

**Minutes**  
**2012 ROPA Conference**  
**Minneapolis, Minnesota**

Friday, August 3, 2012 – Sunday, August  
5, 2012

Akron Symphony Orchestra  
Albany Symphony  
Allentown Symphony  
Ann Arbor Symphony  
Arizona Opera Orchestra  
Atlanta Opera Orchestra  
Austin Symphony Orchestra  
Boulder Philharmonic  
California Philharmonic  
California Symphony  
Canton Symphony Orchestra  
Charleston Symphony Orchestra  
Chattanooga Symphony & Opera Orchestra  
Colorado Springs Philharmonic Orchestra  
Dallas Opera Orchestra  
Dayton Philharmonic  
Delaware Symphony Orchestra  
Duluth Superior Symphony Orchestra  
East Texas Symphony Orchestra  
El Paso Symphony  
Elgin Symphony Orchestra  
Erie Philharmonic Orchestra  
Eugene Symphony  
Fort Wayne Philharmonic  
Fresno Philharmonic Orchestra  
Grand Rapids Symphony  
Harrisburg Symphony Orchestra  
Hartford Symphony Orchestra  
Hollywood Bowl Orchestra  
Houston Ballet Orchestra  
Houston Grand Opera Orchestra  
Huntsville Symphony Orchestra  
Illinois Philharmonic Orchestra  
Kalamazoo Symphony Orchestra  
Knoxville Symphony Orchestra  
Las Vegas Philharmonic  
Lexington Philharmonic  
Long Beach Symphony Orchestra  
Long Island Philharmonic  
Los Angeles Opera Orchestra  
Memphis Symphony Orchestra  
Michigan Opera Theatre Orchestra  
Minnesota Opera Orchestra  
Mississippi Symphony Orchestra

Monterey Symphony  
Napa Valley Symphony  
New Haven Symphony Orchestra  
New Mexico Symphony Orchestra  
New West Symphony  
Oakland East Bay Symphony  
Omaha Symphony Orchestra  
Opera Cleveland  
Pacific Symphony  
Palm Beach Opera Orchestra  
Pasadena Symphony  
Portland Opera Orchestra  
Portland Symphony Orchestra  
Reading Symphony Orchestra  
Richmond Symphony  
Santa Barbara Symphony  
Sarasota Orchestra  
South Bend Symphony  
Southwest Florida Symphony Orchestra  
Spokane Symphony Orchestra  
Symphony Silicon Valley  
Toledo Symphony Orchestra  
Tucson Symphony Orchestra  
West Virginia Symphony  
Wichita Symphony Orchestra  
Wisconsin Chamber Orchestra

***Associate Members***

Eastern Connecticut Symphony Orchestra  
Flint Symphony Orchestra  
Green Bay Symphony Orchestra  
Lincoln Symphony Orchestra  
Milwaukee Ballet Orchestra  
Tulsa Opera Orchestra

***Member Orchestras Not Represented***

Atlanta Ballet Orchestra  
Glimmerglass Festival Orchestra  
Hudson Valley Philharmonic  
Orchestra Iowa  
Pittsburgh Ballet Orchestra  
Pittsburgh Opera Orchestra  
Rhode Island Philharmonic  
Santa Rosa Symphony  
Shreveport Symphony Orchestra

## August 3, 2012

### **Proceedings**

ROPA President Carla Lehmeier-Tatum warmly welcomed the Delegates and attendees and called the Conference to order at 9:20 a.m., Friday, August 3, 2012. President Lehmeier-Tatum introduced the ROPA Executive Board: Vice-President Nancy Nelson, Secretary Karen Sandene, Treasurer Dennis Danders, Members-at-Large, Karen Barker, Richard Kelly, Mary Anne Lemoine, Donna Loomis, Mike Smith, Dynell Weber, and Greg Youmans, and Delegate-at-Large to the AFM Convention Gary Lasley. Also introduced were Conference Host Mike Smith and Conference Coordinator Linda Boivin.

### **Quorum**

Secretary Sandene performed the Roll Call, and determined that there was a quorum, with 76 orchestras represented; 70 Full Members and 6 Associate Members.

