

## 2024 ICSOM Adopted ICSOM Bylaw Changes and Resolutions

The following changes to the ICSOM Bylaws were adopted\*:

### Article IX – DUES and FINANCES Section 7

Whereas, The role that members-at-large play on the governing board has expanded and their contribution has long gone unrecognized and unpaid; therefore, be it

**Resolved**, That **Article IX – DUES and FINANCES Section 7**, be amended to read:

The Chairperson shall receive a yearly honorarium of \$3,000. The President, Secretary, Treasurer, and Editor of *Senza Sordino* shall each receive a yearly honorarium of \$2,000. Each Member at Large shall receive a yearly honorarium of \$1,000. The Secretary shall also receive an additional \$700 in recognition of his/her efforts in compiling, preparing, and distributing the minutes of the Annual Conference. The Editor of *Senza Sordino* shall also receive an additional honorarium of \$150 per edition of *Senza Sordino* in recognition of his/her efforts in the preparation and distribution of said publication.

\*This bylaw now requires ratification by a majority of ICSOM member orchestras within 90 days from conference adoption on August 24, 2024

### Article VII – MEETINGS, Section 8

Whereas The conference agenda order specified in **Article VII – MEETINGS, Section 8**, has been waived several times in the past few years; and

Whereas, Allowing the Governing Board to determine the order will improve the flow of the conference but still assure all items are included in the conference agenda; therefore be it

**Resolved**, That the following changes be implemented:

The ~~order of~~ business shall include the following ~~be as follows,~~ with the order of presentation determined by the Governing Board ~~unless changed by a majority of voting delegates present:~~

1. Chairperson's Report
2. President's Report
3. Secretary's Report
4. Treasurer's Report
5. Report of the Editor of *Senza Sordino*
6. Committee Reports
7. Unfinished Business
8. New Business
9. Choice of Location of Future Meetings
10. Good and Welfare

### Entirety of ICSOM Bylaws replace gendered pronouns with non-gendered pronouns

Whereas, ICSOM bylaws should reflect a culture of inclusivity; therefore, be it

**Resolved**, That all gendered pronouns in the ICSOM bylaws shall be replaced with non-gendered pronouns.

## Resolutions Adopted at the 2024 ICSOM Conference

### Support for Victims and Survivors of Sexual Misconduct

Whereas, There have been significant events that have publicly come to light involving victims and survivors of sexual assault and harassment within our industry; and

Whereas, An environment still exists in which power structures create an atmosphere where some can act with impunity; and

Whereas, All musicians have the right to be treated with dignity and respect, free of harassment or harm; and

Whereas, Musicians have a right to feel safe and heard in reporting acts of sexual misconduct; therefore, be it

**Resolved**, That the officers and delegates to the 2024 ICSOM Conference stand in solidarity with and support of all victims of sexual misconduct within our member orchestras; and, be it further

**Resolved**, That the officers and delegates of ICSOM commit to providing resources for support and healing of survivors of sexual assault and harassment within our member orchestras, and urge that all orchestra musicians, employers, the AFM, and AFM Locals take steps to eliminate all forms of sexual misconduct.

### Support of Mass Transit

Whereas, A thriving orchestra both depends on and contributes to a vital urban center; and

Whereas, A vital urban center is in turn dependent on the safe and easy movement of its citizens; and

Whereas, Reliance on private automobiles for such movement contributes to climate change, creates other forms of air pollution, and reduces the walkability of the city, which in turn makes it less vital; and

Whereas, Many metropolitan transit systems have been experiencing crises since the pandemic, including New York, Chicago, and Washington DC; therefore, be it

**Resolved**, That the officers and delegates to the 2024 ICSOM Conference call for increased public support for mass transit and urge all ICSOM members to take action locally to increase that support.

### Remembering Frances Darger

Whereas, When Frances Darger retired in 2012, at age 87, from the Utah Symphony, she held the unofficial world record for the longest tenure of any musician performing with an orchestra; and

Whereas, Frances was a strong supporter of the AFM and continued to support the Utah Symphony by attending concerts and remaining in Local 104 and ICSOM as an emeritus member; and

Whereas, In 1942, at age 17, she joined what would become the Utah Symphony and played there for 69 years, dying on July 30, 2024, of natural causes at the age of 99; and

Whereas, The *Salt Lake Tribune* wrote about Frances, paying tribute to her contributions to the Salt Lake community; therefore, be it

**Resolved**, That the officers and delegates to the 2024 ICSOM Conference recognize and honor Frances Darger for her strength and support to the larger family of union musicians.

