

The following Resolutions were adopted on 8/29/15 at the 2015 ICSOM Conference in Philadelphia, PA.

Honoring OCSM on its 40th anniversary

Whereas, During its first thirteen years of existence, the International Conference of Symphony and Opera Musicians (ICSOM) included the Toronto, Montreal, Vancouver and Winnipeg Symphonies amongst its membership; and

Whereas, The Organization of Canadian Symphony Musicians/Organisation des musiciens d'orchestre symphonique du Canada (OCSM/OMOSC) was founded in 1975 to address the specific concerns of Canadian orchestras; and

Whereas, The 2015 OCSM/OMOSC Conference representing over 1,100 musicians working under collective agreements in twenty Canadian orchestras marked the 40th anniversary of this historic organization; and

Whereas, OCSM/OMOSC has played a critical role in the positive advocacy of the artistic and cultural environment in Canada and throughout North America; and

Whereas, The musicians of OCSM/OMOSC, along with their elected leadership, have extended tremendous friendship and invaluable support to the musicians of ICSOM throughout their shared history; therefore, be it

Resolved, That the officers and delegates to the 2015 ICSOM Conference extend their sincere congratulations to OCSM/OMOSC on the occasion of its 40th anniversary; and, be it further

Resolved, That the musicians and leadership of ICSOM pledge their continued support and friendship to the musicians and leadership of OCSM/OMOSC as we look forward to the next 40 years of unity between our organizations.

Hommage aux 40 ans de l'OCSM

ATTENDU QU'au cours de ses treize premières années d'existence, la Conférence internationale des musiciens d'orchestres symphoniques et d'opéra (ICSOM) comprenaient les orchestres de Toronto, Montréal, Vancouver et Winnipeg parmi ses membres;

ATTENDU QUE, l'Organisation des musiciens d'orchestre symphonique du Canada/The Organization of Canadian Symphony Musicians (OMOSC/OCSM) a été fondée en 1975 pour répondre aux préoccupations propres aux orchestres canadiens;

ATTENDU QUE, la Conférence de l'OMOSC/OCSM de 2015, représentant plus de 1100 musiciens travaillant en vertu des conventions collectives de vingt orchestres canadiens, marquait le 40^e anniversaire de cette organisation historique;

ATTENDU QUE, l'OMOSC/OCSM a joué un rôle crucial en plaidant en faveur d'un environnement culturel et artistique au Canada et partout en Amérique du Nord;

ATTENDU QUE, les musiciens de l'OMOSC/OCSM, de concert avec leurs dirigeants élus, ont témoigné une grande amitié et un soutien inestimable aux musiciens de l'ICSOM tout au long de leur histoire commune;

EN CONSÉQUENCE:

Il est résolu que les agents et les délégués à la Conférence de l'ICSOM de 2015 expriment leurs sincères félicitations à l'OMOSC/OCSM à l'occasion de son 40^e anniversaire;

Il est en outre résolu que les musiciens et les dirigeants de l'ICSOM promettent leur amitié et leur soutien continu aux musiciens et dirigeants de l'OMOSC/OCSM alors que nous attendons avec impatience les prochaines 40 années de coopération entre nos organisations.

~ Adopted by unanimous consent (thanks to Laurence Hofmann and Robert Fraser for reading the translation at the conference.)

Robert Spano and Donald Runnicles

Whereas, It has been a common practice of Music Directors to remain silent during labor disputes; and

Whereas, Unprecedented in the history of the Atlanta Symphony Orchestra, the musicians of the ASO were subjected to back-to-back lockouts in 2012 and 2014; and

Whereas, Music Director Robert Spano and Principal Guest Conductor Donald Runnicles wrote open letters and lobbied for an end to the tactic of repeated lockouts and for the orchestra's immediate return to the stage; and

Whereas, These conductors have engendered gratitude and increased respect from their constituent orchestra, as well as many other musicians and orchestras around the world, for taking the difficult but morally justifiable position to support their musicians and their community; therefore, be it

Resolved, That the officers and delegates to the 2015 ICSOM Conference offer their utmost thanks and appreciation to Robert Spano and Donald Runnicles; and, be it further

Resolved, That the musicians in ICSOM's member orchestras express their hope that ill-conceived negotiating tactics and lockouts will serve as a cautionary tale that demonstrates how not to do business, and instead reminds the orchestral world that organizations with the right leadership working collaboratively to solve problems will successfully move our institutions in a positive direction without sacrificing artistic integrity or community assets.