### **Welcoming Addresses**

Mike Smith, Conference Host and Delegate from the Minnesota Opera Orchestra addressed the conference. Attendees were treated to a recording of Minnesotan Garrison Keiller performing a vocal work.

Brad Eggen, President of the Twin Cities Musicians Union Local 30-73 addressed the conference. He spoke of the richness of artistic organizations in the area and the numbers of venues for live performances.

Kevin Ramach, President and General Director of the Minnesota Opera spoke. He addressed the success of the Minnesota Opera's mission to perform new and under-performed works, as well as how the Integrated Media Agreement is an important part of the organization's success.

Linda Boivin, Conference Coordinator gave conference details to the delegates;

### **Officer Reports**

President Lehmeier-Tatum delivered the President's Report.

Vice President Nancy Nelson gave her Vice President's report.

Secretary Karen Sandene delivered the Secretary report

Treasurer Dennis Danders delivered the Treasurer's report.

### **Sheila Smith - Executive Director, Minnesota Citizens for the Arts**

Sheila Smith spoke on the topic of putting together creative coalitions to achieve political goals. She also discussed the importance of assertive communication with legislators.

### **Barb Kucera - Labor Education Service, University of Minnesota**

Barb Kucera gave a presentation, entitled "Building Community Support", involving goal-setting, identifying allies, and the keys to getting your group's story out to the public.

### **MAL Breakout Sessions**

The ROPA Delegates met with their Member-at-Large and SSD representatives to discuss their orchestra's situations and their members' concerns. They also addressed several topics that were sent out by the ROPA Executive Board prior to the conference.

### **New Delegate Orientation**

The new Delegates attended an orientation hosted by VP Nancy Nelson

August 4, 2011**Julie Ayers – More Than Meets the Ears**

Julie Ayers, retired violinist from the Minnesota Orchestra and author of the book, “More Than Meets the Ear”, presented to delegates the history of the symphonic industry unionization, including the struggles symphony musicians faced against the AFM. The histories of the creation of ICSOM and ROPA were also charted.

**President Hair**

Ray Hair, AFM International President addressed the conference. He gave updates on the financial state of the AFM, legislative and negotiation successes, technology in our industry, and the importance of Union solidarity.

**Mary Bellman - Union Apathy**

Mary Bellman, University of Minnesota Labor Education Services, gave a presentation entitled, “The Myth of Union Apathy”. She led the delegates through a small-group activity to help with communication between union members to increase involvement.

**Jay Blumenthal - Symphonic Services Division**

Jay Blumenthal, Director of the AFM Symphonic Services Division, highlighted some key symphonic successes and challenges from this past season. He also described services and resources provided by the Symphonic Services Division.

**Conference Reports**

Matt Heller (OCSM), Marc Sazer (RMA), Tom Mendel (TMA), and Bruce Ridge (ICSOM), representatives from our fellow AFM Conferences, addressed the delegates.

**Shane Youtz – ROPA Attorney**

Shane Youtz spoke on the duty of fair representation and the responsibility of Orchestra Committee and Negotiations Committee through a Labor Law Perspective, including the duty of fair representation.

**Panel Presentation: Union Recruitment**

A panel presentation on Union recruitment included AFM personnel, as well as Colleen Aho, Executive Director of SAG-AFTRA/Twin Cities Local. A video highlighting the unionization of Minnesota, used by SAG-AFTRA as a recruiting tool for students, was shown to delegates.

**Nominations**

ROPA President Carla Lehmeier-Tatum ceded the floor to Vice President Nancy Nelson. Sherill Roberts, Portland Opera Orchestra, nominated Carla Lehmeier-Tatum, New Mexico Philharmonic, for the office of President. The Conference then elected Lehmeier-Tatum by acclamation.

President Lehmeier-Tatum resumed the floor, and nominations for Treasurer were taken. Paul Austin, Grand Rapids Symphony, nominated Dennis Danders, Wichita Symphony, for the office of Treasurer, and Danders was elected by acclamation.

