE CITY OF CHICAGO, do hereby proclaim August 22, 2012 to be INTERNATIONAL CONFERENCE OF SYMPHONY AND ORCHESTRA MUSICIANS DAY IN CHICAGO and encourage all Chicagoans to celebrate the work and talents of symphony and opera musicians as well as their impact upon culture.

Dated this 1st day of August, 2012.


Mayor



2012 ICSOM Conference
Westin Michigan Avenue
Chicago, IL

ICSOM: THE FIRST FIFTY YEARS

Dedicated to the Founders of the International Conference of Symphony and Opera Musicians

TUESDAY EVENING — AUGUST 21

7:30PM – 10:00 PM - Negotiating Orchestras Breakout Session – [ONTARIO ROOM — 2ND FLOOR]

WEDNESDAY — AUGUST 22

8:30AM - 9:30AM – *New Delegate Breakfast* – [HURON A — 2ND FLOOR]

General Session:

[ALL GENERAL SESSIONS WILL BE HELD IN THE CHICAGO BALLROOM — 16TH FLOOR]

9:45AM – 12:30PM – Welcome & Introduction of ICSOM Governing Board

Roll Call of Orchestras

Introduction of Guests and Attendees

Welcoming Remarks – Bill Buchman, conference coordinator and co-host, Gary Matts, Local 10-208 president, Tom Reel, assistant conference coordinator

Approval of 2011 Minutes

Officer Reports –

Chairman, President

Secretary, Treasurer, *Senza Sordino* Editor

Nominating Committee Report – Dolores D’Aigle, Committee Member

Presentation – Mark Lindsay

12:30PM – 2:00 PM – LUNCH

2:00PM – 4:45PM – *Presentations*

Julie Ayer, author of *More Than Meets the Ear: How Symphony Musicians Made Labor History*

AFM-EPF Update – Laura Ross, Brian Rood, Bill Moriarity, Anne Mayerson

Defined Benefit versus Defined Contribution - Ellen Schultz, author of *Retirement Heist* & award winning *Wall Street Journal* Reporter

7:00 – 9:00 PM – *MIXER: Symphony Center Ballroom*

(first bus will depart for Symphony Center at 6:15PM)

THURSDAY — AUGUST 23

General Session:

9:00AM – 9:15AM – Announcements

Roll Call of Orchestras

Nominations

9:15AM – 11:00AM –

Electronic Media Committee Report – Bill Foster & Matt Comerford, Co-chairs

Presentations -

Erika Zazofsky-Goldberg, daughter of George Zazofsky, ICSOM's first Chairman

ICSOM's Former Chairpersons – Sam Denov (1969-1970), Melanie Burrell? (1986-1988),
Bradford Buckley (1988-1996), Robert Levine (1996-2002), Jan Gippo (2002-06) – *comments w/Q&A*

11:00AM – 1:00PM – **MEMBER-AT-LARGE/DELEGATE LUNCH**

Paul Gunther – [WASHINGTON PARK 1 – 3RD FL.]

Cathy Payne – [WASHINGTON PARK 2 – 3RD FL.]

Meredith Snow – [MARQUETTE PARK – 3RD FL.]

Matt Comerford – [GARFIELD PARK – 3RD FL.]

General Session:

1:00PM – 3:00PM –

AFM President – Ray Hair

TMA – Tom Mendel, President

RMA – Marc Sazer, President

OCSM – Matthew Heller, President

ROPA – Carla Lehmeier-Tatum, President

3:00PM – 3:20PM – **BREAK**

3:20PM – 5:00PM –

Conductor Evaluation - Michael Moore, administrator

Strike Fund – David Angus & Brian Rood, trustees

Abe Torchinsky ICSOM Emeritus Program &

Orchestra-L – Paul Gunther, moderator

ICSOM Directory – Paul Gunther, Brian Rood, Richard Levine

Presentations –

Syracuse Symphony – Victoria Krukowski, Jon Garland

Colorado Symphony – Justin Bartels, Paul Naslund, Greg Harper

5:15PM - 7:15PM – **DINNER** (*GB with AFM President*) – [PARKS BOARDROOM – 3RD FLOOR]

[6:00PM Attorneys (only) Dinner – MARQUETTE PARK – 3RD FLOOR]

[8:00PM Caucus with Attorneys, SSD negotiators & Jay Blumenthal – GARFIELD PARK – 3RD FLOOR]

7:15PM – 9:45PM – *Evening Breakout Sessions*

Meditation with Robert Johnson – [SHEFFIELD ROOM – 5TH FLOOR]

Pit Orchestra Caucus with Matt Comerford – [WAVELAND ROOM – 5TH FLOOR]

Community Engagement with Penny Brill – [CHICAGO BALLROOM – 16TH FLOOR]

FRIDAY — AUGUST 24

[8:30AM Caucus with Attorneys, SSD negotiators & Jay Blumenthal] — [GARFIELD PARK — 3RD FLOOR]

General Session:

9:30AM – 9:45AM – Announcements

Roll Call

Nominations

9:45AM – 10:15AM –

Presentation – Gino Raffaelli – ICSOM's first Treasurer (1963-1970)

* * * *

AFM Diversity Committee Report – Lovie Smith-Wright

Website – Martha Warrington, web designer

Symphonic Royalties Collected by the AFM&AFTRA Fund – Shari Hoffman, Manager, Audiovisual and Symphonic Royalties – AFM&AFTRA Intellectual Property Rights Distribution Fund and Dennis Dreith, Administrator, AFM&AFTRA Intellectual Property Rights Distribution Fund

10:15AM – 12:30PM

Presentation – Attorney Panel - Susan Martin, moderator

12:30PM – 2:00 PM – LUNCH

General Session:

2:00PM – 3:30PM –

Announcements

Nominations (Close)

Presentation – Symphonic Services Division – Jay Blumenthal, SSD director

3:30PM – 3:45PM - BREAK

3:45PM – 6:30PM – TOWN MEETING – GOVERNING BOARD, DELEGATES AND ALTERNATE DELEGATES ONLY

SSD & LOCAL OFFICER MEETING WITH JAY BLUMENTHAL — [PARKS BOARDROOM — 3RD FL.]

