



INTERNATIONAL CONFERENCE OF
SYMPHONY AND OPERA MUSICIANS

2025

ICSOM Conference
Crown Plaza Cleveland at Playhouse Square
Cleveland, OH

August 20 - 23, 2025

TUESDAY – AUGUST 19

9:00AM – EARLY AFTERNOON: GOVERNING BOARD MEETING

*4:00PM – 6:00PM – New Delegate Orientation

EVENING OFF

WEDNESDAY – AUGUST 20

General Session begins: *****(TBD – start time could be as early as 9AM)***

9:30AM – 11:45AM – Welcome & Introduction of ICSOM Governing Board

Roll Call of Orchestras

Introduction of Guests and Attendees

Welcoming Remarks – Conference Coordinator Jake Weichert & The Cleveland Orchestra ICSOM
Delegate Charles Paul

AFM Local #4 President Leonard DiCosimo

The Cleveland Orchestra President & CEO André Gremillet

ICSOM Membership Committee Report – Laura Ross, chair

Officer Reports –

Secretary, Treasurer & *Senza Sordino* Editor Reports

Approval of 2024 ICSOM Conference Minutes & 2025 Officer Reports

Nominating Committee Report – Mike Sutton, chair

President's Address

Chairperson's Address

11:45AM – 1:45PM – LUNCH (*ON YOUR OWN*)

1:45PM – Announcements & Nominations

-DRAFT – 8/4/25 –

-(subject to change)-

1:50PM – 2:30PM – AFM President

2:30PM – 2:45PM – BREAK

**2:45PM – 4:00PM – Labor Presentation with North Shore AFL-CIO Federation of Labor
(Cleveland) Executive Secretary Harriet Applegate and Local 4 President Leonard DiCosimo**

4:00PM – 4:15PM – BREAK

4:15PM – 5:15PM – Player Conferences Council – ROPA, RMA & TMA

Conference Sites Selection –

2026 – TBD – [*Hawai‘i*]

2027 – TBD – [*New York/New Jersey?*]

2028 – ?

7:00PM – 9:00PM – MIXER @ HOFBRAU HAUS

THURSDAY – AUGUST 21

9:00AM – 11:00AM – Town Hall I [*Delegates, Alternate Delegates & Governing Board only*]

11:00AM – 12:30PM – MAL/DELEGATE LUNCH

General Session:

12:45PM – 1:30PM – Roll Call of Orchestras

Nominations

Reports: ICSOM Communications (Mike Muszynski), AFM Strike Fund (Peter de Boor), Emeritus
Program (Paul Gunther)

1:30PM – 1:45PM – BREAK

**1:45PM – 3:15PM – SSD Presentation – Introduction to the New AFM Code of Conduct and the #NotMe
app – SSD Director Rochelle Skolnick**



PIN: 1896AFM

ICSOM Wage Charts – SSD Communication & Data Coordinator Laurence Hofmann

Integrated Media Agreement (IMA) – SSD Electronic Media Director Debbie Newmark

Close Nominations

3:15PM – 3:30PM – BREAK

3:30PM – 5:00PM – Jessica Schmidt, Orchestrate Inclusion

EVENING OFF – [*7PM - SYMPHONY @ SEVERANCE CONCERT – OPTIONAL*]

-DRAFT – 8/4/25 –
-(subject to change)-

FRIDAY — AUGUST 22

9:30AM – 10:30AM – Announcements

Candidate Speeches

Roll Call/Election

Milwaukee Symphony Audition/Tenure Discussion – ICSOM Counsel Kevin Case and Milwaukee Symphony Alternate ICSOM Delegate Robert Levine

10:30AM – 10:45AM – BREAK

10:45AM – 12:30PM – Individual Agreements Panel

Nicole Jordan (Philadelphia), Elizabeth Rowe (Boston, retired), Caitlyn Valovick-Moore (Utah);
Moderator – Kevin Case

12:30PM – 2:00PM – LUNCH (*ON YOUR OWN*)

2:00PM – 2:15PM – Announcements

2:15PM – 3:45PM – How Trump 2.0 Is Going to Affect Us – Kevin Case

3:45PM – 4:00PM – BREAK

4:00PM – 6:00PM – Town Hall II [*Delegates, Alternate Delegates & Governing Board only*]

SSD & Local Officers Discussion [*Board Room*]

EVENING OFF

SATURDAY — AUGUST 23

8:30AM – 9:45AM – Breakout Sessions by Orchestra Budget Size

9:45AM – 10:00AM – BREAK

10:00AM – 11:00AM – Announcements

Roll Call

TBD – Guest Speaker

[HOLD] Musicians Against Dictators (MAD) Rally at East 14th St. & Euclide Ave.

12:45PM – 2:00PM (*estimated*) –

Resolutions

Good & Welfare

ADJOURN