



INTERNATIONAL CONFERENCE OF  
SYMPHONY AND OPERA MUSICIANS

*TUESDAY – AUGUST 19*

**4:00PM – 6:00PM** – New Delegate Orientation [STATE ROOM]

EVENING OFF



**WEDNESDAY – AUGUST 20**

**General Session begins – [PALACE BALLROOM]:**

**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

**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 Secretaries Harriet Applegate (2007-20) and Leonard DiCosimo (2023-24)

**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** [*Delegates & Governing Board only*]

### General Session:

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

Nominations

**Reports:** ICSOM Communications (Mike Muszynski), Social Media (Rebecca Matayoshi), AFM Strike Fund (Peter de Boor), Emeritus Program (Paul Gunther)

**1:30PM – 1:45PM – BREAK**

**1:45PM – 3:15PM – SSD Presentations – ♪ 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 – 3:25PM – BREAK**

**3:25PM – 5:00PM –**

Announcements

**♪ Engaging in Difficult Conversations – Jessica Schmidt, Orchestrate Inclusion**

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



## FRIDAY — AUGUST 22

**9:30AM – 10:30AM – Announcements**

Candidate Speeches

Roll Call/Election

**Milwaukee Symphony Orchestra Audition/Tenure Discussion – ICSOM Counsel Kevin Case and Milwaukee Symphony Orchestra 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** /HANNA ROOM/

EVENING OFF



## SATURDAY – AUGUST 23

**9:30AM – 11:00AM – Breakout Sessions by Orchestra Budget Size**

**Group 1** – *Met Opera, LA Phil, Boston, Chicago, Chicago Lyric, Cincinnati, Cleveland, National, NY Phil, Philadelphia, SF Ballet, SF Opera, SF Symphony*

**Group 2** – *Atlanta, Baltimore, Dallas, Detroit, Houston, Indianapolis, Kennedy Center, Minnesota, Pittsburgh, Saint Louis, San Diego, Utah*

**Group 3** – *Buffalo, Charlotte, Colorado, Florida, Fort Worth, Jacksonville, Kansas City, Milwaukee, Nashville, New Jersey, North Carolina, Oregon, Pacific*

**Group 4** – *Alabama, Columbus, Grand Rapids, Grant Park, Hawai'i, Louisville, Phoenix, Puerto Rico, Rochester, St. Paul Chamber, Syracuse, Toledo, Virginia*

**11:00AM – 11:15AM – BREAK**

**11:15AM – 11:30AM – Announcements**

Roll Call

**Guest Speaker** – US Senator Sherrod Brown, representing Ohio from 2007 to 2025

**12:00PM – 12:30PM** – Musicians Against Dictators (MAD) Rally at Perk Park 1717 East 12<sup>th</sup> Street

*[QR code for words at Rally]*



**12:30PM – 12:45PM – BREAK** [RETURN TO HOTEL]

**12:45PM – 2:00PM (estimated) –**

**Resolutions**

**Good & Welfare**

**ADJOURN**



### MEETING ROOMS:

**GENERAL MEETING ROOM:** PALACE BALLROOM – [2<sup>ND</sup> FL]

**OFFICE:** HIPPODROME RM – [3<sup>RD</sup> FL]

**BOARD ROOM:** HANNA ROOM – [3<sup>RD</sup> FL]

**HOSPITALITY:** #1410

**BREAKOUT ROOMS:** ALLEN {*Jack Latta/Group 1*}, EMBASSY {*Rebecca Matayoshi/Group 2*}, ROXY {*Kim Tichenor/Group 3*}, & HANNA {*Sharon Yamada/Group 4*} [ALL ON 3<sup>RD</sup> FL]

**TUESDAY NEW DELEGATE ORIENTATION:** STATE ROOM – [3<sup>RD</sup> FL]

**MIXER:** HOFBRAU HAUS