

**Minutes**  
**2013 ROPA Conference**  
**Spokane, Washington**

Tuesday, July 30, 2013 –  
 Thursday, August 1, 2013

**Full Members**

Akron Symphony Orchestra  
 Allentown Symphony  
 Ann Arbor Symphony  
 Arizona Opera Orchestra  
 Atlanta Ballet Orchestra  
 Atlanta Opera Orchestra  
 Austin Symphony Orchestra  
 California Philharmonic  
 California Symphony  
 Canton 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  
 Harrisburg Symphony Orchestra  
 Hartford Symphony Orchestra  
 Hollywood Bowl Orchestra  
 Houston Ballet Orchestra  
 Houston Grand Opera Orchestra  
 Illinois Philharmonic Orchestra  
 Kalamazoo Symphony Orchestra  
 Las Vegas Philharmonic  
 Long Beach Symphony Orchestra  
 Los Angeles Opera Orchestra  
 Madison Symphony 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 Philharmonic  
 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  
 Tacoma Symphony Orchestra  
 Toledo Symphony Orchestra  
 Tucson Symphony Orchestra  
 West Virginia Symphony  
 Wichita Symphony Orchestra  
 Wisconsin Chamber Orchestra

**Associate Members**

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

**Member Orchestras Not Represented**

Albany Symphony  
 Boulder Philharmonic  
 Charleston Symphony Orchestra  
 Eastern Connecticut Symphony  
 Fresno Philharmonic Orchestra  
 Glimmerglass Festival Orchestra  
 Grand Rapids Symphony  
 Huntsville Symphony Orchestra  
 Knoxville Symphony Orchestra  
 Lexington Philharmonic  
 Long Island Philharmonic  
 Pittsburgh Ballet Orchestra  
 Pittsburgh Opera Orchestra  
 Rhode Island Philharmonic  
 Shreveport Symphony Orchestra

July 30, 2013

### **Proceedings**

ROPA President Carla Lehmeier-Tatum warmly welcomed the Delegates and attendees and called the Conference to order at 9:00 a.m., Tuesday, July 30, 2013. President Lehmeier-Tatum introduced the ROPA Executive Board: Vice-President Nancy Nelson, Secretary Karen Sandene, Treasurer Dennis Danders, Members-at-Large, Karen Barker, Naomi Bendsdorf-Frisch, Richard Kelly, Mary Anne Lemoine, Donna Loomis, Mike Smith, and Greg Youmans. President Lehmeier-Tatum offered congratulations to the AFM IEB that was elected at the AFM convention in Las Vegas the previous week.

### **Quorum**

Secretary Sandene performed the Roll Call, and determined that there was a quorum, with 70 orchestras represented; 65 Full Members and 5 Associate Members.

### **Welcoming Addresses**

Tina Morrison, President of the Professional Musicians of the Inland Northwest and member of the AFM IEB welcomed the delegates.

Ben Stuckart, Spokane City Council President spoke of Spokane's strong labor history, as well as his participation in the Spokane Symphony strike. He spoke of the richness of artistic organizations in the area and the numbers of venues for live performances.

Tim Ornsby, Spokane Regional Labor Council President and 3<sup>rd</sup> District State Representative shared his thoughts of labor issues and how the community backed up the musicians during the strike.

Tina Morrison returned to the podium and spoke of the structure of the strike from the Local Officer's point of view. She highlighted the preparation, resources and financial support that the Musicians of the Spokane Symphony gathered together.

Anita Perkins and Greg Youmans, musicians from the Spokane Symphony shared their experiences during the strike and offered advice to the delegates on successful strategies during a work stoppage.

During the discussion of the Spokane Symphony strike, a slide show by local photographer Marshall Peterson was shown.

### **Gary Hattal – Federal Mediation and Conciliation Service**

Gary Hattal discussed the issues of perception and trust and how to improve communication among the parties in our workplaces.

### **Carolyn Nishon, General Manager, Portland Symphony; Robert Massey, CEO, Orchestra Iowa – Visions of Growth**

Ms. Nishon and Mr. Massey shared the paths their orchestras have taken in recent years to come back from challenging times.

### **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 began addressing several topics to assist with long-range strategic planning that were sent out by the ROPA Executive Board prior to the conference.

### **New Delegate Orientation**

The new Delegates attended an orientation hosted by President Lehmeier-Tatum and Vice President Nelson.

