

Senza Sordino

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2025 Conference Report

by Laura Ross, ICSOM Secretary

The Musicians of The Cleveland Orchestra (TCO) and the Cleveland Federation of Musicians, Local 4 AFM hosted this year's ICSOM Conference on August 20–23 at the Crown Plaza Cleveland at Playhouse Square, beginning with an expanded new delegate orientation session held the evening before the start of the conference on Tuesday evening.

Wednesday began with the traditional roll call of orchestras, introductions of officers and guests, and welcoming remarks from our conference hosts—TCO ICSOM Delegate Charles Paul and Local 4 President Leonard DiCosimo—and The Cleveland Orchestra's President and CEO André Gremillet. Any conference is special when ICSOM welcomes a new orchestra to its membership, and this year ICSOM welcomed the Toledo Symphony back into the fold, having stepped away from ICSOM upon the formation of ROPA.



James T. Green

Following brief officer reports (in addition to their required written reports), ICSOM President Nicole Jordan (Philadelphia Orchestra) spoke about her efforts to increase ICSOM's visibility in the industry, and ICSOM Chairperson Keith Carrick (Utah Symphony) addressed the multitude of attacks on labor and funding that affect collective bargaining and our orchestras, urging ICSOM's members to demand and practice democratic values.

AFM President Tino Gagliardi addressed the conference in the afternoon and spoke about some of the issues he has focused on this past year, such as immigration and cultural exchange issues, coalition building with other entertainment unions, the threat of replacement by AI, and upcoming and ongoing contract negotiations, including for the Integrated Media Agreement.

Delegates had a lively discussion and voted to accept the Hawai'i Symphony's bid to host the 2026 conference from August 19–22, 2026, at the Waikiki Marriott Hotel and Resort. Delegates also approved conference hosting in 2027 by the four orchestras in the New York area (New York Philharmonic, New York City Ballet Orchestra, Metropolitan Opera Orchestra, and the New Jersey Symphony Orchestra). A further bid from the Indianapolis Symphony Orchestra to host the 2028 conference was also accepted.

Cleveland Federation of Musicians Local 4 President Leonard DiCosimo joined his colleague, former executive secretary of the North Shore AFL-CIO Federation of Labor (Cleveland), Harriet Applegate (Local 4), in a discussion of the importance of allying with other labor organizations and how they can help and coordinate messages through social media. This was followed by a discussion between ICSOM, ROPA, RMA, and TMA leadership, and brief remarks from AFM Vice-President from Canada, Allistair Elliot. That evening, Local 4 hosted the ICSOM Mixer, complete with entertainment by the Athena String Quartet, at the Hofbrau Haus.

Thursday morning began with internal meetings between delegates and the Governing Board with the first of two town halls, followed by a luncheon with delegates and their members-at-large. After lunch the conference continued with reports about the AFM Strike Fund, ICSOM communications, and a presentation about ranked voting (an idea under consideration after some previous conferences devolved into multiple rounds of balloting.)

This was followed by presentations from Symphonic Services Division (SSD) as Laurence Hofmann discussed the ICSOM wage chart and Debbie Newmark talked about the upcoming Integrated Media Agreement (IMA) negotiations with the Employers Media Association (EMA) utilized by 126 orchestras, the handful of alternative individual IMA agreements, the approval responsibilities orchestra committees should follow in the IMA, and a new project approval agreement designed to facilitate discussions between management and the committee. SSD Director Rochelle Skolnick gave a presentation about the new AFM Code of Conduct, discussed how due process has been eroded by the Trump administration, and the new #NotMe app that is intended to be used to report discrimination and harassment to the AFM.

Nominations closed and all officers were elected by acclamation: Keith Carrick as chairperson, Mike Muszynski (Indianapolis Symphony Orchestra) as editor, Jack Latta (Grand Rapids Symphony) as member-at-large, and new board members Rob Schumitzky (Pacific Symphony) as treasurer—replacing Peter de Boor (Kennedy Center Opera House Orchestra)—and Thomas Burge (Charlotte Symphony)—replacing Kim Tichenor (Louisville Orchestra)—as member-at-large.