EVENING OFF

SATURDAY — AUGUST 25

General Session:

10:00AM - ?? – Announcements

Roll Call

Candidates Speeches

Election

Presentation – Due Process in Artistic Dismissals and Peer Review – Rochelle Skolnick, AFM SSD Counsel

Resolutions

Conference Sites Selection –

2013 (Kansas City)

2014 (Los Angeles)

2015

Good & Welfare

Adjourn



INTERNATIONAL CONFERENCE OF
SYMPHONY AND OPERA MUSICIANS

Meeting Rooms:

GENERAL SESSIONS: CHICAGO BALLROOM — 16TH FLOOR

NEGOTIATING ORCHESTRAS MEETING: ONTARIO ROOM — 2ND FLOOR

NEW DELEGATE BREAKFAST: HURON A — 2ND FLOOR

HOSPITALITY SUITE: 14TH FLOOR ROOM #1400

BOARD ROOM: PARKS BOARDROOM — 3RD FLOOR

OFFICE: BURNHAM PARK — 3RD FLOOR

MAL LUNCHEON: WASHINGTON PARK 1 & 2, MARQUETTE PARK & GARFIELD PARK — 3RD FL.

ATTORNEYS DINNER: MARQUETTE PARK — 3RD FLOOR

ATTORNEY CAUCUS: GARFIELD PARK (WEDNESDAY EVENING & THURSDAY MORNING) — 3RD FL

BREAKOUT SESSIONS — MEDITATION: SHEFFIELD ROOM — 5TH FLOOR

COMMUNITY ENGAGEMENT: CHICAGO BALLROOM — 16TH FL.

PIT ORCHESTRA CAUCUS: WAVELAND ROOM — 5TH FLOOR

FORMER ICSOM OFFICERS & 1962 DELEGATES IN ATTENDANCE AT 2012 ICSOM CONFERENCE

✧ denotes current delegate or officer

☆ denotes first elected officer

* denotes 1962 delegate

*☆**Sam Denov**, vice chair [1963-1966, 1968-1969], chairman [1969-1970], editor of *Senza Sordino* [1965-1966], attended May 1962 Chicago meeting (Chicago Symphony Orchestra- retired)

Melanie Burrell, regional vice-president – western orchestras [1973-1981], treasurer [1981-1984], president [1984-1986, 1988-1990], chairperson [1986-1988] (Denver Symphony Orchestra- retired)

Bradford Buckley, regional vice-chair – southern orchestras [1978-1982], vice-chair [1984-1986], chairman [1988-1996] (Saint Louis Symphony Orchestra)

Robert Levine, editor of *Senza Sordino* [1993-1996], chairman [1996-2002] (Milwaukee Symphony Orchestra)

Jan Gippo, chairman [2002-2006] (Saint Louis Symphony Orchestra – retired)

*☆**Gino Raffaelli**, treasurer [1963-1970], delegate at May 1962 Chicago meeting and attended first ICSOM conference in Cleveland (The Cleveland Orchestra - retired)

***Richard Lottridge**, attended May 1962 Chicago meeting (Chicago Symphony Orchestra - retired)

***Rudolph Nashan**, attended May 1962 Chicago meeting and first ICSOM conference in Cleveland (Chicago Symphony Orchestra - retired)

***Clarendon Van Norman**, attended first ICSOM conference in Cleveland (Metropolitan Opera Orchestra - retired)

***Walfrid Kujala**, attended May 1962 Chicago meeting and as delegate at first ICSOM conference in Cleveland (Chicago Symphony Orchestra - retired)

Nancy Griffin, secretary [1980-1988] (Seattle Symphony Orchestra)

Tom Hall, editor of *Senza Sordino* [1982-1986, 2002-2003], member at large [1987-1988] (Chicago Symphony Orchestra - retired)

Bernice Beckerman, regional vice-chair – southern orchestras [1983-1984], member-at-large [1984-1985] (Houston Symphony Orchestra - retired)

Florence Nelson, member-at-large [1986-1987], treasurer [1987-1990] (New York City Opera Orchestra - retired); 2nd SSD director and AFM secretary-treasurer emerita

Bill Buchman, member-at-large [1999] (Chicago Symphony Orchestra)

Jay Blumenthal, member-at-large [1999-2004] (New York City Ballet Orchestra)

Paul Ganson, member-at-large [2002-2004] (Detroit Symphony Orchestra - retired)

Steve Lester, member-at-large [2004-2007] (Chicago Symphony Orchestra)

✧**David Angus**, regional vice-chair – eastern orchestras [1978-1983], member-at-large [1988-1990], president [1990-2002]; (Rochester Philharmonic)

✧**Penny Anderson Brill**, treasurer [1984-1987] (Pittsburgh Symphony Orchestra)

✧**Cathy Compton**, regional vice-chair – central orchestras [1981-1984], member-at-large [1984-1985] (Detroit Symphony Orchestra)

✧**Michael Moore**, member-at-large [1990-2002], treasurer [2002-] (Atlanta Symphony Orchestra)

✧**Richard Levine**, member-at-large [2002-2004], editor of *Senza Sordino* [2004-] (San Diego Symphony Orchestra)

✧**Bruce Ridge**, member-at-large [2004-2005], president [2005-2006], chairman [2006-] (North Carolina Symphony)

Delegates to 1962 Chicago and Cleveland meetings

(Chicago=city of conference attended; **Chicago***=voting delegate at that city's conference)

Baltimore Symphony Orchestra

Bonnie J. Lake (observer in Cleveland)

Boston Symphony Orchestra

George Zazofsky (**Chicago*** and **Cleveland***)

Chicago Symphony Orchestra

Joseph Golan (**Chicago***) (acting chairman)

Wayne Barrington (Chicago) (acting secretary)

Sam Denov (Chicago)

Walfrid Kujala (Chicago and **Cleveland***)

Richard Lottridge (Chicago)

Rudolph Nashan (Chicago and Cleveland)

Gordon Peters (Chicago)

Laurence Thorstenberg (Chicago)

Cincinnati Symphony Orchestra

Henry Shaw (**Chicago*** and **Cleveland***)

Harold Roberts (Chicago)

Jack Wellbaum (Cleveland)

The Cleveland Orchestra

Gino Raffaelli (**Chicago*** and Cleveland)

Elden Gatwood (**Cleveland***)

Detroit Symphony Orchestra

Harold Laudenslager (**Cleveland***)

Indianapolis Symphony Orchestra

John Kitts (**Chicago*** and **Cleveland***)

George Rhodes (Chicago)

Harald Hansen (Cleveland)

Los Angeles Philharmonic

Vance Beach (**Chicago***)

Metropolitan Opera Orchestra

Jacques Rubenstein (**Chicago*** and **Cleveland***)