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### **Minnesota Orchestra Update**

Mike Smith, Delegate of the Minnesota Opera Orchestra presented an update about the status of the Minnesota Orchestra negotiations. He and Greg Youmans of the Spokane Symphony and ROPA MAL presented items for sale to raise funds for the striking musicians.

### **Film: "We Are Wisconsin"**

Delegates viewed the film "We Are Wisconsin", which detailed the sudden and systematic dismantling of Union rights Wisconsin during the winter of 2011, which was received with a standing ovation. Don Taylor, University of Wisconsin School for Workers hosted the film.

### **Don Taylor – Assistant Professor University of Wisconsin School for Workers**

Don Taylor, University of Wisconsin School for Workers discussed the decline of union membership and the related decline in prosperity if recent decades. He described how to sell Union membership and steps for organizing.

### **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.

### **Conference Reports**

Matt Heller (OCSM), Elizabeth Hedman (RMA), Bob Sanders (TMA), and Bruce Ridge (ICSOM), representatives from our fellow AFM Conferences, addressed the delegates.

### **William Thompson**

William Thompson, University of Louisville, spoke on how to set up an effective public relations plan prior to and during a negotiation.

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

Symphonic Services personnel Jay Blumenthal, Nathan Kahn, Debbie Newmark, Chris Durham, Matt Cross and Rochelle Skolnick shared their knowledge on topics such the roles and responsibilities for Orchestra and Negotiation Committees, musician board representatives.

### **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 and discussed changes that have occurred in the SSD in recent months.

### **President Hair**

Ray Hair, AFM International President addressed the conference. He discussed the proceedings at the AFM Convention and also gave a summary of his activities during the last several years as head of the AFM.

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### **Site Selection for 2015 Conference**

Toledo, OH was selected as the site of the 2015 ROPA Conference. A video provided by Emilie Sargent, Toledo Symphony, was shown as a prelude to the Conference.

### **Napa Valley Symphony**

Mark Nemoyten discussed the state of the Napa Valley Symphony.

### **Nominations**

The delegation approved to suspend the by-law that requires nominations the day before elections. Donna Loomis, El Paso Symphony nominated Nancy Nelson, Houston Opera and Grand Ballet Orchestras, for the office of Vice President. The Conference then elected Nelson by acclamation.

Nominations for Secretary were taken. Naomi Bensdorf Frisch, Wisconsin Chamber Orchestra, nominated Karen Sandene, Omaha and Lincoln Symphony Orchestras, for the office of Secretary, and Sandene was elected by acclamation.

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

- Janice Galassi, Allentown Symphony, nominated by Todd Jelen, Akron Symphony
- Todd Jelen, Akron Symphony, nominated by Janice Galassi, Allentown Symphony
- Richard Kelly, Portland (ME) Symphony, nominated by Maurice Grants, Pasadena Symphony
- Donna Loomis, El Paso Symphony, nominated by Steve Highland, Duluth Superior Symphony
- Norman Ludwin, California Philharmonic, nominated by Jeff Bandy, New West Symphony
- Tim Michling, Ann Arbor Symphony, nominated by Matt Ransom, Orchestra Iowa
- Mike Smith, Minnesota Opera Orchestra, nominated by Sherrill Roberts
- Greg Youmans, Spokane Symphony, nominated by Sherrill Roberts

The following people were nominated for Delegate-at-Large to the AFM Convention:

Maurice Grants, Pasadena Symphony, nominated by Richard Kelly, Portland (ME) Symphony  
Leslie Lashinsky, Long Beach and Santa Barbara Symphonies, by Teresa Dimond, Los Angeles Opera Orchestra.

## **Resolutions**

The following Resolutions were approved by the ROPA Conference:

### **Resolution No. 1 – Honoring Gary Lasley**

Whereas, Gary Lasley served diligently as the ROPA Delegate-at-Large to the AFM Convention for ten years; and

Whereas, Gary was a long-time musician in several ROPA orchestras (41 years in the Long Beach Symphony, 36 years in the Santa Barbara Symphony, and 17 years in the Hollywood Bowl Orchestra, as well as a founding member of the Pasadena Pops and California Philharmonic); and

Whereas, Gary continues to be an advocate for ROPA; and

Whereas, Gary's work is exemplary and with distinction; and

Whereas, Gary's calm leadership and guidance has been instrumental in establishing ROPA as a strong national voice in the music industry; therefore, be it

**Resolved**, That the Delegates of the 2013 ROPA Conference of the American Federation of Musicians express their deepest gratitude and thanks to Gary Lasley for his knowledge and expertise on behalf of ROPA and its musicians, and convey to him all their best wishes for his future endeavors.