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Chairperson's Column

Choose Each Other

By Keith Carrick

This past year has tested our resolve as union musicians. We have watched unlawful interference with the institutions that protect working people, from the illegal removal of National Labor Relations Board Commissioner Gwynne Wilcox (leaving the agency without a quorum) to the gutting of the Federal Mediation and Conciliation Service, to executive actions aimed at ending collective bargaining for more than a million federal employees. When agencies like the VA and EPA notified employees that their contracts were terminated, the message was clear: if politics can subvert labor law, every union is at risk.

Our response must be equally clear. There was a time before the National Labor Relations Act, when workers used tactics the law now prohibits. We gave up those tactics because the law gave us fair alternatives. If those alternatives disappear, we will bring them back. We will not fight with one arm tied behind our backs.

Even in crisis, collective action works. Government workers who were unlawfully fired continue to organize. Immigrant advocates persist despite threats. Musicians in Utah proved a billionaire wrong about the value of their hall. After wildfires devastated the homes of members of the LA Phil and Pacific Symphony, ICSOM raised more than \$150,000 to help our colleagues rebuild. These are not fruitless gestures; they are proof that we can make a difference when we work together.

Courage is not the absence of fear; it means choosing each other despite it. We will outwork, outsmart, and outlast those who would strip away rights and freedoms.

If we expect democracy to thrive nationally, we must practice it in our orchestras. That means defending rights not only at the ballot box and bargaining table, but also in how we treat one another, how we communicate, how we lead, and how we hold power accountable at work. This is why culture change is not a distraction from the political moment; it is part of the solution.

The ICSOM Governing Board is committed to this work, but culture change is built by members, not mandated from above. Delegates are the bridge between ICSOM and each orchestra, bringing back resources, asking hard questions, and helping colleagues understand both their power and responsibilities. Take a moment to thank your delegate for the work they do, the committees they serve on, and the steady push they provide at home.

Auditions, tenure, and committees are systems that our predecessors created to solve practical problems. They are expressions of our culture but our culture runs deeper than these systems. Culture is rooted in shared values and norms: what we tolerate, how we establish boundaries, and how we communi- >>



Scott Jarvie



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Governing Board

Keith Carrick, Chairperson
Utah Symphony
1529 E Parkway Avenue
Salt Lake City, UT 84106
301-639-6614
keith.carrick@gmail.com

Nicole Jordan, President
The Philadelphia Orchestra
1401 Spruce Street, Apt. 1711
Philadelphia, PA 19102
470-891-1386
njordanigb@gmail.com

Laura Ross, Secretary
Nashville Symphony
1609 Tammam Drive
Nashville, TN 37206
615-227-2379
lar2vln@comcast.net

Rob Schumitzky, Treasurer
Pacific Symphony
3 Coral Reef
Newport Coast, CA 92657
714-906-4024
rschumitzky@aol.com

Mike Muszynski, Senza Sordino Editor
Indianapolis Symphony Orchestra
450 E Ohio Street, Apt. 114
Indianapolis, IN 46204
224-558-0342
editor@icsom.org

Thomas Burge, Member at Large
Charlotte Symphony Orchestra
2433 Kingsbury Drive
Charlotte, NC 28205
704-516-4546
thomasburge2004@gmail.com

Jack Latta, Member at Large
Grand Rapids Symphony
1426 Valley Avenue NW
Grand Rapids, MI 49504
308-340-5483
jacklattapercussion@gmail.com

Rebecca Matayoshi, Member at Large
Hawai'i Symphony Orchestra
2273 Julian Avenue
San Diego, CA 92113
773-899-3748
rebecca.matayoshi@gmail.com

Sharon Yamada, Member at Large
New York Philharmonic
137 Tappan Road
Norwood, NJ 07648
201-750-1231
yamada@optonline.net

Kevin Case, ICSOM General Counsel
Case Arts Law LLC
53 W. Jackson Blvd., Suite 209
Chicago, IL 60604
312-234-9926 • Fax 312-962-4908
kcase@caseartslaw.com

Subscriptions: \$10 per year, payable to ICSOM Inc.,
c/o Rob Schumitzky, Treasurer, 3 Coral Reef, Newport Coast, CA 92657.

Report delivery-related problems to Mike Muszynski, Editor, 450 E Ohio Street, Apt. 114, Indianapolis, IN 46204.