Leonard Grossman (Chicago)

Clarendon Van Norman (Cleveland)

Minneapolis Symphony

Andre Speyer (**Cleveland***)

New York Philharmonic

Bert Bial (**Chicago***)

Ralph Mendelson (**Cleveland***)

Robert Gladstone (Chicago)

Philadelphia Orchestra

Leonard Hale (**Chicago*** and **Cleveland***)

Edward Arian (Chicago)

Michael Bookspan (Chicago and Cleveland)

Ernest Goldstein (Chicago)

Carl Torello (Chicago)

Santo Caserta (Chicago)

Alan Iglitzin (Chicago)

Jerome Wigler (Chicago)

Pittsburgh Symphony Orchestra

Charles Hois (**Chicago***)

Murray Feldman (**Cleveland***)

Louis Paul (Cleveland)

Rochester Philharmonic Orchestra

N. Harold Paley (**Cleveland***)

Herbert Brill (Cleveland)

St. Louis Symphony Orchestra

Joe Gluck (**Chicago***)

Henry Loew (**Cleveland***)

Toronto Symphony Orchestra

Roy Cox (**Chicago*** and **Cleveland***)



With regrets, I will be unable to attend IC SOM's 50th anniversary. IC SOM's success has been transforming and amazing. Who could have imagined such a wondrous and exciting growth from that first conference?

I send warm regards and wishes for ever greater successes.

Bert Bial

FIRST DELEGATES TO THE 1962 CHICAGO SYMPOSIUM AND FIRST CLEVELAND ICSOM CONFERENCE



SAM DENO – *attended Chicago Meeting as a member of the Chicago Symphony*

~Elected ICSOM's first vice-president in 1963-1966~

Sam Denov was a percussionist and timpanist with the Chicago Symphony Orchestra from 1954 until 1985, after being hired by the CSO's legendary Music Director, Fritz Reiner. That was preceded by three years in the San Antonio Symphony Orchestra and two years in the Pittsburgh Symphony Orchestra. He is also an author and clinician. His biographical sketch appeared in *Who's Who In America* and *Who's Who In Entertainment* for thirty years. He was a scholarship student of Roy C. Knapp, the famous teacher of "Gene" Krupa and many other stellar percussionists. Enlisting in the

U.S. Navy during World War II and graduating from the U.S. Navy School of Music, he served with the Band of the Commander, Fourth Fleet and the Fleet Air Wing 16 Band.

An organizer of the International Conference of Symphony & Opera Musicians, he served as its first Vice Chairman and later became its Chairman. He graduated from Roosevelt University and also attended the John Marshall Law School. After retiring from the Chicago Symphony Orchestra, he became a self-employed labor relations consultant and represented clients before the National Labor Relations Board. As an artist, educator and lecturer, he has authored several books and many articles in trade and scholarly publications. He has also been featured in film and on video by the Zildjian Cymbal Company and the National Association of Music Merchants.

~ ~ ~ ~ ~



GINO RAFFAELLI – *attended Chicago Meeting as Delegate and attended first ICSOM Conference in Cleveland as member of The Cleveland Orchestra*

~Elected ICSOM's first treasurer in 1963-1970~

Born, raised and studied in Chicago and was a member of the Cleveland Orchestra from 1957 – 2001.

In 1983, together with orchestra colleague Diane Mather, we founded PAND (Performers and Artists for Nuclear Disarmament), a chapter of an international organization devoted to halting the nuclear arms race. Our purpose was, and continues, to raise funds for peace groups by enlisting area artists of all disciplines to present various programs and performances. To date we have raised almost \$300,000.00.

We have presented 2 concerts in Severance Hall, the Cleveland Orchestra home, and each drew sold out audiences. Artists Yoel Levi, Schlomo Mintz, Maureen Forrester, and Leonard Rose appeared in one and Robert Shaw conducted the Verdi Requiem in the second. Almost all Cleveland Orchestra members played in both concerts.

On Aug. 6, PAND will present its 30th annual concert in observance of Hiroshima - Nagasaki Day with an All-Bach concert featuring members of the Cleveland Orchestra.

In 2011, after 28 years, I retired as concertmaster of a community orchestra, The Heights Chamber Orchestra.

I am a huge, time-devouring sports fan and I continue my life-long devotion to the Chicago Cubs, even as I endure the seemingly providential transfer of futility to the sports teams of my adopted city.

My daughter Gia is married to Gregg Shore and I have 2 grandchildren, Will, 12 and Daniella 6.

(photo by Marsha Schweitzer at 2002 ICSOM Conference in Ottawa, Ontario, Canada)

~ ~ ~ ~ ~

RICHARD LOTTRIDGE – *attended Chicago Meeting as a member of the Chicago Symphony*

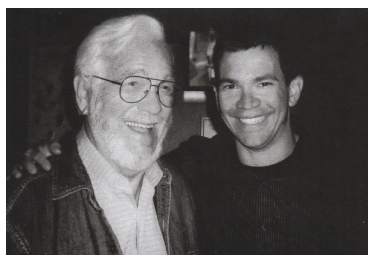
Diploma Curtis Institute of Music 1955
B. Mus. Yale School of Music 1958
M. Mus. American Conservatory of Music 1962
Professional experience: US Army Field Band 1951-54
New Orleans Symphony 1955-56 season
Chicago Symphony 1958-65
Professor of Music, University of Wisconsin, 1965-97
Principal bassoon Madison Symphony Orchestra, 1965-2005



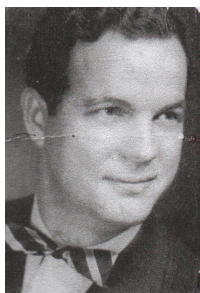
“When I first joined the CSO in 1958 I asked who was on the orchestra committee and found out that there was no committee.

That year a committee was formed even though it was frowned upon by both the union and management. I could not believe how badly a great orchestra like that could be treated. Through much hard work and stress because of politics, things evolved into the ICSOM organization. I did write a letter to the editor of *Senza Sordino* several years ago and it was published. It gave the history of how ICSOM came about. The progress made over the years is great. I, however, feel very disheartened about the fact that orchestras in large cities that support professional sports don't receive the support they deserve.”