Honor TMA on its 20th anniversary

Whereas, The Theater Musicians' Association (TMA) was founded in 1995, and during the 2015 TMA Conference in San Francisco this great organization marked its 20th anniversary; and

Whereas, The TMA has united professional theater musicians from across the United States and Canada; and

Whereas, The TMA has grown in membership to include musicians from over thirty cities, represented by chapters in more than ten cities; and

Whereas, The TMA has been a strong voice for positive advocacy of theater musicians' lives and for the continued investment in live music for all musical theater productions; and

Whereas, ICSOM and the TMA share a close and supportive friendship; therefore, be it

Resolved, That the officers and delegates to the 2015 ICSOM Conference extend their sincere congratulations to the Theater Musicians' Association on the occasion of its 20th anniversary; and, be it further

Resolved, That the musicians and leadership of ICSOM express their deep admiration for the important work and accomplishments of the TMA as we look forward to our continued relationship built on friendship and unity.

Mary Plaine

Whereas, Baltimore Symphony principal librarian Mary Plaine has had a long and outstanding career serving her orchestra in multiple capacities as librarian, union steward and currently, as Secretary-Treasurer of AFM Local 40-543; and

Whereas, Mary served as her orchestra's alternate ICSOM delegate from 1993-96 and again in 2011, as elected ICSOM delegate from 1997-2010, and as ICSOM Member at Large from 1994-2003; and

Whereas, When she was elected as Secretary-Treasurer of Local 40-543, Mary took on additional responsibilities as representative for all of Baltimore's musicians; and

Whereas, As the repertoire and programming has expanded and put more and more demands on the BSO's library staff, Mary has chosen to step down in September after 37 years as Baltimore Symphony librarian and direct her efforts toward serving the membership of Local 40-543; therefore, be it

Resolved, That the officers and delegates to the 2015 ICSOM Conference extend their congratulations to Mary Plaine on her retirement from the Baltimore Symphony Orchestra, their thanks for her work on behalf of orchestra musicians and librarians around the world, and their best wishes for success in all her future endeavors.

~ Adopted by unanimous consent

Charles Noble

Whereas, Since the 2010-2011 season, Oregon Symphony violist Charles Noble has served as ICSOM's webmaster; and

Whereas, Since the new website went live, he has assisted the ICSOM Secretary with various document postings and notices, and helped ICSOM members and delegates obtain passwords and access to the various levels of the website; and

Whereas, Charles stepped down as webmaster in July; therefore, be it

Resolved, That the officers and delegates to the 2015 ICSOM Conference extend their thanks to Charles Noble for all his work on behalf of ICSOM, and extend their best wishes for success in all future endeavors.

Nancy Page Griffin

Whereas, Nancy Page Griffin served ICSOM for eight years as ICSOM Secretary; and

Whereas, In September 1988 Nancy had to resign her office when her orchestra, the Seattle Symphony, left the AFM; and

Whereas, In the years leading up to her election as ICSOM Secretary, Nancy made a huge impact on the record keeping and document retention of what is now the George Zazofsky ICSOM Archives, allowing ICSOM to gain access to much of its illustrious history; and

Whereas, Nancy recently retired as a member of the Seattle Symphony's bass section, a position she held since 1961; therefore, be it

Resolved, That the officers and delegates to the 2015 ICSOM Conference extend to Nancy Page Griffin their gratitude for assuring that ICSOM's history was preserved, and extend best wishes for success in the future.

Support the Musicians of the Hartford Symphony

Whereas, The Hartford Symphony has been serving its community in Connecticut since the orchestra's first performance in 1934, when it was known as the Civic Symphony Orchestra of Hartford; and

Whereas, The orchestra has historic roots, having been formed through grants from the Federal Emergency Relief Corporation, part of the Works Progress Administration; and

Whereas, The orchestra has demonstrated great resiliency throughout the years, as it grew to be New England's second largest orchestra; and

Whereas, The Hartford Symphony has been recognized multiple times with awards for adventurous programming and service to Hartford's Hispanic Community; and

Whereas, The current management is seeking to turn back the clock on all that has been accomplished in the orchestra's 81-year history by proposing drastic cuts to the orchestra, which would result in a 40% pay cut for musicians and a radical departure from its well-established mission; therefore, be it

Resolved, That the officers and delegates to the 2015 ICSOM Conference call upon the management and Board of the Hartford Symphony to negotiate a fair and positive contract with its musicians, who have done so much to ensure the success of the orchestra; and, be it further

Resolved, That the musicians and leadership of ICSOM pledge their support and friendship to the great musicians of the Hartford Symphony as they work to preserve this important cultural icon and the investment that the community has made over these past eight decades.