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It's easy to get discouraged by change, but we have evolved before, and we can again. Early on, musicians fought for a voice in the hiring process. Later, we advocated for screens and carpets to reduce bias and expand opportunity. Today, members are asking how to build real racial diversity. Adjusting audition processes may help, but policy alone will not succeed unless it reflects clearly articulated values that we understand and own. This is what we mean by culture change.

The same is true for misconduct. Current approaches often produce expediency instead of justice. "Star culture" undermines fairness, discourages consistent enforcement, and erodes trust. Policies and training sessions matter, but without a values-driven culture, they will fall short. We must define our standards, live them, and hold each other accountable.

We can achieve these changes through organizing. Organizing turns big ideas into steady, cumulative action. It starts small: a conversation with a stand partner about what professionalism means, what a healthy workplace looks like, and how we want to treat one another. These discussions are scary and difficult, but the cost of silence is higher. Over time, small steps become statements of shared values, codes of conduct, and contract language that align with them.

Good intentions are not enough. Each of us has a responsibility to our colleagues and to our orchestras. Ask yourself: what kind of workplace do you want? What are you willing to risk? How hard are you willing to work to build it? Change is coming, either shaped by us or imposed on us.

The Governing Board will support and encourage, but we cannot do this work for you. What you choose to do next will determine whether your orchestra is a place where people can thrive, or a place that poisons the very art we serve.

History will ask what it meant to be an orchestral musician in this moment. Will it say we protected one another? Chose courage over fear? Built spaces where people could do their best work? Let's make sure the answer is yes. 

Conference Report *continued from page 1*

Orchestrate Inclusion's Jessica Schmidt's presentation "Tools For Difficult Conversations" included time for small-group discussion about a time they engaged in a challenging conversation and offered ideas to put into practice when preparing for such conversations. That evening many delegates and guests purchased tickets to hear The Cleveland Orchestra (TCO) perform Chopin and Rachmaninoff at Severance Hall followed by a small reception backstage with a number of TCO musicians after the concert.

Following adoption of a resolution to be presented to Senator Sherrod Brown on Saturday, Friday began with a presentation by Robert Levine (Milwaukee Symphony Orchestra) and ICSOM Counsel Kevin Case. The orchestra had just completed negotiations that included significant changes to their audition and tenure provisions. (Levine attended negotiations as president of Local 8 as he retired August 31 from the orchestra as principal violist.) Such changes included viewing auditions and tenure together as a single hiring process, preserving candidate anonymity as much as possible during playing rounds, giving probationary musicians multiple opportunities for feedback, and implementing a background-

check process for audition winners. The default tenure period also was shortened to one year.

A panel discussion regarding individual agreements was moderated by Kevin Case; panelists included Elizabeth Rowe (Boston Symphony, retired), Nicole Jordan (Philadelphia Orchestra), and Caitlyn Valovick-Moore (Utah Symphony). This panel was intended to encourage beginning conversations in orchestras regarding replacing individually-negotiated contract terms with collectively bargained terms for principals and other titled players. That would not mean the elimination of overscale or other favorable terms, but would instead have those terms collectively bargained instead of leaving it up to individuals to negotiate for themselves. While admitting it is challenging to begin thinking about this topic, each member shared difficulties they faced when bargaining overscale as a wind doubler, a librarian, and a principal wind player. Their experiences were awful but unfortunately not surprising. They were lied to, one was expected to work for free before her job actually began, and management would refuse to negotiate for extended periods of time. The lack of transparency in overscales, the liberal leave allowances that put an undue burden on the rest of those musicians' sections, and receiving allowances that may violate the CBA (which is illegal) lead to morale problems in orchestras. Panelists and attendees agreed there are strong opinions on both sides of this issue because people are looking at how it affects them personally. However, many also understood this discussion was an attempt to address equitable and fair treatment for the entire orchestra, not just the stars, because it should be the entire orchestra that is the star.