~ ~ ~ ~ ~



Nashan with Chris Martin (current CSO 1st trpt)



*Rudy Nashan
(CSO 2nd trpt 1950-1963)*



CSO brass c. 1960 (l-r) Adolph Herseth, Rudolph Nashan, Wayne Barrington (born), Arnold Jacobs & Frank Crisafulli

RUDOLPH NASHAN - *attended both Chicago Meeting and first ICSOM Conference in Cleveland as member of the Chicago Symphony*

Rudy Nashan, a graduate of the New England Conservatory of Music, was a member of the Chicago Symphony Orchestra from 1950 – 1963 and is a founding member of ICSOM, which he describes in his Career Resume as “an informational network for symphony and opera musicians.” Nashan was also a member of the coalition of Chicago Musicians for Union Democracy that unseated James Caesar Patillo as President of the Chicago Musicians Union – Local 10 – for 40 years. From 1963-1966 Nashan served as Vice President of the Chicago Local where he oversaw contracts and negotiations, formulated an agreement and negotiated the merger between Locals 10 and 208, which were the separate white and black musicians’ unions in Chicago. This plan was later used to merge separate black and white musicians’ unions in 60 cities within the U.S. Nashan also served as chief negotiator of the Chicago Symphony’s first 5-year agreement.

In 1966, Nashan joined the Syracuse Symphony Orchestra as principal trumpet and personnel manager until 1969. During this period he organized a Symphony Rock Ensemble to bring the generation gap in music audiences. From 1969-1976 he was engaged by the New York State Council on the Arts and from 1976-82 he served as a regional representative for the National Endowment for the Arts. In 1984 he became the Executive Director of the New Hampshire Art Association until 1989. In 1990 he became the principal trumpet instructor at the University of Maine – Orono, and in 1991 he became a music workshop presenter with the Belfast Institute of Lifelong Learning.

~ ~ ~ ~ ~



WALFRID KUJALA – *attended Chicago meeting as member and the first ICSOM Conference in Cleveland as Delegate for the Chicago Symphony*

I played flute and piccolo in the Chicago Symphony for 47 years from 1954 until 2001 and was professor of flute at Northwestern University from 1962 until my retirement this August after 50 years. I was elected secretary of the CSO Members' Committee upon its organization in 1961 and, along with vice-chairman Rudy Nashan, represented the CSO at the first official meeting of ICSOM in Cleveland in 1962 (later that year Rudy became vice-

president of the Chicago Federation of Musicians in the nationally famous election that ousted James C. Petrillo as president of the CFM).

1962 was a tumultuous year in US history that saw the Cuban missile crisis, the beginnings of our involvement in the Viet Nam War, and the gradual scaling down of the infamous "red scare" era of the 1950's. It also happened to be a tumultuous year for American symphony orchestras in their struggle for better salaries, working conditions and job security.

The Boston Symphony had recently won a 49-week contract that served as a strong incentive for other orchestras to improve their status. So it was fitting that George Zazofsky, assistant concertmaster of the BSO and its representative to that first ICSOM conference in Cleveland, was elected president of our fledgling organization. Under George's highly capable and charismatic leadership ICSOM got off to a strong start. He had obviously learned much from the BSO's own fascinating labor history (he had joined the orchestra in 1940). Until 1942 the BSO was the only major American orchestra that was non-union. That was largely due to the legacy of philanthropist Henry Lee Higginson, the founder of the BSO in 1881, who dominated the administration of the orchestra and personally covered its annual deficits. He vehemently opposed any attempts to unionize the orchestra, and that policy was strictly maintained for many years after his death in 1919.

Though the AFM had apparently made several unsuccessful attempts to organize the BSO musicians, when Petrillo became the AFM president in 1940, one of his top priorities was to bring the BSO into the AFM fold. He banned the BSO from any recording activities, forbade soloists who were AFM members from performing with the BSO, and effectively shut down the BSO's touring schedule by threatening to put any concert venue that had booked the BSO on the AFM national Unfair List. When the BSO board acceded to these highly effective tactics and finally permitted the orchestra to join the Boston local of the AFM, the musicians had an unparalleled opportunity to organize a players' committee that enjoyed a high degree of autonomy within the structure of Local 9, and that included the right to participate in contract negotiations and for the orchestra to have the right of contract ratification.

All of this was unprecedented, and something that all other American orchestras aspired to and, for the most part, eventually attained. So all in all, the BSO was the orchestra each of us in ICSOM looked up to as a model, and George Zazofsky was the personification of it.

(photo by J Roob)

~ ~ ~ ~ ~

CLARENDON VAN NORMAN – *attended first ICSOM Conference in Cleveland as a member of the Metropolitan Opera Orchestra (Jacques Rubenstein was delegate)*

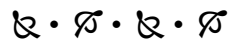
Clarendon Van Norman grew up in Galesburg IL, and studied horn during high school at Knox College in Galesburg and with Max Pottag in Chicago. He also attended music camps at Gunnison Colo. and Interlochen. Clare next studied at Eastman with Arkady Yegudkin for one year, and then transferred to Juilliard to study with James Chambers, Principal Horn of the New York Philharmonic. One year in New York was followed by four years in the Air Force dance band "Airmen of Note" during the Korean War, and back to Juilliard for more studies. While in



the Airmen of Note, he took numerous lessons with Mason Jones, Principal Horn of the Philadelphia Orchestra. Clare continued his studies at Teachers' College, Columbia University. While completing his Ed.D. and playing Broadway shows and extra horn with the NY Philharmonic, he won 1st horn of the Buffalo Philharmonic under Josef Krips.

Two years later he won 3rd horn at the Metropolitan Opera, moving up to Co-Principal the following year. With the exception of 2 years as Principal in the Chicago Symphony, Clare spent the next 28 years at the Met, 20 years as Principal and eight years as 3rd. Currently living in the Catskills northwest of New York City, he happily researches and tries to sell printed antiquarian materials.

Clare was one of two Met orchestra members to attend the first ICSOM conference, understanding the need for such an umbrella organization. Together with the able assistance of lawyer I. Philip Sipser, the new organization buttressed fair and successful contract negotiations at the House, as it did for many other orchestras.



A BRIEF TRIBUTE TO JOE GOLAN

ELECTED CHAIR OF THE MAY 1962 SYMPOSIUM IN CHICAGO, ILLINOIS

By Rachel Goldstein, Chicago Symphony violinist & ICSOM Delegate

I met Joe for the first time when I joined the Chicago Symphony in 1989. He was an absolutely accurate section leader who took a friendly interest in the newest members of his section. A native Chicagoan, he had been a member of the CSO since 1953. Though he was a strong supporter of the Members' Committee and the union, his days of union activism had long been over, and it was a number of years before I became aware of the extraordinary role Joe played in transforming the lives of symphonic musicians. In early 2000, I taped an interview with Joe about his experiences, which I am belatedly making available now in podcast form.