The following people were nominated for three open ROPA Member-at-Large positions:

- Mary Anne Lemoine, Colorado Springs Philharmonic, nominated by Paul Austin, Grand Rapids Symphony

- Karen Barker, Erie Philharmonic, nominated by Laurien Jones, California Symphony
- Naomi Bensdorf Frisch, Wisconsin Chamber Orchestra, nominated by Debra Freedland, Elgin Symphony Orchestra
- Dynell Weber, Long Beach Symphony, nominated by Carmen Bannon, Sarasota Symphony

August 5, 2011

## Resolutions

The following Resolutions were approved by the ROPA Conference.

### **Resolution No. 1 – Honoring Janice Galassi**

Whereas, Janice Galassi attended her first ROPA Conference in 1995; and

Whereas, Janice Galassi was a ROPA Delegate from the Harrisburg Symphony and Lehigh Valley Chamber Orchestra in 1996; and

Whereas, Janice Galassi served on the ROPA Executive Board as Member-at-Large from 1997 until 1999; and

Whereas, Janice Galassi was a SSD contract negotiator from 1999 until 2001; and

Whereas, Janice Galassi served as AFM SSD Director from 2001 until 2004; and

Whereas, Janice Galassi has served as AFM Director of Organizing and Education from 2004 until the present; and

Whereas, Janice Galassi's service to and support of ROPA has been profound and effective; therefore, be it

**Resolved**, That the Delegates of the 2012 ROPA Conference of the American Federation of Musicians honor Janice Galassi for her contributions to ROPA and express their sincerest gratitude for her many years of service to ROPA musicians.

### **Resolution No. 2 – Honoring Francine Schutzman**

Whereas, Francine Schutzman has served the Organization of Canadian Symphony Musicians since 1981; and

Whereas, Francine Schutzman served the American Federation of Musicians of the United States and Canada as President of Ottawa-Gatineau, Local 180; and

Whereas, Francine Schutzman represented OCSM and the AFM as a speaker at the Federation International des Musicians' (FIM) International Orchestral Conferences in Berlin and Amsterdam; and

Whereas, Francine Schutzman's career of musical artistry and dedication to her fellow musicians is exemplary; and

Whereas, Francine Schutzman has always been a friend of ROPA; and

Whereas, Francine Schutzman retired as President of OCSM at the conclusion of the OCSM Conference in Vancouver in 2011; and

Whereas, Orchestras Canada recently proclaimed Francine Schutzman the 2012 winner of its prestigious Betty Webster Award for her outstanding contributions to Canadian orchestras.

*Resolved*, That the Delegates of the 2012 ROPA Conference of the American Federation of Musicians honor Francine Schutzman for her tireless work on behalf of ROPA, OCSM, and the AFM and express their sincerest gratitude for her many years of support of ROPA musicians.

### ***Resolution No. 3 – In Memory of Lenny Leibowitz***

Whereas, Leonard (Lenny) Leibowitz had been a supporter of ROPA musicians since 1986; and

Whereas, Lenny Leibowitz was a steadfast and devoted advocate for orchestra and Broadway musicians, childcare workers, Teamsters, hospital workers, professors, doctors, film editors, and fellow lawyers; and

Whereas, ROPA musicians greatly benefitted from his skills as a wise, distinguished, and sensitive negotiator and a teacher and mentor of negotiating; and

Whereas, Lenny Leibowitz's energy, wit, and humor were appreciated by all who knew him; and

Whereas, Lenny Leibowitz's service and support to American and Canadian union members will be profoundly missed; therefore, be it

*Resolved*, That the delegates of the 2012 ROPA Conference of the American Federation of Musicians honor Leonard, celebrate his life and express their sincerest gratitude for his many years of service to ROPA musicians.

### ***Resolution No. 4 – Napa Valley Symphony***

Whereas, Orchestra musicians continue to face challenges due to reduced seasons and smaller orchestras; and

Whereas, The Napa Valley Symphony has recently filed for Chapter 7 bankruptcy; and

Whereas, This Bankruptcy deprives their communities of enrichment through music; and

Whereas, The Napa Valley musicians and their community continue to work toward providing music to their audiences – thereby providing enrichment to the community; therefore, be it

*Resolved*, That the Delegates of the 2012 ROPA Conference of the American Federation of Musicians stand in solidarity with the Napa Valley orchestral musicians and applaud their efforts to continue to provide music for their community, and be it further

*Resolved*, That the Delegates of the 2012 ROPA Conference of the American Federation of Musicians supports the continuing courageous efforts of the Napa Valley orchestral musicians to create a new orchestra.

