

2018 ICSOM Conference Resolutions

Bill Foster Retirement

Whereas, Following a distinguished career since joining the viola section of the National Symphony Orchestra in 1968, Bill Foster announced his intention to retire at the end of the 2017-18 season; and

Whereas, Bill Foster held numerous leadership positions in the National Symphony, including the Assistant Principal Viola chair from 1980 to 2006, and the chairmanship of the orchestra's negotiating and orchestra committees; and

Whereas, Foster's work was exemplary as the National Symphony's ICSOM Delegate, as a long-term member and later Chairman of ICSOM's Electronic Media Committee, and as a rank-and-file union Trustee for the American Federation of Musicians and Employers' Pension Fund from 2003 to 2010; therefore, be it

Resolved, That the Delegates to the 2018 ICSOM Conference offer their profound gratitude and admiration to Bill Foster upon his retirement from the National Symphony Orchestra after 50 years, and wish him and his family a well-deserved rest, and success in any future endeavors.

Adopted by Unanimous Consent at the ICSOM Conference on 8/25/18

Screen Use During Auditions

Whereas, ICSOM is committed to a fair orchestral hiring process based solely on merit; and

Whereas, Preserving anonymity of candidates is a key part of such a fair process; and

Whereas, Nearly every ICSOM orchestra currently accomplishes the preservation of anonymity through the use of screens during auditions; and

Whereas, The use of screens was instrumental in rectifying long-standing discrimination against female musicians; and

Whereas, In many ICSOM orchestras, screens are removed from later audition rounds and as a result anonymity of candidates is sacrificed; and

Whereas, There currently exists an underrepresentation of African American, Latinx, and other minority musicians in orchestras, especially compared to the populations of the cities in which most of our orchestras perform; and

Whereas, Preserving anonymity of candidates by keeping screens up through the entire audition process is an important step towards rectifying such underrepresentation; therefore, be it

Resolved, That the Delegates and Officers to the 2018 ICSOM Conference encourage all orchestras to adopt an audition process that retains screens throughout every individual round of the audition.

Adopted at the 2018 ICSOM Conference on 8/25/18

Non-union Recording

Whereas, Many for-profit employers have been actively seeking to hire union musicians for non-union recording projects, including the recording of soundtracks for video games, movies, and similar projects; and

Whereas, Non-union recording of such soundtracks is inherently destructive to the terms and conditions of employment of all musicians, and inherently destructive to our Union; and

Whereas, The loss of pension contributions from employers recording such soundtracks has had a deleterious effect on the financial condition of the AFM-EPF; and

Whereas, Some members of ICSOM orchestras are among the musicians who have agreed to participate in such non-union recording projects; therefore, be it

Resolved, That the Delegates and Officers to the 2018 ICSOM Conference call on all musicians in ICSOM orchestras to reject any and all offers of employment for non-union recording projects, including the recording of soundtracks for video games, movies, and similar projects.

Adopted at the 2018 ICSOM Conference on 8/25/18

#MeToo

Whereas, ICSOM has long advocated that our employers provide a workplace free from discrimination, harassment, and bullying; and

Whereas, Alleged instances of egregious sexual harassment and misconduct in the orchestra world have been widely reported recently; and

Whereas, There is growing societal awareness that such behavior is totally unacceptable, as reflected in the #MeToo movement; and

Whereas, ICSOM fully supports musicians who have come forward to report such behavior; therefore, be it

Resolved, That the Officers and Delegates to the 2018 ICSOM Conference call on our employers to ensure that musicians are afforded a workplace devoid of discrimination, harassment, and bullying; and, be it further

Resolved, That employers and ICSOM members work to create a culture in which musicians are comfortable coming forward to report instances of discrimination, harassment, and bullying.

Adopted at the 2018 ICSOM Conference on 8/25/18

Librarians in Bargaining Units

Whereas, Orchestra managements often view Orchestra Librarians as clerical employees, who are hired for low wages and poor benefits and without due consideration of their training and experience; and

Whereas, Orchestra Librarians are an integral part of any symphonic orchestra and are professional musicians; and

Whereas, Orchestra Librarians must have special skills to successfully service the needs of performing musicians; and

Whereas, It is in the best interests of these performing musicians to have representation in the hiring and dismissal procedures of its Orchestra Librarians; and

Whereas, ICSOM has a long and consistent history of recognizing and supporting Orchestral Librarians as colleagues to be included in their orchestral bargaining units; and

Whereas, ICSOM adopted such a resolution at the 1997 Conference; and

Whereas, Even with recent successes in several orchestras using the *Armour-Globe* NLRB decision to include their Orchestra Librarians, there are several member orchestras in which the Orchestra Librarians still are not members of the bargaining unit; therefore, be it

Resolved, That the Officers and Delegates to the 2018 ICSOM Conference encourage ICSOM Orchestras in which Orchestra Librarians are not members of the bargaining unit to seek the inclusion of said Orchestra Librarians at the earliest opportunity.

Adopted at the 2018 ICSOM Conference on 8/25/18