Joe was chair of the Chicago Symphony Members' Committee in 1962, a year that not only saw the foundation of ICSOM, but also tremendous positive changes for the members of the CSO.

In January of 1962, the CSO contract, which was to expire that fall, called for a 30-week season at a salary of \$177.50 per week. There was no job security. There was no sick leave, or grievance and arbitration procedure. Meager pensions were sometimes granted, at the discretion of management. Some lucky musicians were hired to play the six-week season at Ravinia, at \$150 per week. Musicians sold shoes, worked as handymen, drove cabs; anything they could do to make ends meet. The CSO Members' Committee had been in existence since 1959, but it was not recognized by the Local.

James Caesar Petrillo was the president of both the American Federation of Musicians and Local 10 in Chicago. He had held the AFM presidency unopposed since 1922, and the Local 10 presidency longer still. He negotiated the contracts for the CSO with no musician input, and was much too cozy with CSO management.

By December, ICSOM had been established, the CSO Members' Committee had achieved union recognition, and a new contract had been negotiated and ratified by the musicians. It included a 40-week season in the final year, with a salary of \$210 per week, and paid sick leave. Remarkably, following the first contested election in decades, Petrillo was no longer president of Local 10.

Along with chairing the CSO Members' Committee, Joe served as chair of the meeting of symphony delegates on May 13 and 14 at Roosevelt University that laid the groundwork for ICSOM. He was chosen by the CSO members to lead the negotiations for the orchestra members. His legendary persistence, along with the pressure of the first contested election in decades, forced Petrillo to grant the CSO committee recognition and the right to negotiate contracts, and the CSO members the right to ratify. This persistence also served him well when contract negotiations stalled and the '62-'63 season was (briefly) canceled. Mayor Richard J. Daley was called in to mediate, and, according to Joe, the mediation took the form of Daley, Petrillo, and Orchestral Association President Eric Oldberg browbeating him, in turns, for 18 hours. In the end, the Association agreed to resume negotiating.

Without the courage and persistence of Joe Golan and other brave musicians of the 1960's, symphonic musicians would not have achieved decent wages, benefits, and working conditions. Now, more than ever, we must remember the struggles of our predecessors as we strive to preserve their legacy.



WAYNE BARRINGTON — IN HIS OWN WORDS

ELECTED SECRETARY OF THE MAY 1962 SYMPOSIUM IN CHICAGO, ILLINOIS

By James Baker, horn player & current music host and producer for Texas Public Radio, in San Antonio TX

When I first played for Wayne Barrington in September of 1967, I was unaware of what thin ice I was skating upon. Wayne listened to what I brought to his studio, admitting to me later that he had grave reservations about my potential. Thankfully, I began to make positive strides. This proved to be the gateway into his horn section in the Austin Symphony. Here I learned lessons well beyond orchestral performance. In an interview in 1997, Wayne told me of his first foray into orchestra activism. It was 1957, his third year as a member of the Chicago Symphony.

"I was just a player, until 1957, when the union people showed up at Orchestra Hall, which had NEVER been done. They probably had to ask directions on how to get in. In any case, they presented us with a situation in Ravinia. Ravinia was having financial troubles and they needed to reduce salaries. Well, that went over like lead bricks. The first time we meet with the union, they come over and ask us to reduce our salaries. We were faced with no choice and that's what we accepted. But then we started having meetings. Gradually, I was just watching all this go on, but as I could see things going I had certain thoughts and I vocalized them. I kinda had my say now and then."

"There were things the orchestra needed a lot more than just me. I played 3rd horn so I was getting an overscale price. A number of the players would come up to me and say 'what's your big deal.....why are you interested in this?' and I would say, well, I want a health plan. How do I get a health plan without your getting a health plan? And it would be nice to get a vacation, maybe even some day paid. I can't get it all myself. So, there are things we have to do together. That is the motivation that got me into unionism. Not because I like politics. When things were settled, it was a relief to not have to bother with the union."

Several years passed, as the leading American and Canadian orchestras began to compare and contrast what they each had within their respective labor contracts.

"One of the early things we got was this magnificent big, long, 24 inch piece of paper, probably 18 inches high, with every orchestra listed, and all these columns at the top, like Consumer Report, with salary, number of weeks, number of hours, and every kind of condition in there. I was really impressed with that."

Building upon that initial orchestra survey compiled by the Saint Louis Symphony, Wayne became active in the development of the Survey of Wages and Working Conditions, a precursor to today's AFM Wage Chart for ICSOM Orchestras. It was upon completion of the first survey of 26 orchestras that the Chicago Symphony Orchestra Committee issued a call to assemble in Chicago on May 12-13, 1962.

It would be tempting here to use the tired cliché - "and the rest is history", except that ICSOM is still a work in progress. Were Wayne here today, it would not be to hear his praises sung. It would be to sit down and talk current issues, looking ever to the future.

I visited Wayne several times as his end grew near. Small talk was of no interest to him, but his eyes would catch fire when the topic turned to music and orchestra politics. His voice was weak, yet all in the room would lean forward to hear what he had to say. He was generous to the very end with his ideas and experiences. His presence will be ever missed by those of us whom he touched.



2012 ICSOM Conference Attendance

Bruce Ridge, ICSOM chairman (North Carolina Symphony)
Brian Rood, ICSOM president (Kansas City Symphony)
Laura Ross, ICSOM secretary (Nashville Symphony Orchestra)
Michael Moore, ICSOM treasurer (Atlanta Symphony Orchestra)
Richard Levine, ICSOM editor *Senza Sordino* (San Diego Symphony Orchestra)
Matthew Comerford, ICSOM governing board member-at-large (Chicago Lyric Opera Orchestra)
Cathy Payne, ICSOM governing board member-at-large (San Francisco Symphony)
Paul Gunther, ICSOM governing board member-at-large (Minnesota Orchestra)
Meredith Snow, ICSOM governing board member-at-large (Los Angeles Philharmonic)
Susan Martin, ICSOM general counsel (Martin & Bonnett PLLC)
Bill Buchman, 2012 ICSOM conference coordinator (Chicago Symphony Orchestra) & ICSOM member-at-large [1999]
Tom Reel, assistant conference coordinator (Virginia Symphony Orchestra)