Following this thought-provoking panel discussion, Kevin Case's presentation "Trump 2.0—Implications for ICSOM Orchestras and All of Us" pointed out that we now live in a fundamentally different country than we did seven months ago. Issues that directly affect our orchestras, both in organizing and bargain as well as our orchestras' economic wellbeing and support, were covered. They included the gutting of the National Labor Relations Board (NLRB) and Federal Mediation and Conciliation Services (FMCS), the destruction of the National Endowment for the Arts (NEA) and National Endowment for the Humanities (NEH), the war on Diversity, Equity and Inclusion (DEI), immigration issues that will affect soloists/conductors/orchestra musicians' visas, climate change, tariffs, inflation, artificial intelligence (AI), etc. — all will impact our orchestras. Without an NLRB quorum, bad management behavior could go unchecked; without FMCS, there will be no free mediators for negotiations; the impact of cuts to the NEA and NEH have broader implications than just our individual orchestras as they also supply county and state funding allocators; the attack on DEI has led to completely rewritten rules that appear to deny protections for those they were written for; climate change is already affecting our orchestras as musicians have had homes destroyed by massive hurricanes and wildfires; AI is already monitoring social media; the list goes on.

So what should we do? Orchestras will need to manage expectations and partner with organized labor (who can take the lead); we must also evaluate what we're personally willing to risk. Delegates were encouraged to make some noise and

Conference Report *continues on page 4*

Conference Report *continued from page 4*

return home to talk to their colleagues to do what they can as well. Numerous delegates offered suggestions, support, and personal stories, including that one delegate's spouse was detained upon returning to the US, the country where they were born. What has been occurring in 2025 is a reaction against the New Deal, civil rights, and Social Security that has been in the planning stages for more than 40 years.

The day ended with a second Town Hall meeting of delegates and governing board members, while SSD staff met separately with local and AFM officers.

Saturday morning began with a breakout session of orchestras divided by budget sizes. Once the general session convened, Senator Sherrod Brown (US Senator, Ohio, 2007-25) addressed the conference and began with a comment that he was impressed that, in the time of gerrymandering, each orchestra has only one vote. He talked about how badly the arts were affected during the pandemic and his pride in being involved in legislative activities that helped lift people up and buoy their spirits when it was needed, about his support for the Butch Lewis act—which he kept alive during numerous legislative sessions—that helped assure working people would receive the pensions they were entitled to when they retired, and his promise to continue fighting to build a better country by standing up for workers and treating them with respect. (Senator Brown announced two weeks earlier that he would run for the open senate position in Ohio.)

Following Senator Brown's address, the presentation of Senator Brown's ICSOM resolution, and a group photo, conference attendees departed the hotel to walk two blocks to join the Musicians Against Dictators (MAD) rally at Perk Park where ICSOM Chairperson Keith Carrick, AFM President Tino Gagliardi, Cleveland Federation of Musicians Local 4 President Leonard DiCosimo, and others addressed the crowds, accompanied by orchestra performances and guest singers. The conference reconvened following the rally to deal with ICSOM bylaw changes (to formally adopt ranked balloting), and additional resolutions encouraging ICSOM mem-



ICSOM Chairperson Keith Carrick and US Senator Sherrod Brown share a handshake prior to Brown's address to the 2025 ICSOM Conference

bers to take meaningful action to protect democracy and support the Constitution of the United States, to recognize ICSOM Chairperson Emeritus Robert Levine for his contributions to the orchestral field as he retires as principal viola of the Milwaukee Symphony Orchestra, to thank Kim Tichenor for her years of service on the ICSOM governing board as member-at-large, and to thank Peter de Boor for his service as treasurer as well as confer on him the title of ICSOM Treasurer and Editor Emeritus. (See bylaws change and resolutions beginning on page 5).



Minnesota Orchestra Delegate Michael Sutton (right) and New York Philharmonic violinist and Member-at-Large Sharon Yamada (left) join a performance at the Musicians Against Dictators Rally



AFM Local 4 President and conference host Leonard DiCosimo speaks at the Musicians Against Dictators rally during the 2025 ICSOM Conference in Cleveland, OH

Bylaws Amendment and Resolutions adopted at the 2025 ICSOM Conference

Bylaws Amendment to Allow Ranked Voting Option in Elections

Whereas, The current election process has at times proved cumbersome when many candidates are running; therefore, be it **Resolved**, That **Article VI – ELECTION PROCEDURES** be amended to as follows:

[Editor's note: Sections 1–5 and 9 are unchanged. Sections 6 and 7 were swapped. Further changes are marked with underline or strikethrough.]

