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Alabama Symphony Orchestra  
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Chicago Lyric Opera Orchestra  
Chicago Symphony Orchestra  
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The Cleveland Orchestra  
Colorado Symphony Orchestra  
Columbus Symphony Orchestra  
Dallas Symphony Orchestra  
Detroit Symphony Orchestra  
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Fort Worth Symphony Orchestra  
Grand Rapids Symphony  
Grant Park Orchestra  
Hawaii Symphony Orchestra  
Houston Symphony  
Indianapolis Symphony Orchestra  
Jacksonville Symphony  
Kansas City Symphony  
Kennedy Center Opera House Orchestra  
Los Angeles Philharmonic  
Louisville Orchestra  
Metropolitan Opera Orchestra  
Milwaukee Symphony Orchestra  
Minnesota Orchestra  
Nashville Symphony  
National Symphony Orchestra  
New Jersey Symphony Orchestra  
New York City Ballet Orchestra  
New York City Opera Orchestra  
New York Philharmonic  
North Carolina Symphony  
Oregon Symphony Orchestra  
The Philadelphia Orchestra  
Phoenix Symphony  
Pittsburgh Symphony Orchestra  
Orquesta Sinfónica de Puerto Rico  
Rochester Philharmonic Orchestra  
Saint Louis Symphony  
The Saint Paul Chamber Orchestra  
San Antonio Symphony  
San Diego Symphony Orchestra  
San Francisco Ballet Orchestra  
San Francisco Opera Orchestra  
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Symphoria  
Utah Symphony  
Virginia Symphony Orchestra

Press Release 6-17-2019

FOR IMMEDIATE RELEASE:

CONTACT: Meredith Snow

Telephone Number: (818) 786-3776

E-mail Address: meredsnow@gmail.com

Company: International Conference of Symphony and Opera  
Musicians (ICSOM)

Web site address: www.icsom.org

**TO: All the Musicians of ICSOM and the AFM**

**FROM: The Governing Board**

**Dear Friends and Colleagues,**

As of today, the musicians of the Baltimore Symphony have been locked out. After more than a year of talking and playing, countless hours of community outreach and even securing a pledge of \$3.2 million dollars from the Maryland State Legislature, the musicians were stunned two weeks ago when management disingenuously cancelled the summer season; and now, management has decided to employ the vilest of labor tactics to get what it wants.

Management is demanding that the season be cut from 52 to 40 weeks—with devastating effects on the musicians' annual salary—and that the number of musicians in the orchestra be reduced.

It is essential that the musicians of ICSOM respond whenever and wherever our members are in need. It is through our united network of orchestras that we can effectively articulate to our managements that a move against one of us is a move against all of us. Let this serve as a **CALL TO ACTION** for our membership. The unity and generosity of all ICSOM musicians, along with our brothers and sisters in ROPA, OCSM, RMA, TMA and throughout the AFM has been an inspiration to our members and a cautionary tale to our managements.

The musicians of the **Atlanta Symphony Orchestra** have generously offered a lead donation of \$10,000 for our colleagues in BSO, along with the musicians of the **Kansas City Symphony**, who have pledged \$3000.

The support of our ICSOM orchestras in these *Calls to Action* has been extraordinary and makes a tangible difference in the lives of our fellow musicians. Now the musicians of the Baltimore Symphony Orchestra need your help. What happens in Baltimore affects us all. If we respond effectively to every Call, we

demonstrate the power in collective action as we spread the positive community message of the musicians of ICSOM.

Thank you for your generosity.  
Meredith Snow, Chair  
The ICSOM Governing Board

Checks made payable to: Baltimore Symphony Musicians, Inc.  
Please send donations to:

Greg Mulligan  
Co-Chair, Baltimore Symphony Players Committee  
11955 Long Lake Drive  
Reisterstown, MD 21136

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The International Conference of Symphony and Opera Musicians (ICSOM) represents over 4000 symphonic musicians in the top 52 orchestras in the United States. ICSOM's mission is to promote a better and more rewarding livelihood for the skilled orchestral performer and to enrich the cultural life of our society.

Please contact ICSOM Chair Meredith Snow at (818) 786-3776, or by writing [meredsnow@gmail.com](mailto:meredsnow@gmail.com).

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