### **Thanking Bert Witzel**

Whereas, In 2022, Bert Witzel of the Indianapolis Symphony Orchestra took on the significant responsibility of redesigning the ICSOM website; and

Whereas, He conducted extensive research to design a new, more modern front end to the ICSOM website; and

Whereas, Bert's expertise and vision led to substantial enhancements to the ICSOM website, notably improving its user-friendliness on mobile devices; therefore, be it

**Resolved**, That the officers and delegates to the 2024 ICSOM Conference extend their deepest gratitude and appreciation to Bert Witzel for his dedicated efforts in ensuring that ICSOM continues to communicate effectively.

### **Thank Rob Schumitzky**

Whereas, Rob Schumitzky has been a member of the Pacific Symphony for the past 31 years; and

Whereas, He has served on numerous committees for the Pacific Symphony, including as union steward since 1998 and on the orchestra's current negotiating committee; and

Whereas, Rob was the first delegate to represent the Pacific Symphony when it joined ICSOM in 2021; and

Whereas, He was elected to fill a one-year position as ICSOM member-at-large in 2023; and

Whereas, Rob will step down at the end of this conference; therefore, be it

**Resolved**, that the officers and delegates to the 2024 ICSOM Conference offer their thanks to Rob Schumitzky for his service on the ICSOM Governing Board during the 2023-24 season, and offer him their very best wishes during the upcoming 2024-25 negotiations for the Pacific Symphony, and for all his future endeavors.

### **Thank Jessica Phillips**

Whereas, Jessica Phillips has been a member of the Metropolitan Opera Orchestra since 2001; and

Whereas, She has been in many leadership positions in her orchestra, and has also served on the orchestra's negotiating and orchestra committees; and

Whereas, Jessica is also a dedicated teacher at The Juilliard School and the Manhattan School of Music Center for Community Impact and Career Readiness; and

Whereas, She has co-founded a nonprofit organization—the MET Orchestra Musicians—in 2014, through which the MET Orchestra gives back to underserved communities in and around New York City, along with K+P Strategy, which disrupts the perception of classical music as inaccessible, irrelevant, and high-brow; and

Whereas, Jessica was elected to fill a one-year position as ICSOM member-at-large in 2023; and

Whereas, She will step down at the end of this conference; therefore, be it

**Resolved**, That the officers and delegates to the 2024 ICSOM Conference offer their gratitude to Jessica Phillips for her service on the ICSOM Governing Board during the 2023-24 season, and extend their best wishes for many years of success in her career and in all her future endeavors on behalf of musicians.

### Thank Paul Austin and Confer the Title of ICSOM President Emeritus

Whereas, Paul Austin has been a member of the Grand Rapids Symphony since 1999, serving his orchestra on numerous committees and as his orchestra's first ICSOM Delegate; and

Whereas, He has also contributed on a national level, serving as member-at-large and vice-president of ROPA until the Grand Rapids Symphony joined ICSOM in 2013; and

Whereas, In 2015, Paul was elected to a two-year term as ICSOM member-at-large, followed by his election in 2017 to the office of ICSOM president; and

Whereas, During his seven-year tenure as ICSOM president, he oversaw all of ICSOM's social media, led the charge to revive the ICSOM Conductor Evaluation Program and move it online, hosted ICSOM's successful 60<sup>th</sup> anniversary conference in 2022, and established ICSOM's monthly video series *Musician Profiles: Celebrating Racial Diversity*, which he hosted in its first season; and

Whereas, In 2023, Paul assumed a greater role supporting his colleagues in the Grand Rapids Symphony along with all the members of AFM Local 56 – Grand Rapids MI, by serving as its secretary-treasurer; and

Whereas, Paul will step down as ICSOM president at the end of this conference; therefore, be it

**Resolved**, That the officers and delegates to the 2024 ICSOM Conference offer their immense gratitude for the leadership, advocacy, and service Paul Austin exhibited during his nine-year tenure as member-at-large and ICSOM president; and be it further

**Resolved**, That in recognition of his dedication and service to ICSOM, the title of president emeritus be conferred to Paul Austin, along with appreciation and best wishes from the entire membership of ICSOM, and the many orchestras in the United States and Canada who have benefited from his continuing advocacy on their behalf.