



INTERNATIONAL CONFERENCE OF  
SYMPHONY AND OPERA MUSICIANS

## 2024 ICSOM Conference

The Benson Portland  
Portland, OR  
August 21 - 24, 2024

### Tuesday – August 20

*Volunteer Event (evening TBA)*

**7:00PM – Pre-Conference Reception** (*London Grill*)

### Wednesday – August 21

**8:30AM - 9:30AM** – Breakfast Orientation [*London Grill*]

#### General Session begins:

**10:00AM – 11:30AM** – Welcome & Introduction of ICSOM Governing Board

Roll Call of Orchestras

Introduction of Guests and Attendees

**Welcoming Remarks** – ICSOM Delegate Zach Galatis & AFM Local 99 President Dana Rokosny

Oregon Symphony Music Director David Danzmayr and President & CEO Isaac Thompson

Waiver of Agenda Order

#### **Officer Reports –**

Secretary, Treasurer & *Senza Sordino* Editor Reports

Approval of ♪ 2023 ICSOM Conference Minutes & ♪ 2024 Officer Reports

Nominating Committee Report

President's Address

Chairperson's Address

**11:30AM – 1:30PM – LUNCH**

**1:30PM – 2:00PM – AFM President Tino Gagliardi**

**2:00PM – 2:15PM - BREAK**

**2:15PM – 3:45 PM – Organizing Victories: Lessons from a Portland Union Leader** – Sarina Roher, secretary-treasurer, Oregon AFL-CIO

**3:45PM – 4:00PM – BREAK**

**4:00PM – 4:45PM – Player Conference Council Panel**

**4:45PM – 5:00PM** – Photo (*hotel lobby staircase*)

**7:00PM – 9:00PM – MIXER** [*Oregon Symphony Event Space*]

**Thursday – August 22**

**8:00AM – 8:45AM** – Yoga w/Holly Slocum [*Crystal Ballroom*]

**General Session:**

**9:30AM – 11:15AM** – Announcements

Roll Call of Orchestras

Nominations

**Presentation – ICSOM Counsel, Kevin Case**

**11:15AM – 1:15PM – LUNCH: Delegate Breakouts by Orchestra Budget Size** (*lunch provided to invited participants*)

**Group 1:** *Alabama, Charlotte, Columbus, Florida, Grand Rapids, Hawai'i, Jacksonville, Louisville, Rochester, St. Paul, Syracuse, Virginia*

**Group 2:** *Buffalo, Chicago Lyric, Colorado, Fort Worth, Grant Park, Kennedy Center, Milwaukee, North Carolina, Oregon, Pacific, Phoenix, SF Opera*

**Group 3:** *Atlanta, Baltimore, Dallas, Detroit, Houston, Indianapolis, Minnesota, Nashville, San Diego, St Louis, Utah*

**Group 4:** *Boston, Chicago, Cincinnati, Los Angeles, MET, National, New York, Philadelphia, San Francisco*

**1:15PM – 3:15PM –**

**Reports:** ICSOM Communications (Mike Muszynski), AFM Strike Fund (Paul Austin & Peter de Boor), CEP (Brian Magnus), Emeritus Program (Paul Gunther)

**SSD Presentations – ♪ Artistry and Accommodation: Assisting Colleagues at the Intersection of Artistic Discipline and the ADA** – Rochelle Skolnick, SSD Director

**ICSOM Wage Charts** – Laurence Hofmann, SSD Contract Administrator

[Close Nominations]

**3:15PM – 3:35PM – BREAK**

**3:35PM – 5:30PM – ♪ Beating Apathy** – Sarah Hughes, Labor Notes

**5:30PM – 7:30PM - DINNER**

**7:30PM – 9:30PM – Town Hall I** [*Delegates, Alternate Delegates & Governing Board only*]

**Friday – August 23**

**9:30AM – 10:00AM** – Announcements

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

Roll Call/Election

**10:00AM – 12:00PM – Beating Bullying Bosses** – Mark Brenner, Labor Notes

**12:00PM – 2:00PM – LUNCH: MAL/Delegate** (*meal provided to invited participants*)

**2:00PM – 3:15PM – Building Belonging in Orchestra Settings** – Jessica Schmidt, Orchestrate Inclusion

**3:15PM – 3:30PM – BREAK**

**3:30PM – 5:30PM – Town Hall II** [*Delegates, Alternate Delegates & Governing Board only*]

- FINAL – 8/20/24 -

**SSD, AFM & Local Officers Discussion [Brighton]**

**5:30 PM – Free Evening**

**Saturday – August 24**

**9:30AM – 12:30PM – Announcements**

Roll Call

**RAINN (Rape, Abuse and Incest National Network) Workshop** – Rebecca Cásarez, M.A., Senior Consultant & Jessica St. Germaine, J.D., Director of Consulting Services (*includes break*)

**12:30PM – 2:00PM – LUNCH**

**2:00PM – end:**

**Resolutions**

**Conference Sites Selection**

2025 – Cleveland OH

2026 – TBD

2027 – TBD

**Good & Welfare**

**Adjourn**

**7:00PM – END OF CONFERENCE RECEPTION (*Crystal Ballroom*)**

**MEETING ROOMS:**

**GENERAL MEETING ROOM:** MAYFAIR BALLROOM [MEZZANINE LEVEL]

**OFFICE:** #227 [2<sup>ND</sup> FLOOR]

**BOARD ROOM:** BRIGHTON ROOM [ 2<sup>ND</sup> FLOOR]

**HOSPITALITY:** #1220

**BREAKOUT ROOMS:** BRIGHTON, WINDSOR, CAMBRIDGE & OXFORD ROOMS [2<sup>ND</sup> FLOOR]

**TUESDAY EVENING RECEPTION, ORIENTATION BREAKFAST, & SATURDAY EVENING RECEPTION:**  
LONDON GRILL [LOWER LEVEL]

**MIXER:** OREGON SYMPHONY EVENT SPACE

**YOGA WITH HOLLY SLOCUM** [CRYSTAL BALLROOM]

*GENTLE YOGA FOCUSING ON SHOULDERS, THORACIC SPINE, HIPS ENDING W/DEEP RELAXATION –  
NO MATS REQUIRED]*