Colorado Symphony

[Submitted by Chicago Lyric Opera Orchestra, Hawaii Symphony, San Francisco Ballet Orchestra, Cincinnati Symphony, Nashville Symphony, Rochester Philharmonic, Los Angeles Philharmonic, Phoenix Symphony, Symphoria, Utah Symphony, National Symphony, Pittsburgh Symphony, Puerto Rico Symphony, Detroit Symphony, Houston Symphony, Dallas Symphony, Fort Worth Symphony, San Diego Symphony, Milwaukee Symphony, Grand Rapids Symphony, New York Philharmonic, New Jersey Symphony Orchestra, Florida Orchestra, Charlotte Symphony Orchestra, The Cleveland Orchestra, Kennedy Center Opera House Orchestra/Washington National Opera Orchestra, Virginia Symphony, Grant Park Orchestra, Oregon Symphony, Kansas City Symphony, San Francisco Opera Orchestra, Minnesota Orchestra, Colorado Symphony, Buffalo Philharmonic, Indianapolis Symphony, Alabama Symphony, San Antonio Symphony, Baltimore Symphony, Chicago Symphony, Atlanta Symphony, Philadelphia Orchestra, North Carolina Symphony, Louisville Orchestra, St. Louis Symphony, Jacksonville Symphony, The ICSOM Governing Board, Boston Symphony Orchestra (via email), Columbus Symphony Orchestra (via email), San Francisco Symphony (via email)]

Whereas, The Colorado Symphony Orchestra came into being as the successor organization to the Denver Symphony Orchestra; and

Whereas, The Colorado Symphony Orchestra and its predecessor the Denver Symphony Orchestra have together been valued ICSOM member orchestras for almost five decades; and

Whereas, Since 1934 the musicians of the Colorado Symphony Orchestra/Denver Symphony Orchestra have been proud to bring professional symphonic music to the people of the city of Denver, the state of Colorado, and beyond; and

Whereas, The Colorado Symphony and Denver Symphony Orchestra musicians have been valued members of the American Federation of Musicians (AFM) for all these years; and

Whereas, The Colorado Symphony Orchestra and its musicians, like many of their sister and brother ICSOM member musicians around the United States, have experienced multiple challenges in recent years; therefore, be it

Resolved, That the officers and delegates to the 2015 ICSOM Conference extend their appreciation and gratitude to the musicians of the Colorado Symphony for displaying exemplary tenacity throughout their recent challenges; and, be it further

Resolved, That the officers and delegates to the 2015 ICSOM Conference offer their encouragement and support for the musicians of the Colorado Symphony Orchestra to continue as proud members of the AFM, and for their Orchestra to remain as a longtime honored member of ICSOM, for many years into the future.

Matt Comerford

Whereas, Matthew Comerford has been a member of the Chicago Lyric Opera Orchestra since 1997 and began representing his orchestra as ICSOM delegate in 2004; and

Whereas, In 2008, he was elected as ICSOM Member at Large (MAL) and has served as a representative for and caretaker of opera and ballet orchestras in ICSOM; and

Whereas, As a member of the ICSOM Electronic Media Committee (EMC), Matt's imposing presence, demeanor and ability to speak with authority and gravitas recommended him to serve first as co-chair of the EMC, and then in 2013 as EMC chair; and

Whereas, During the very difficult year-and-a-half negotiations for the Integrated Media Agreement (IMA), he proved to be a skilled consensus builder; and

Whereas, Matt has decided to step down as MAL at the end of his term after seven seasons, and to step down as chair of the EMC, although he will remain on the committee representing opera orchestra interests; therefore, be it

Resolved, That the officers and delegates to the 2015 ICSOM Conference extend their gratitude, respect and thanks to Matthew Comerford for his leadership on behalf of orchestra musicians and recording orchestras across the country, and offer him their best wishes for great success in future endeavors.

