



INTERNATIONAL CONFERENCE OF
SYMPHONY AND OPERA MUSICIANS

2019 ICSOM
Conference
Sheraton Park City
Hotel
Park City UT
August 21-24, 2019



#ICSOM2019

(♫) denotes conference document availability

2019 ICSOM Conference
Sheraton Park City Hotel
Park City UT

WEDNESDAY – AUGUST 21

8:30AM - 9:30AM – New Delegate Breakfast –
[Silver Mine A]

General Session begins:

[all general sessions held in Prospector 1 & 2]

10:00AM – 12:00PM –

Welcome & Intro of ICSOM Governing Board
Roll Call of Orchestras

Introduction of Guests and Attendees

Welcoming Remarks – Joel Gibbs, Utah
Symphony ICSOM Delegate; Michael
Palumbo, AFM Local #104 President; Roger
Armstrong, Summit County Council Chair;
David Green, Sr. VP & COO of Utah
Symphony|Utah Opera; Patricia Richards,
Lifetime Board member and former Board
Chair and CEO, Utah Symphony|Utah Opera

Officer Reports –

Chairperson's Address

President's Address

Secretary, Treasurer & *Senza Sordino* Editor
Reports

Approval of 2018 Minutes & 2019 Officer
Reports

Nominating Committee Report – Brad
Mansell, chair

Utah Presentation

12:00PM– 1:30PM – LUNCH

1:30PM – 3:00PM – **Orchestra Projects of
Note: At Home and Abroad** – Paul Austin,
Moderator

*South Africa Tour – Minnesota Orchestra
(Michael Sutton); The Lullaby Project –
Oregon Symphony (Zach Galatis); New York
Stories: Threads of our City – NY Philharmonic
(Leelanee Sterrett); Symphony of Hawaiian
Birds – Hawai'i Symphony Orchestra (Jordan
Schifino); Musician Video Interviews – Virginia
Symphony Orchestra Musicians (Rebecca
Gilmore); 412 Food Rescue – Pittsburgh
Symphony Orchestra Musicians (Micah
Howard)*

3:00PM – 3:15PM – BREAK

3:15PM – 3:45PM – **New Developments in
Hearing Protection for Orchestral Musicians**
(♫) – Heather Malyuk, Soundcheck Audiology
[**Closed Session for registered AFM members
only begins following Break**]

4:00PM – 5:30PM – **Takeaways from a
Turbulent Year** – Kevin Case, ICSOM Counsel
& Randy Whatley, ICSOM Media Consultant

6:30PM – MIXER [Sheraton Patio]

THURSDAY – AUGUST 22

9:00AM – 10:45AM – Announcements

Roll Call of Orchestras

Nominations

Reports: ICSOM Communications (*Peter de
Boor*), CEP Update (*Paul Austin*), AFM
Convention Report (*Dan Sweeley*), AFM Strike
Fund (*Brian Road*)

Appointment of new AFM Strike Fund Trustee

Electronic Media Committee & IMA Changes (♪) – (Brian Rood & Debbie Newmark)

10:45AM – 11:00AM - BREAK

11:00AM – 11:30AM – PCC Panel – ROPA, OCSM, RMA, TMA

11:30 – 12:15PM – AFM President Ray Hair

12:15PM – 1:45PM – LUNCH (*GB with AFM President & IEB* – [Boardroom])

1:45PM – 3:15PM – AFM-EPF Presentation – AFM-EPF Retiree Representative Brad Eggen, Equitable Factors Panel Members Brad Buckley & Michael Merritt, Retiree Representative Counsel Pete Rosene and Pamela Nissen

3:15PM – 3:30PM – BREAK

3:30PM – 5:00PM – Symphonic Services Division Presentation – Legal Duty of Fair Representation for Orchestra Committees (Rochelle Skolnick); time allowing, follow-up questions about the new IMA with Debbie Newmark

Close Nominations

5:00PM – 7:00PM - DINNER

7:00PM – Town Hall I [*Delegates, Alternate Delegates & Governing Board only*]

FRIDAY – AUGUST 23

9:00AM – 9:45AM – Announcements

Candidate Speeches

Roll Call/Election

9:45AM – 11:15AM – Players Association Structure & Funds – Kevin Case, ICSOM Counsel

11:15AM – 11:30AM – BREAK

11:30AM – 12:30PM – Catalyzing Change (♪)

– Dr. Karen Yair (VP of Knowledge, Learning & Leadership, LAO), Alberto Suarez (Kansas City Symphony), Caen Thomason-Redus (Sr. Dir of Community & Learning, Detroit Symphony)

12:30PM – 2:00PM – LUNCH – **MAL/Delegate** [Rooms TBA]

2:00PM – 3:30PM – Meritocracy Myth – Weston Sprott (Metropolitan Opera Orchestra), Alex Laing (Phoenix Symphony), Shea Scruggs (Strategic Initiatives Consultant)

3:30PM – 5:00PM – Delegate Breakouts: Orchestras by Budget & Pit Orchestras [Rooms TBA]

5:00PM – 7:00PM – Town Hall II [*Delegates, Alternate Delegates & Governing Board only*]

5:00PM – 7:00PM – SSD & Local Officers Discussion – [Boardroom]

7:00 PM – FREE EVENING

SATURDAY – AUGUST 24

9:30AM – 9:45AM – Announcements/Roll Call

9:45AM – 10:45AM – Maintaining Engagement & Unity in Your Orchestra – Meredith Snow, Moderator & Randy Whatley, ICSOM Media Consultant

Greg Mulligan (Baltimore Symphony Orchestra), Kimberly Tichenor (Louisville Orchestra), Micah Howard (Pittsburgh Symphony Orchestra)

10:45AM – 11:00AM – BREAK

11:00AM – 1:30PM – Resolutions

Conference Sites Selection –

2020 – [*Pittsburgh PA – 8/19-22, 2020 – proposed*]

2021 – Milwaukee

2022 and beyond – ?

Good & Welfare

Adjourn

GENERAL SESSIONS MEETING ROOM – PROSPECTOR 1&2
HOSPITALITY SUITE – PRESIDENTIAL SUITE #440
OFFICE – ROOM 300 (3RD FLOOR)
BOARD ROOM – 4TH FLOOR
NEW DELEGATE BREAKFAST – SILVER MINE A
BREAKOUT ROOMS – SILVER MINE A, SILVER MINE B & UINTA ROOM
MAL/DELEGATE LUNCHEON – SILVER MINE A, SILVER MINE B, OUTLOOK ROOM & UINTA ROOM

♪ ♪ ♪

FRIDAY AFTERNOON BREAKOUT GROUPS

Pit Orchestras (*Peter*)

Chicago Lyric Opera, Kennedy Center, The MET, NYC Ballet, NYC Opera, SF Ballet, SF Opera

Group 1 (*Greg, Laura & Michael*)

Atlanta, Baltimore, Detroit, Grant Park, Indianapolis, Minnesota, Nashville, Pittsburgh, San Diego, St Louis, Utah

Group 2 (*Paul & Kim*)

Alabama, Charlotte, Columbus, Grand Rapids, Fort Worth, Hawaii, Jacksonville, Louisville, Puerto Rico, Rochester, Saint Paul, San Antonio, Symphoria, Virginia

Group 3 (*Meredith*)

Boston, Chicago, Cincinnati, Cleveland, Dallas, Houston, LA Phil, National, NY Phil, Philadelphia, SF Symphony

Group 4 (*Dan & Martin*)

Buffalo, Colorado, Florida Orchestra, Kansas City, Milwaukee, New Jersey, North Carolina, Oregon, Phoenix