Article VI –ELECTION PROCEDURES

- Section 1. Election shall be by a majority of the votes cast for any office, with all voting delegates eligible to vote.
- Section 2. Elections shall be conducted by secret ballot with the exception of any position for which only one candidate is nominated, in which case the candidate so nominated shall be declared elected by acclamation.
- Section 3. Following the close of nominations, the Election Committee shall print the necessary ballots for the initial vote for all contested offices, and for any subsequent votes, including run-off elections. The ballots shall clearly state the names of candidates, the office for which they are nominated, and the voting instructions to the delegates. The Election Committee shall distribute and collect the ballots ensuring that only one ballot per voting delegate is provided.
- Section 4. The Election Committee shall count the votes cast for each candidate and shall announce the results to the Chairperson or President, who shall make the results known to the candidates and voting delegates. Should both the Chairperson and President offices be open for election, the Governing Board will designate another officer to receive and communicate the results.
- Section 5. In elections for a single office, the candidate receiving a majority of votes cast shall be declared the winner. In case of a tie, or if no candidate receives a majority of votes, there shall be repeated ballots. On each subsequent ballot, the candidate who received the fewest votes on the previous ballot shall be removed from further consideration, except in the event of a tie for the fewest votes. Any other candidate is permitted, but not required, to withdraw after each ballot. Balloting shall continue until one (1) candidate receives a majority of votes cast.
- Section 6. In elections for multiple Member-at-Large positions, the top two (2) vote-getters shall be declared elected provided they both received a majority of votes cast. If only one (1) candidate receives a majority of votes, that candidate shall be declared elected, and there shall be repeated ballots for the remaining office, which shall follow the procedures in Section 5 herein. If no candidate receives a majority of votes, there shall be repeated ballots. On each subsequent ballot, the candidate who received the fewest votes on the previous ballot shall be removed from further consideration, except in the event of a tie for the fewest votes. Any candidate is permitted, but not required, to withdraw after each ballot. Balloting shall continue until either one candidate receives a majority of votes cast and the remaining office is filled by the procedures in Section 5, or at least two candidates receive a majority of votes cast. For purposes of this Section 6~~7~~, the term “majority of votes cast” means majority of ballots cast by the delegates.
- Section 7. Should there be Member-at-Large positions for both two (2) year and one (1) year terms, elections shall be held first for the two (2) year MAL positions. Once those positions have been filled, any two (2) year position candidate (including those who withdraw or are removed according to the procedures in Sections 5 and 6~~7~~) may stand for election for the one (1) year position if s/he so chooses.
- Section 8. The Governing Board, at its discretion, may elect to use an alternative, ranked ballot election procedure for any or all elections, in accordance with the following:
 - Section 8. (a) On each ballot, the voter will rank the candidates from highest preference to lowest preference. The absence of a ranking for a candidate shall be interpreted to mean an absence of support for that candidate's election.
 - Section 8. (b) If any candidate is ranked highest on a majority of ballots, they shall be elected.
 - Section 8. (c) If no candidate is ranked highest on a majority of ballots, the candidate with the least number of highest rankings shall be removed from consideration.
 - Section 8. (d) In the case that more than one candidate shares the least number of highest rankings, the following tiebreaking criteria will be used in the sequence listed, with the next criterion used only if more than one candidate is tied on the previous criterion, and then only among those candidates so tied:
 - Section 8. (d.1) Least number of highest rankings using the initial ballot count
 - Section 8. (d.2) Lowest average ranking using the initial ballot count, with a candidate who received no ranking deemed to have received a ranking one lower than the lowest ranking.
 - Section 8. (d.3) Random selection via coin toss (or other procedure as determined by the Governing Board if more than two candidates are tied on all the other criteria)
 - Section 8. (e) Counting shall continue using the procedure in Section 8.(b-d) until a candidate is elected or all candidates have been removed.
 - Section 8. (f) In an election for more than one position, once a candidate has been elected, counting will begin again with all removed candidates returned to consideration and the already elected candidate(s) removed.
- Section 9. Except for the appointment of a proxy as set forth in Article VII Section 2.(b) no proxy voting shall be permitted.