~ Adopted by unanimous consent

Brian Rood

Whereas, Brian Rood has held a long and significant leadership role in his orchestra, the Kansas City Symphony and was instrumental in achieving union recognition, the Kansas City Symphony's first collective bargaining agreement, and in the orchestra's membership in ICSOM; and

Whereas, His activities were elevated to a national level when he was elected to serve as President of ICSOM in August 2002 in Ottawa, Canada; and

Whereas, Since that time Brian's responsibilities have expanded as he became involved in numerous ICSOM projects, in which he often served in proactive leadership positions; and

Whereas, Following a brief hiatus during the 2005-06 season, Brian returned to the office of President and became a trusted advisor and active partner in his work with ICSOM Chairman Bruce Ridge; and

Whereas, Although Brian steps down after twelve years as ICSOM President, he will continue his work as a union trustee for the American Federation of Musicians and Employers' Pension

Fund, and has agreed to serve as Chair of the ICSOM Electronic Media Committee; therefore, be it

Resolved, That the Officers and Delegates to the 2015 ICOM Conference, as well as the members of ICSOM, hereby express their indebtedness and gratitude to Brian Rood for the amazing time, energy, expertise, compassion and devotion he has displayed on behalf of orchestra musicians throughout the US and Canada; and, be it further

Resolved, That orchestra musicians across the country offer additional thanks to Brian's family – his wife, Kansas City Symphony violist, Jessica Nance, and their children Grace and Robbie – for their patience and willingness to share him with the orchestra-world; and, be it further

Resolved, That the title of ICSOM President Emeritus be granted to Brian Rood, together with the respect and gratitude of symphony, opera, and ballet musicians throughout the United States, Canada, and the countries of the world that support orchestral music, along with other musicians and other trade unionists that have benefited and will continue to benefit from his influence on the field.

~ *Adopted by unanimous consent*

ICSOM Bräumeister Robert Grossman

Whereas, Robert Grossman, Master Homebrewer and former ICSOM delegate from the Philadelphia Orchestra, discharged with great distinction the commission given him by the 2001 ICSOM Conference by creating the 40th Anniversary Commemorative Beer, Esprit de boire (Spirit of Drink); and

Whereas, Robert Grossman once again offered his skills, time and talent in preparing five different brews: a Belgium Pale Ale, and respectively from one strain of Chimay and one strain of Corsendonk yeasts – two Leffe Blonde Abbey Ales and two Trappist Abbey Beers – for the enjoyment of the Delegates and guests of the 2015 ICSOM Conference in Philadelphia, and greatly enhanced the conviviality of the 2015 ICSOM Conference in Philadelphia, especially following the tour of the Kimmel Center for the Performing Arts; therefore, be it

Resolved, That the delegates of the 2015 ICSOM Conference express its gratitude and appreciation to Robert Grossman and reaffirm his title of “ICSOM Bräumeister.”

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In addition, the following ICSOM Bylaw changes were adopted on August 26, 2015:

Whereas, ICSOM's bylaws do not include specific procedures for elections held at the annual conference; and

Whereas, The Governing Board has reviewed the Bylaws and has made changes to provide such procedures; therefore, be it

Resolved, That the changes indicated below be made to the ICSOM Bylaws in order to provide needed clarity. And, be it further,

Resolved, That officer elections, traditionally held on the final day of the annual ICSOM conference, now be held on the third day of the conference to take advantage of the full complement of delegates available and eligible to vote.

ARTICLE III - MEMBERSHIP

[NEW]

Section 2.(e) The delegate to the Annual Conference from a member orchestra in good standing (“voting delegate”) shall be allowed to vote and make motions from the floor.

Sections 2.(e-g) to be renumbered (f-h)

ARTICLE IV – OFFICERS

Section 3. All officers of ICSOM shall be elected for two-year terms at Annual Conferences, except as provided in Section 5. In odd-numbered years elections shall be held for President, Secretary, and two Members at Large. In even-numbered years elections shall be held for Chairperson, Treasurer, Editor of *Senza Sordino*, and the other two Members at Large. ~~Election shall be by a majority of the votes cast for any office, with all voting delegates eligible to vote. Elections shall be conducted by secret ballot with the exception of any position for which only one candidate is nominated, in which case the candidate so nominated shall be declared elected by acclamation.~~ Newly elected officers shall assume their office at the conclusion of the conference at which they are elected.