Orchestras:

| | |
|----------------------------------|--|
| Alabama Symphony Orchestra | Jeff Solomon |
| Atlanta Symphony Orchestra | Michael Moore |
| Baltimore Symphony Orchestra | Greg Mulligan |
| Boston Symphony Orchestra | James Orleans |
| Buffalo Philharmonic Orchestra | Daniel Sweeley |
| Charlotte Symphony Orchestra | Richard Harris |
| Chicago Lyric Opera Orchestra | Matthew Comerford |
| Chicago Symphony Orchestra | Rachel Goldstein |
| Cincinnati Symphony Orchestra | Paul Frankenfeld |
| <i>The Cleveland Orchestra</i> | <i>Jesse McCormick – ON TOUR</i> |
| Colorado Symphony Orchestra | Justin Bartels |
| Columbus Symphony Orchestra | Michael Buccicone |
| Dallas Symphony Orchestra | Chris Adkins [for David Heyde] |
| Detroit Symphony Orchestra | Cathy Compton { <i>member-at-large [1981-1985]</i> } |
| Florida Orchestra | Warren Powell |
| Fort Worth Symphony Orchestra | Debbie Brooks |
| Grant Park Symphony Orchestra | Dale Newton |
| Honolulu Symphony Orchestra | Steve Flanter |
| Houston Symphony Orchestra | Eric Arbiter |
| Indianapolis Symphony Orchestra | Louise Alexander |
| Jacksonville Symphony Orchestra | Peter Wright [for Betsy Federman] |
| Kansas City Symphony | Marvin Gruenbaum |
| Kennedy Center Orchestra | Peter de Boor |
| Los Angeles Philharmonic | John Lofton |
| Louisville Orchestra | Kim Tichenor [for Steve Causey] |
| Metropolitan Opera Orchestra | Jennifer Johnson |
| Milwaukee Symphony Orchestra | Helen Reich |
| Minnesota Orchestra | Norbert Nielubowski |
| Nashville Symphony Orchestra | Bradley Mansell |
| National Symphony Orchestra | Abigail Evans |
| New Jersey Symphony Orchestra | Robert Wagner |
| New York City Ballet Orchestra | Nick Schwartz [for Ethan Silverman] |
| New York City Opera Orchestra | Gail Kruvand |
| New York Philharmonic | Kenneth Mirkin |
| North Carolina Symphony | Elizabeth Lunsford |
| Oregon Symphony Orchestra | Evan Kuhlmann |
| Philadelphia Orchestra | John Koen |
| Phoenix Symphony Orchestra | Ron Whaley |
| Pittsburgh Symphony Orchestra | Penny Brill { <i>treasurer [1984-1987]</i> } |
| Puerto Rico Symphony Orchestra | Jose Martin |
| Rochester Philharmonic Orchestra | David R. Angus { <i>ICSOM president emeritus</i> } |
| Saint Louis Symphony Orchestra | Christian Woehr |
| Saint Paul Chamber Orchestra | Leslie Shank |

San Antonio Symphony
San Diego Symphony Orchestra
San Francisco Ballet Orchestra
San Francisco Opera Orchestra
San Francisco Symphony Orchestra
Syracuse Symphony Orchestra
Utah Symphony
Virginia Symphony

Emily Freudigman
Andrew Watkins [for Sam Hager]
Brian Lee
Carla Maria Rodrigues
John Chisholm
Victoria Krukowski
George Brown
Laura Leisring

Bill Foster, ICSOM Electronic Media Committee chairman (National Symphony Orchestra)

FORMER ICSOM OFFICERS & 1962 DELEGATES

Sam Denov, vice-chair [1963-1966, 1968-1969], chairman [1969-1970], editor of *Senza Sordino* [1965-1966], attended May 1962 Chicago meeting (Chicago Symphony Orchestra- retired)

Bradford Buckley, regional vice-chair – southern orchestras [1978-1982], vice-chair [1984-1986], chairman [1988-1996] (Saint Louis Symphony Orchestra)

Robert Levine, editor of *Senza Sordino* [1993-1996], chairman [1996-2002] (Milwaukee Symphony Orchestra)

Jan Gippo, chairman [2002-2006] (Saint Louis Symphony Orchestra – retired)

Gino Raffaelli, treasurer [1963-1970], attended May 1962 Chicago meeting and first ICSOM conference in Cleveland (The Cleveland Orchestra - retired)

Walfrid Kujala, attended May 1962 Chicago meeting and first ICSOM conference in Cleveland (Chicago Symphony Orchestra - retired)

Richard Lottridge, attended May 1962 Chicago meeting (Chicago Symphony Orchestra - retired)

Clarendon Van Norman, attended first ICSOM conference in Cleveland (Metropolitan Opera Orchestra - retired)

Rudolph Nashan, attended May 1962 Chicago meeting and first ICSOM conference in Cleveland (Chicago Symphony Orchestra - retired)

Nancy Griffin, secretary [1980-1988] (Seattle Symphony Orchestra)

Tom Hall, editor of *Senza Sordino* [1982-1986, 2002-2003], member-at-large [1987-1988] (Chicago Symphony Orchestra - retired)

Florence Nelson, member-at-large [1986-1987], treasurer [1987-1990] (New York City Opera Orchestra - retired); 2nd SSD director and AFM secretary-treasurer emerita

Steve Lester, member-at-large [2004-2007] (Chicago Symphony Orchestra)

Paul Ganson, member-at-large [2002-2004] (Detroit Symphony Orchestra - retired)

Bernice Beckerman, regional vice-chair – southern orchestras [1983-1984] /member-at-large [1984-1985] (Houston Symphony Orchestra - retired)

OTHER AFM PLAYER CONFERENCES:

Carla Lehmeier-Tatum, president, Regional Orchestra Players' Association (ROPA)

Matthew Heller, president, Organization of Canadian Symphony Musicians (OCSM)

Marc Sazer, president, Recording Musicians Association (RMA)

Tom Mendel, president, Theater Musicians Association (TMA)

AMERICAN FEDERATION of MUSICIANS:

Ray Hair, AFM president & AFM-EPF Trustee Co-Chair

Bruce Fife, AFM international vice-president

Sam Folio, AFM secretary-treasurer

Dave Pomeroy, AFM IEB & president, Local 257, Nashville TN

Vince Trombetta, AFM IEB, president, Local 47, Los Angeles CA & AFM-EPF Trustee

Tino Gagliardi, AFM IEB, president, Local 802, New York NY & AFM-EPF Trustee

Jay Blumenthal, director, AFM Symphonic Services Division (SSD) & ICSOM member-at-large [1999-2004]