### **Resolution No. 5 – Twin Cities**

Whereas, The Musicians of the Minnesota Orchestra and Saint Paul Chamber Orchestra are all members of the Twin Cities Musicians Union, Local 30-73 of the American Federation of Musicians, AFL-CIO; and

Whereas, The Musicians of the Saint Paul Chamber Orchestra and the Minnesota Orchestra are members of the International Conference of Symphony and Opera Musicians (ICSOM); and

Whereas, The Minnesota Orchestra has performed and created great orchestral music, and served the Twin Cities communities for over 100 years; and

Whereas, The Saint Paul Chamber Orchestra has performed and created great chamber orchestral music, and served the Twin Cities communities for over 50 years; and

Whereas, Twin Cities Musicians Union is currently in negotiations with both the Minnesota Orchestral Association and The Saint Paul Chamber Orchestra Society; and

Whereas, both the Saint Paul Chamber Orchestra Society and the Minnesota Orchestral Association have made proposals that would severely diminish the artistic quality of each orchestra, severely reduce the livelihood of their Musicians, and seriously endanger their ability to attract and retain the best musicians necessary to maintain their current status as top-tier orchestras; therefore, be it

*Resolved*, That the delegates of the 2012 ROPA Conference of the American Federation of Musicians stand in solidarity with the Musicians of the Minnesota Orchestra and the Saint Paul Chamber Orchestra in their struggle to come to an agreement that will maintain their status as orchestras of the highest artistic quality; and be it further

*Resolved*, That delegates of the 2012 ROPA Conference of the American Federation of Musicians stand in solidarity with the Twin Cities Musicians Union in their negotiations with the Saint Paul Chamber Orchestra Society and the Minnesota Orchestral Association, to preserve and maintain the livelihood of its Musician members and the artistic quality of these two great orchestras.

## **Resolution No. 6 – Right to Work**

Whereas, ROPA holds a dedicated interest in pursuing the general welfare of our members; and

Whereas, Workers in all fields of employment have the right, under federal law, to organize in the workplace to bargain collectively through their elected representatives for better wages, benefits and working conditions; and

Whereas, These principles are under serious attack by extremist groups, under the guise of "Right-to-Work" legislation, undermining workers' basic rights and diminishing the strength of our collective power; and

Whereas, "Right-to-Work" laws encourage workers to not pay dues to the unions, consequently weakening the unions' power to protect those workers and their rights; and

Whereas, Wages are universally lower in "Right-to-Work" states; and

Whereas, "Right to Work" offers no protection or economic benefits to workers but instead works to destroy the collective action of organized labor; therefore, be it

**Resolved**, That the delegates to the 2012 ROPA Conference of the American Federation of Musicians and all its members shall actively work to promote and maintain union membership in their own locals of the American Federation of Musicians, and shall actively oppose the introduction or continuance of any "Right to Work" legislation.

## **Resolution No. 7 – Social Media Coordinator**

Whereas, Communication is key; and

Whereas, Modern technology has created many new ways to communicate; and

Whereas, Social media such as Facebook and Twitter require proactivity in order to be effective; and

Whereas, ROPA Internet communications need to be monitored; and

Whereas, a new position is required to fulfill the above duties; therefore, be it

**Resolved**, That a new section to Article VII of the ROPA Bylaws be added as follows:

### **Section 7. Social Media Coordinator: The ROPA Social Media Coordinator shall:**

- (a) Be responsible for email postings of relevant industry articles;**
- (b) Moderate emails posted to the ROPA general discussion list;**
- (c) Be responsible for monitoring and posting on the ROPA Facebook page;**
- (d) Be responsible for monitoring and posting on Twitter;**
- (e) Be responsible for any future social media formats as approved by the Executive Board.**

**Resolution No. 8 – Webmaster Honorarium**

Whereas, It is important that the website be kept up to date; and

Whereas, A webmaster is needed to keep the web site working properly; and

Whereas, To be a webmaster requires specialized skills; and

Whereas, The position of webmaster should receive compensation for keeping the web site working properly; therefore, be it

*Resolved*, That Article VI, Section 5 of the ROPA Bylaws be amended as follows:

Section 5 An Honorarium for the office of President, Vice President, Secretary, ~~and~~ Treasurer and Webmaster shall be set by the Executive Board, subject to the approval of the general membership.