**Submitted by:**

**The ROPA Executive Board**

**Resolution No. 2 – AFM-EPF**

Whereas, Pension benefits are an important source of income for retirees; and

Whereas, The American Federation of Musicians and Employers' Pension Fund (the "Fund") is the retirement plan - either in whole or in part - for many AFM musicians; and

Whereas, Contributions are necessary for the health and vitality of the Fund; and

Whereas, An alarming trend is developing where employers in general are seeking to reduce or eliminate employee benefits as well as a reduction in employee wages; therefore, be it

**Resolved**, That the Delegates of the 2013 ROPA Conference of the American Federation of Musicians urge all ROPA orchestras and their musicians to make all efforts to maintain already existing contributions to the Fund at present or higher levels; and be it further

**Resolved**, That the Delegates of the 2013 ROPA Conference of the American Federation of Musicians urge all ROPA orchestras and their musicians to vigorously oppose any efforts or attempts to withdraw from, reduce, or discontinue employer contributions to the Fund.

**Submitted by:**

**The ROPA Executive Board**

**Resolution No. 3 – Leading Tone/Social Media Coordinator**

Whereas, Effective communication is vital to the success of any organization; and

Whereas, New technologies have changed the way organizations communicate internally and externally; and

Whereas, The emergence of social media has been fundamental to such changes; and

Whereas, Social media is rapidly replacing more traditional forms of communication such as newsletters and emails; and

Whereas, It is prudent and desirable to include all communications within one communications program under a single strategy; and

Whereas, The ROPA Bylaws currently divide ROPA communications into two separate positions; therefore, be it

**Resolved**, That the positions of Leading Tone Editor and Social Media Coordinator be combined into a single position;

Article VII Section 2 of the ROPA Bylaws be amended as follows:

Section 2. The Leading Tone Editor/Social Media Coordinator: *The* *Leading Tone*  
 Editor/Social Media Coordinator shall:

- (a) Prepare and promulgate at least four issues annually of ROPA's official Newsletter, which shall be named The Leading Tone;
- (b) Send out reminders to Delegates and Executive Board (via email) to submit articles for The Leading Tone approximately 2-3 weeks before the deadline;
- (c) Compile submitted articles into newsletter format (using preferred design software such as Publisher);
- (d) Edit articles for grammar and spelling;
- (e) Submit completed newsletters to the ROPA President for review and approval;
- (f) After the ROPA President's approval, submit The Leading Tone to legal counsel and any proof readers, and may also submit articles to the original authors for additional proof-reading;
- (g) Send an electronic file (in final draft form) to the Secretary for posting on the ROPA website;
- (h) Send emails to the Delegates to notify them when the newsletter is available on the ROPA website;
- (i) Be responsible for email postings of relevant industry articles;
- (j) Moderate emails posted to the ROPA general discussion list;
- (k) Be responsible for monitoring and posting on the ROPA Facebook page;
- (l) Be responsible for monitoring and posting on Twitter;
- (m) Be responsible for any future social media formats as approved by the Executive Board.

Article VII, Section 7 of the ROPA Bylaws be deleted in its entirety:

~~[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.]~~

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

An Honorarium for the office of President, Vice President, Secretary, Treasurer, ~~and~~ Webmaster

and Leading Tone Editor/Social Media Coordinator shall be set by the Executive Board, subject to the approval of the general membership.

**Submitted by:**

**The ROPA Executive Board**

**\*Following the approval of Resolution 3 (Leading Tone/Social Media Coordinator), a motion was made by Donna Loomis to include an honorarium of \$400.**

### ***Resolution No. 4 – Minnesota Orchestra***

Whereas, The Musicians of the Minnesota 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 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 has served the Twin Cities and State of Minnesota for 110 years; and

Whereas, the Twin Cities Musicians Union and Musicians of the Minnesota Orchestra stand ready to negotiate a fair agreement with the Minnesota Orchestral Association; and

Whereas, The Minnesota Orchestral Association has locked out the Musicians of the Minnesota Orchestra since October 1, 2012, a period of ten months; and