Nathan Kahn, AFM SSD negotiator & 1st ROPA President Emeritus

Chris Durham, AFM SSD chief field negotiator

Deborah Newmark, AFM SSD, director, Symphonic Electronic Media

Joel LeFevre, AFM-SSD, contract administrator & information coordinator

Rochelle Skolnick, AFM-SSD counsel, Schuchat Cook & Werner

Mark Tetreault, director, AFM-SSD Canada

OFFICERS OF AFM LOCALS:

Gary Matts, president, Local 10-208, Chicago IL & AFM-EPF Trustee

Terryl Jares, vice president, Local 10-208, Chicago IL

Leo Murphy, executive board, Local 10-208, Chicago IL & TMA secretary

Lovie Smith Wright, president, Local 65-699, Houston TX

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

Gary Lasley, secretary-treasurer, Local 47, Los Angeles CA
Paul Castillo, trustee, Local 47, Los Angeles CA & parliamentarian
Edgardo Malaga, Jr., president, Local 161-710, Washington DC
Martin Hodapp, secretary-treasurer, Local 3, Indianapolis IN
Leonard DiCosimo, president, Local 4, Cleveland OH
Douglas Fisher, president, Local 103, Columbus OH
George Troia, president, Local 5, Detroit MI
Pat Hollenbeck, president, Local 9-535, Boston MA
Robert Couture, vice-president, Local 9-535, Boston MA
Javier Matos, president, Local 555, San Juan PR
Francine Schutzman, president, Local 180, Ottawa ON Canada & president emerita, Organization of Canadian Symphony Musicians (OCSM)

SPEAKERS/PANELISTS:

Ellen Schultz, guest speaker/author, *The Retirement Heist*
Mark Lindsay, Principal and Consultant, The Livingston Group, Washington DC
Bill Moriarity, American Federation of Musicians and Employers Pension Fund (AFM-EPF) Trustee
Erika Zazofsky-Goldberg, daughter of first ICSOM Chairman George Zazofsky
Kevin Case, attorney, Moen & Case LLC
Zachary V. Moen, attorney, Moen & Case LLC
Marvin Gittler, attorney, Asher, Gittler & D'Alba Ltd
Barbara Jaccoma, attorney
Mel Schwarzwald, attorney, Schwarzwald, McNair & Fusco LLP
Louis Kushner, attorney, Rothman Gordon PC
Joseph Hatch, attorney
Anne Mayerson, attorney, Bredhoff & Kaiser PLLC
Yona Rozen, attorney, Gillespie, Rozen & Watsky, PC
Jon Axelrod, attorney, Beins Axelrod PC
Harvey Mars, attorney, Law Office of Harvey S. Mars LLC
Steven Kaplan, attorney, Law Offices of Steven J. Kaplan PC
Mike Okun, attorney, Patterson Harkavy LLP
David Van Os, attorney, David Van Os and Associates PC
Bruce Simon, attorney, Cohen, Weiss & Simon LLP
Martha Warrington, ICSOM website designer & member of Oregon Symphony Orchestra
Julie Ayer, author of *More Than Meets the Ear* & member of Minnesota Orchestra
Shari Hoffman, manager, Audiovisual and Symphonic Royalties, AFM&AFTRA Intellectual Property Rights Distribution Fund
Dennis Dreith, administrator, AFM&AFTRA Intellectual Property Rights Distribution Fund
Greg Harper, orchestra committee, Colorado Symphony Orchestra
Paul Naslund, orchestra member, Colorado Symphony Orchestra
Jon Garland, orchestra committee chair, Syracuse Symphony Orchestra
Dolores D'Aigle, member ICSOM nominating committee, Oregon Symphony Orchestra
Robert Johnson, presenter, Windy City Meditation

OBSERVERS and OTHER GUESTS:

Danny Laufer, alternate ICSOM delegate, Atlanta Symphony Orchestra
Brian Ventura, alternate ICSOM delegate, Detroit Symphony Orchestra
Martin Andersen, alternate ICSOM delegate, New Jersey Symphony Orchestra
Jim Moffit, orchestra committee chair, Honolulu/Hawaii Symphony Orchestra
William Cernota, orchestra committee chair, Chicago Lyric Opera Orchestra
Richard Graef, orchestra committee chair, Indianapolis Symphony Orchestra
John Brennan, orchestra committee, Indianapolis Symphony Orchestra
Jerry Montgomery, orchestra committee, Indianapolis Symphony Orchestra
Larry Zalkind, orchestra committee, Utah Symphony Orchestra
David Sywak, orchestra committee, Dallas Symphony Orchestra
Andy Bruck, orchestra committee, Jacksonville Symphony Orchestra
Sandra Schwarcz, observer, North Carolina Symphony Orchestra
Eva Carol Beck, observer, Chicago Lyric Opera Orchestra
Nanci Severance, observer, San Francisco Symphony Orchestra
Nancy Nelson, vice president, Regional Orchestra Players Association
Paul Austin, observer & ROPA vice president emeritus, Grand Rapids Symphony Orchestra

Bev Spotton, observer, Canadian Opera Company Orchestra/National Ballet of Canada Orchestra
Robert Simonds, guest
Linda Van Norman, guest
Lorraine Denov, guest
Tim Redman, videographer

ICSOM'S FORMER CHAIRPERSON PANEL (THURSDAY MORNING)

(see Sam Denov photo & listing in First Delegates Section)



Melanie Burrell (*pictured with AFM-SSD Director Lew Waldeck in 1989 – Colorado Springs, CO*) – As a cellist, Melanie graduated of High School of Music & Art NYC (now known as High School of the Performing Arts NYC) and Vassar College prior to joining the Denver Symphony in 1964. She was elected ICSOM delegate in 1971, regional vice-president – western orchestras [1973-1981], treasurer [1981-1984], president [1984-1986, 1988-1990], and ICSOM chairperson [1986-1988]. Melanie retired from the Colorado Symphony Orchestra in 1996.



Bradford Buckley (*pictured in Tulsa, OK in 1999*) - Joined the Saint Louis Symphony Orchestra in 1968 as contrabassoon/bassoon and was first elected ICSOM delegate in 1974. He served as regional vice-chair – southern orchestras [1978-1982], vice-chair [1984-1986], and ICSOM chairperson [1988-1996] as well as serving as long-time chair of the ICSOM electronic media committee until 2002. He will retire from the Saint Louis Symphony this September.