2025 Resolutions continued from page 7

Resolution Adopted by Unanimous Consent to Thank Sherrod Brown for His Actions to Save Pension Plans for Millions of American Workers from Insolvency

Whereas, Sherrod Brown served the state of Ohio in the United States House of Representatives from 1993 to 2007 and in the United States Senate from 2007 to 2025; and

Whereas, During Senator Brown's tenure he became aware of the desperate funding issues many multiemployer pension plans were facing and the resulting likelihood of significant benefit cuts for working and retired musicians; and

Whereas, In 2017 and again in 2019, Senator Brown introduced legislation named for the former president of Teamsters Local 100 in Cincinnati, Butch Lewis, that would have established a separate division in the Treasury Department to offer low interest loans to funds facing insolvency; and

Whereas, Despite previous attempts that failed in committee, Senator Brown reintroduced the Butch Lewis Emergency Pension Plan Relief Act of 2021 [S547] that was then incorporated into the American Rescue Plan Act (ARPA), which passed in the House on February 27, 2021 and the Senate on March 6, 2021, and was signed into law by President Joe Biden on March 11, 2021; and

Whereas, The majority of member orchestras of ICSOM participate in the American Federation of Musicians and Employers' Pension Fund (AFM-EPF), which before the passage of ARPA faced serious funding deficiencies that would have resulted in cuts to benefits that had been earned and promised to working and retired musicians; and

Whereas, the AFM-EPF received Special Financial Assistance (SFA) under ARPA in August 2024; and

Whereas, The SFA provided the AFM-EPF with the additional funding it required so that, based on assumptions required by ARPA, it would be projected to be able to pay benefits and administrative expenses through 2051, without any reduction to earned benefits; therefore, be it

Resolved, That the officers and delegates to the 2025 ICSOM Conference offer their immense gratitude for Sherrod Brown's hard work, dedication, and persistence in supporting the millions of workers whose pension funds were saved from insolvency through the Special Financial Assistance package in the American Rescue Plan Act, and for his steadfast support of labor unions and workers across the country.

Resolution adopted to encourage taking action to protect democracy

Whereas, Since January 2025, the Trump administration and its allies in Congress have taken actions harmful to ICSOM orchestras, unions, workers, and democratic institutions, by paralyzing labor enforcement at the National Labor Relations Board, weakening the Federal Mediation and Conciliation Service, curtailing collective bargaining rights for federal employees, undermining DEI efforts, restricting arts funding, expanding ICE detention (while ignoring due process), deploying federal troops and agents to cities, politicizing the Department of Justice, and retaliating against media and higher education; therefore, be it

Resolved, That the officers and delegates to the 2025 ICSOM conference exhort all ICSOM members to take regular and meaningful action to protect our democracy and support the Constitution of the United States and the rule of law, including (but not limited to) organizing and attending protests, communicating with elected officials, and bolstering others in like-minded actions.

Resolution Adopted by Unanimous Consent to Thank and Honor Robert Levine as He Retires from the Milwaukee Symphony Orchestra

Whereas, Robert Levine has had a long and distinguished career as a symphonic musician, performing as principal violist of the Milwaukee Symphony Orchestra, the Saint Paul Chamber Orchestra, The Oklahoma City Symphony, and the London (Ontario) Symphony, as well as performing as a chamber musician in the Orford Quartet in residence at the University of Toronto; and

Whereas, His leadership in the orchestral field led him to serve on countless orchestra and negotiating committees for the Milwaukee Symphony Orchestra and as its ICSOM delegate from 1988-93, again in 2006-10, and one final time in 2024-25; and

Whereas, From 1993 to 1996 he served as editor of *Senza Sordino* until his election as ICSOM chairperson in 1996, a position he held until 2002; and

Whereas, Robert is also a well-known observer and a prolific writer about issues concerning orchestra musicians, having penned articles for the American Federation of Musicians, the League of American Orchestras, the Symphony Orchestra Institute, and the Association for Union Democracy, as well as his own insightful blog, The AFM Observer; and

Whereas, Robert was at the technological forefront in establishing ICSOM's online presence, first an online newsletter, DOS Orchestra, of which 58 issues were published and emailed, and then two years later a more elaborate Internet mailing list, Orchestra-L, providing news and a forum for discussion; and

Whereas, He has also served as a member of the Board of Directors of the League of American Orchestras and is the current president of the Milwaukee Musicians Association, Local 8 AFM; and

Whereas, Robert announced his intention to retire in August 2025 from his position with the Milwaukee Symphony Orchestra after 38 seasons; therefore, be it

Resolved, That the officers and delegates to the 2025 ICSOM Conference congratulate Robert Levine on his retirement from the Milwaukee Symphony Orchestra as principal violist, thank him for his incredible body of work on behalf of unionized musicians throughout the world, and offer him best wishes and success in his future endeavors.