**Resolution No. 9 – Fresno Grand Opera**

Whereas, The musicians of the Fresno Grand Opera Orchestra have been the essential element of the Fresno Grand Opera’s “world class” musical product since its inception; and

Whereas, Many professional musicians of the Fresno Grand Opera (FGO) have been unable to perform due to the FGO’s last minute hiring of students and amateurs; and

Whereas, Many talented musicians of the FGO have been unable to perform due to FGO’s denying the right of first refusal by hiring a non-union contractor for some concerts; and

Whereas, The FGO is proposing to delete 18 musicians and demote 5 musicians from their hiring roster without reasonable cause; and

Whereas, The FGO is not bargaining in good faith with the musicians of AFM Local 12; and

Whereas, The Fresno Grand Opera Orchestra musicians have voted to strike against the FGO, which has resulted in the placement of the FGO on the AFM International Unfair List; therefore, be it

**Resolved**, That the Delegates of the 2012 ROPA Conference of the American Federation of Musicians call upon the Fresno Grand Opera Management and Board to bargain in good faith with the musicians of AFM Local 12.



### **Approval of 2011 Conference Minutes**

The conference attendees approved the minutes of the 2011 Portland Conference, moved by Leslie Lashinsky, Santa Barbara Symphony delegate, and seconded by Norman Ludwin, delegate from the California Philharmonic.

### **Panel Discussion - Symphonic Services Division**

Symphonic Services personnel Jay Blumenthal, Nathan Kahn, Debbie Newmark, Janice Galassi, Chris Durham, Joel LeFevre and Rochelle Skolnick gave a presentation.

### **Rochelle Skolnick – Due Process Obligations in Artistic Dismissals and Peer Review**

Rochelle Skolnick, SSD attorney, gave a presentation on Peer Review and dismissal solutions.

### **Paul Austin – Electronic Media Committee**

ROPA Vice President Paul Austin reported on the Electronic Media committee.

### **Lovie Smith-Wright - Diversity Report**

Lovie Smith-Wright gave the Diversity Report. She discussed the availability of demographic statistics for Local officers and staff.

### **Paul Austin – Conductor Evaluation Bank**

ROPA Vice President Paul Austin reported on the Conductor Evaluation Bank and stressed the duty of ROPA Delegates to encourage our orchestra musicians to evaluate conductors, including Resident Conductors as well as Guest Conductors.

### **Janet Horvath – Playing Less Hurt**

Janet Horvath discussed the importance of protecting musicians' physical well-being, via clauses in Master Agreements which delineate service times and lengths, working conditions, as well as policies for returning to work after injuries. Tools for relieving muscle stress, improving posture and protecting hearing were shown.

### **Audit Committee Report**

The Audit committee reported that the 2011-12 Financial Statements were found to be in good order.

### **Proposals for 2014 Conference**

Gary Lasley spoke, via video, on behalf of the Pasadena Symphony's proposal to host the 2014 Conference. Attendees voted to approve Pasadena as the site for the 2014 Conference.

### **Auction**

An auction was held for the benefit of the Lew Waldeck Fund, raising \$341.

### **Election Results**

Election Committee Chair Anthony Scelba delivered the election results--there were no problems.

*Mary Anne Lemoine	52
*Karen Barker	44
*Naomi Bensdorf Frisch	42
Dynell Weber	27
Abstain	2

\* Elected 2 year term

**Oath of Office**

ROPA President Emeritus Nathan Kahn administered the oath of office to the newly elected ROPA Board.

**Adjourned**

ROPA President Carla Lehmeier-Tatum adjourned the 2012 ROPA Conference at 3:17 p.m. on Sunday, August 5, 2012.

Respectfully submitted,

---

Karen Sandene, ROPA Secretary

Approved date TBD