Robert Levine (*pictured in Ottawa ON in 2002*) – Principal violist of the Milwaukee Symphony Orchestra since 1987, Robert was first elected ICSOM delegate in 1988. He served as editor of *Senza Sordino* [1993-1996], and ICSOM chairperson [1996-2002].



Jan Gippo (*pictured in Ottawa ON in 2002*) – Joined the Saint Louis Symphony Orchestra as piccolo/flute in 1972 and was elected ICSOM delegate in 1996. He was elected ICSOM chairperson [2002-2006] and retired from the Saint Louis Symphony in 2008.

HAPPY BIRTHDAY ICSOM

When SENZA SORDINO arrives I am, of course, pleased that the name has survived so many years of successes and battles. But what touches me most is the remarkable evolution of the ICSOM. Little did Bob Coleman and others involved- as well as the first orchestra committee - imagine that one day the ICSOM would be able to assist orchestras threatened with the numerous problems they face.

In the late 50s one of the most flagrant features of management's misunderstanding of our potentially collective power was that they didn't seem to realize that even SENZA internet there was contact between orchestras as we all had friends or

acquaintances in different cities. Even I, as the youngest member of the CSO in 1958 (until Jay Friedman came along) had played summer festivals for 5 years with musicians from Philadelphia, Cleveland, Toronto, Cincinnati, the MET, etc.

At first, not all of the members of the CSO were supportive of our actions, probably fearing that we could lose whatever benefits we had. I don't necessarily remember the exact chronology of certain events but two come to mind. Bob Coleman may have mentioned the 3 or 4 men who were to be fired all from the second violin section as I recall with many years of seniority. To avoid being fired they were asked if they would play an audition to which they replied 'YES'. The work imposed was the first movement of the Beethoven Concerto which I'm not sure that our concertmaster could have played on such short notice. As you can imagine the committee collectively hit the ceiling only to be accused in a leading newspaper by the President of the board of directors (an eminent surgeon) of only being interested in money and protecting mediocre players. We won that time but the tone was set.

Another incident: The orchestra unanimously agreed to play a concert with all the benefits going to the rather pitiful retirement fund only to be told that it wouldn't be dignified to do that!

What with getting rid of Petrillo and Claudia Cassidy, along with the heavy workload we had at the time I can only congratulate the incredible energy and intelligence shown especially by the men who were finally allowed to participate in negotiations.

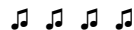
Perhaps without these and other grossly unfair practices we would not have been so determined to improve our situation which in turn provided the musicians a more serene ambiance in which to perform the extraordinary symphonic repertory.

Q: Did Bob Coleman ask around for a name for the newsletter, or did you just suggest *Senza Sordino* to him on a whim? How did the naming come about?

There was a meeting of any members of the orchestra who wished to be present, and one of the subjects was "What are we going to call our newsletter?" There were several suggestions not met with approval until I came up with *SENZA SORDINO*, which met with approval and a positive vote. NOT very mysterious! Even truthful.

Best regards,

Joane Bennett / Asst 1st Flute - CSO 1958-1968



In 1960-61, there was a big crisis at the Metropolitan Opera, where I was principal harpist. The musicians wanted a better contract but negotiations had hit a dead end. Management threatened to cancel the season if we didn't reach an agreement. Apparently, opera was a matter of national security, because President Kennedy got involved and appointed Arthur Goldberg, the Supreme Court justice and United Nations ambassador, to arbitrate.

I wasn't part of the negotiating committee, but I wanted to help in some way. I went to the 42nd Street library in New York City and scoured the microfiche looking for articles about the Met that had appeared in The New York Times, and I found a lot that were critical of management. I gave all those stories to the committee, and they used various tidbits from them in stating our case in arbitration.

After this crisis was resolved, I went to a meeting in St. Louis with the original ICSOM founders, where we drew up some principles for the organization. And then, in 1963, I was asked to be the second editor of *Senza Sordino*. We didn't have an office, funds or anything, to keep the newsletter going.

As editor of *Senza*, I wanted to help build our nascent organization and have it be treated seriously. And through the newsletter I could share members' experiences and disseminate information about orchestras in the hope that it would be useful to people who were struggling with their management. I'd get letters from orchestra members about their problems with conductors. Other members were in negotiations and I would try to get them information they needed.

I'm so pleased to see how successful ICSOM has become, and I'm proud to have made some small contributions to help get it started. I'm delighted that we have such a vibrant organization that continues to help orchestral musicians everywhere. I am awed to see how large and professional ICSOM has become and through all of our efforts we have built an amazing organization.

Thank you, Thank you.

Sincerely,

Reinhardt Elster/ Metropolitan Opera Orchestra, Principal Harp; ICSOM Editor [1963-1965]





1



2



3



4



5



6



7



8



9



10



11

[L-R] 1- ROY COX, BOB MAISEL, RALPH MENDELSON, I. PHILIP SIPSER, LEN LIEBOWITZ (SEATTLE 1971); 2 - KARLA HOLLAND-MORTIZ, CATHY COMPTON, DEREK FRANCIS, IRV SEGALL, UNKNOWN, LARRY BOCANER (SAN FRANCISCO 1985); 3 - BROTHERS & SISTERS -RIDGE, TRETICK, LEVINE?(VAIL 1996); 4 - BASSOONS RULE! (VAIL, 1996); 5 - UNITY CONF. COORDINATORS – ICSOM & ROPA (LAS VEGAS 1998); 6 - UNITY HEAD TABLE - RIVIERA HOTEL (LAS VEGAS 1998); 7 - UNITY II - ICSOM IS 40! (OTTAWA CANADA 2002); 8 - NANCY GRIFFIN (OTTAWA 2002); 9 - LEN HOLDING ZAZOFSKY PLAQUE FOR BOSTON (SALT LAKE CITY UT 2005); 10 - MODELING FOR TEMPO (SAN FRANCISCO 2008); 11 - ICSOM GOVERNING BOARD & AFM INTERNATIONAL EXECUTIVE BOARD (HOUSTON 2010) [PHOTOS - 1: HARALD HANSEN; 2: BERNICE BECKERMAN; 3,4,6: ?; 7,8: MARSHA SCHWEITZER; 5,9,10: LAURA ROSS; 11: ERIC ARBITER]