Resolution Adopted by Unanimous Consent to thank Kimberly Tichenor for Her Service as an ICSOM Member-at-Large

Whereas, Kimberly Tichenor joined the second violin section of the Louisville Orchestra in 2000 and has held the position of assistant (now associate) principal second violin since 2010; and

Whereas, Throughout most of her tenure with the Louisville Orchestra, Kimberly has been deeply involved serving her colleagues as a member of the Musicians' Committee; and

Whereas, As chair of the Louisville Orchestra Musicians' Committee for many years, she fearlessly led and helped guide her colleagues as they faced bankruptcy and other crises; and

Whereas, She has also served her orchestra since 2012 as alternate ICSOM delegate when periodically attending ICSOM conferences; and

Whereas, Kimberly has served twice as ICSOM member-at-large, first from 2016 to 2019, and again from 2023 to 2025; and

Whereas, Kimberly has indicated that she will step down from her position as member-at-large following the 2025 ICSOM conference; therefore, be it

Resolved, That the officers and delegates to the 2025 ICSOM conference thank Kimberly Tichenor for her outstanding service as ICSOM member-at-large and offer her their best wishes for success and happiness in all her future endeavors.

Resolution Adopted by Unanimous Consent to thank Peter de Boor for His Service as ICSOM Treasurer

Whereas, Peter de Boor has served as third horn of the Kennedy Center Opera House Orchestra and Washington National Opera Orchestra (KCOHO/WNOO) since 1997; and

Whereas, Peter's vocation changed dramatically while working towards a PhD in mathematics, when he decided to pursue a career in music; and

Whereas, Peter received his Master of Music in Horn Performance from the University of Michigan, following previous mathematics degrees from the University of Chicago, Cambridge University and Princeton University; and

Whereas, In 1998, a year after joining the KCOHO/WNOO he was elected to serve on the Orchestra Committee as treasurer and then as its chair beginning in 2012, while also serving as ICSOM delegate from 2008 to 2013 and again from 2023 to the present; and

Whereas, Peter has served on a national level as editor of *Senza Sordino* from 2014 to 2021 and as ICSOM treasurer from 2021 to 2025, as well as serving on ICSOM's Electronic Media Committee and as one of two ICSOM AFM Strike Fund trustees since 2019; and

Whereas, Peter has been a valued advisor, friend, and unparalleled proof-reader who had assisted numerous board members in their tasks during his tenure on the ICSOM Governing Board; and

Whereas, Peter also served on the Executive Board of Local 161-710 in Washington, DC, and was recently appointed Local 161-710's secretary-treasurer; and

Whereas, Peter announced his intention to step down as ICSOM treasurer to more fully serve his colleagues in Washington, DC following this conference; therefore, be it

Resolved, That the officers and delegates to the 2025 ICSOM conference offer their immeasurable thanks to Peter de Boor for his service as ICSOM's editor and treasurer, and offer their best wishes and expectations that whatever Peter puts his efforts toward in the future will be a huge success.

Resolution Adopted by Unanimous Consent to Name Peter de Boor both Treasurer and Editor Emeritus

Resolved, That the officers and delegates to the 2025 ICSOM conference confer the title of Editor and Treasurer Emeritus on Peter de Boor.



ICSOM Chairperson Keith Carrick presents Treasurer Peter de Boor with a plaque upon his departure from the Governing Board



INTERNATIONAL CONFERENCE OF
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Mike Muszynski, Editor
450 E Ohio Street, Apt 114
Indianapolis, IN 46204

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After consultation with delegates, the ICSOM Governing Board will discontinue the printed version of the ICSOM Directory in favor of an updated online version.

Access to the current online version of the directory for current and emeritus members will continue at

<https://icsom.info>

while updates to the system are considered.