Whereas, the Minnesota Orchestral Association has made proposals that would severely diminish the artistic quality of the orchestra, severely reduce the livelihood of the Musicians, and severely endanger their ability to attract and retain the best musicians necessary to preserve their status as a top-tier orchestra; be it

***Resolved***, That the Delegates, Executive Board and Officers attending the 2013 Regional Orchestra Players Association Conference of the American Federation of Musicians stand in solidarity with the Musicians of the Minnesota Orchestra in their struggle to come to a fair agreement that will maintain their status as an orchestra of the highest artistic quality; and be it further

***Resolved***, That the Delegates, Executive Board and Officers of ROPA attending the 2013 ROPA Conference of the American Federation of Musicians stand in solidarity with the Twin Cities Musicians Union in their efforts to negotiate a fair agreement with the Minnesota Orchestral Association, to preserve and maintain the livelihood of the Musician members and the artistic quality of this great orchestra.

**Submitted by:**

**The ROPA Executive Board**

**Resolution No. 5 – To Advocate for ROPA Musicians’ Access to Sustainable, Secure and Just Health Care**

Whereas, Millions of people in the United States including many ROPA musicians are uninsured and millions more struggle to maintain healthcare coverage in an unsustainable system that does not adequately contain costs, with premiums rising disproportionately to wages; and

Whereas, Workers are often forced to choose between pay increases and coverage for themselves and their families; and

Whereas, Musicians’ ability to bring their art to the world is sometimes compromised because of lack of access to health care coverage; and

Whereas, The federal Patient Protection and Affordable Care Act (PPACA), an important start toward expanding coverage and regulating the healthcare industry, does not unconditionally guarantee universal, comprehensive coverage; and

Whereas, It is becoming increasingly difficult for unions to negotiate and preserve healthcare benefits for their members; and

Whereas, American workers and businesses are at a disadvantage in the global marketplace, competing against economies in which healthcare costs are controlled and contained through universal healthcare systems; and

Whereas, The AFL-CIO has clearly outlined that universal healthcare is a basic human right and a moral imperative for the U.S., and it is the Labor Movement that has been at the forefront of social movements that have historically brought about significant change; and

Whereas, Continued change will take relentless education, organizing and mobilization of Union leaders and members; therefore be it

**Resolved**, That the 2013 ROPA Conference of the American Federation of Musicians commit to exploring and engaging in legislative, regulatory and other efforts to promote access to sustainable, secure and just health care for ROPA musicians.

**Submitted by:**

**Leslie Lashinsky**

**ROPA Delegate, Santa Barbara Symphony and Long Beach Symphony.**

**Rochelle Skolnick – The Affordable Care Act**

Rochelle Skolnick, SSD attorney, gave a presentation on the most up-to-date understanding of the Affordable Care Act and how musicians might be able to take advantage of it in the future.

**Audit Committee Report**

The Audit committee reported that the 2012-13 Financial Statements were found to be in good order.



## **Candidate Speeches and Elections**

Candidates for ROPA board positions gave speeches, and the elections were held. The Election Committee was Gabriel Renteria, Kalamazoo Symphony; Teresa Dimond, Los Angeles Opera; and Chair Taylor Brown, New West Symphony.

## **Strategic Planning**

Don Taylor introduced strategic planning activities. Delegates worked in small groups. Following a working lunch, Taylor reviewed goals identified by the small group discussions.

## **Election Results**

Election Committee Chair Taylor Brown delivered the election results—there were no problems.

Member-at-Large Results:

*Janice Galassi	38
*Tim Michling	36
*Mike Smith	36
*Richard Kelly	34
Donna Loomis	28
Todd Jelen	25
Greg Youmans	25
Norman Ludwin	8

\* Elected 2 year term

Delegate-at-Large Results:

*Maurice Grants	31
Leslie Lashinsky	27

## **Approval of 2012 Conference Minutes**

The conference attendees approved the minutes of the 2012 Minneapolis Conference, moved by Dennis Danders and seconded by Nancy Nelson.

## **Oath of Office**

AFM IEB member Tina Morrison administered the oath of office to the newly elected ROPA Board. Earlier in the day, Secretary Karen Sandene administered the oath of office to the newly elected Delegate-at-Large to the AFM Convention Maurice Grants.

## **Adjourned**

ROPA Vice President Nancy Nelson adjourned the 2013 ROPA Conference at 2:15 p.m. on Thursday, August 1, 2013

Respectfully submitted,

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Karen Sandene, ROPA Secretary

Approved date TBD