[deleted language moves to new Article VI - Election Procedures]

ARTICLE V - DUTIES OF OFFICERS, GOVERNING BOARD and COMMITTEES

Section 6. - Members at Large

Section 6.(c) At the time of the election of Members at Large in the year prior to an AFM convention, the voting delegates shall also select one of the Members at Large to be a delegate to the AFM convention in accordance with the procedures for the election of officers set forth in Article VI. In the event that said Member at Large is unable to attend the AFM convention, the Governing Board shall designate an alternate delegate to attend.

Section 8. – Committees

[NEW]

Section 8.(d) **Election Committee:** At every Annual Meeting a three (3) person Election Committee shall be established. The Governing Board shall appoint two (2) of the members, one (1) of whom shall be a member of the Nominating Committee, and one (1) of whom shall be a Governing Board member not then running for reelection. These two (2) shall appoint a third (3rd) member attending the conference who is a member of an ICSOM orchestra in good standing. The Election Committee shall oversee all aspects of the Election in accordance with the Election Procedures set forth herein. The Secretary shall preserve all ballots and other records of the election(s) for a period of one (1) year.

ARTICLE VI – ELECTION PROCEDURES

Section 1. Election shall be by a majority of the votes cast for any office, with all voting delegates eligible to vote.

Section 2. Elections shall be conducted by secret ballot with the exception of any position for which only one candidate is nominated, in which case the candidate so nominated shall be declared elected by acclamation.

Section 3. Following the close of nominations, the Election Committee shall print the necessary ballots for the initial vote for all contested offices, and for any subsequent votes, including run-off elections. The ballots shall clearly state the names of candidates, the office for which they are nominated, and the voting instructions to the delegates. The Election Committee shall distribute and collect the ballots ensuring that only one ballot per voting delegate is provided.

Section 4. The Election Committee shall count the votes cast for each candidate and shall announce the results to the Chairperson or President, who shall make the results known to the candidates and voting delegates. Should both the Chairperson and President offices be open for election, the Governing Board will designate another officer to receive and communicate the results.

Section 5. In elections for a single office, the candidate receiving a majority of votes cast shall be declared the winner. In case of a tie, or if no candidate receives a majority of votes, there shall be repeated ballots, with any candidate permitted, but not required, to withdraw after each ballot, until one (1) candidate receives a majority of votes cast.

Section 6. Should there be Member-at-Large positions for both two (2) year and one (1) year terms, elections shall be held first for the two (2) year MAL positions. Once those positions have been filled, any two (2) year position candidate may stand for election for the one (1) year position if s/he so chooses.

Section 7. In elections for multiple Member-at-Large positions, the top two (2) vote-getters shall be declared elected provided they both received a majority of votes cast. If only one (1) candidate receives a majority of votes, that candidate shall be declared elected, and there shall be repeated ballots for the remaining office, which shall follow the procedures in Section 5 herein. If no candidate receives a majority of votes, there shall be repeated ballots, with any candidate permitted, but not required, to withdraw after each ballot, until either one candidate receives a majority of votes cast and the remaining office is filled by the procedures in Section 5, or at least two candidates receive a majority of votes cast.

Section 8. Except for the appointment of a proxy as set forth in Article VII Section 2.(b) no proxy voting shall be permitted.

Renumbering Articles that follow new Article VI:

ARTICLE ~~VI~~ VII – MEETINGS

Section 6. A special meeting of ICSOM shall be called by the Governing Board upon receipt of a petition stating the purpose of such meeting and signed by the chairpersons of not less than a majority of member orchestras. A special meeting of ICSOM may also be called by the Governing Board at any such time as may be required pursuant to Article ~~XXI~~ hereof.

ARTICLE ~~VII~~ VIII - RULES OF GOVERNMENT

ARTICLE ~~VIII~~ IX – DUES AND FINANCES

ARTICLE ~~IX~~ X - *SENZA SORDINO*

ARTICLE ~~X~~ XI - INDEMNIFICATION

ARTICLE ~~XI~~ XII - AMENDMENTS TO BYLAWS

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

Section 3. Amendments to these bylaws other than Articles II, ~~VIII~~ IX and ~~XI~~ XII may be adopted by two-thirds affirmative approval of the voting delegates present at any regular or special meeting of ICSOM.