

Minutes 2014 ROPA Conference Pasadena, CA

Friday, August 1, 2014 –
Sunday, August 3, 2014

Full Members

Akron Symphony Orchestra
Albany Symphony
Allentown Symphony
Ann Arbor Symphony
Arizona Opera Orchestra
Atlanta Ballet Orchestra
Atlanta Opera Orchestra
Austin Symphony Orchestra
Boulder Philharmonic
California Philharmonic
California Symphony
Canton Symphony Orchestra
Chattanooga Symphony & Opera Orchestra
Colorado Springs Philharmonic Orchestra
Dallas Opera Orchestra
Dayton Philharmonic
Duluth Superior Symphony Orchestra
East Texas Symphony Orchestra
El Paso Symphony
Elgin Symphony Orchestra
Erie Philharmonic Orchestra
Fort Wayne Philharmonic
Fresno Philharmonic Orchestra
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
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
New Haven Symphony Orchestra
New Mexico Philharmonic
Oakland East Bay Symphony

Omaha Symphony Orchestra
Orchestra Iowa
Pacific Symphony
Palm Beach Opera Orchestra
Pasadena Symphony
Pittsburgh Opera Orchestra
Portland Opera Orchestra
Portland Symphony Orchestra
Reading Symphony Orchestra
Santa Barbara Symphony
Santa Rosa Symphony
Sarasota Orchestra
Shreveport Symphony 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

Binghamton Philharmonic
Eastern Connecticut Symphony
Flint Symphony Orchestra
Green Bay Symphony Orchestra
Lincoln Symphony Orchestra
Milwaukee Ballet Orchestra
Pittsburgh Ballet Orchestra
Tri-Cities Opera
Tulsa Opera Orchestra

Member Orchestras Not Represented

Delaware Symphony Orchestra
Eugene Symphony
Glimmerglass Festival Orchestra
Hudson Valley Philharmonic
Knoxville Symphony Orchestra
Lexington Philharmonic
New West Symphony
Rhode Island Philharmonic
Richmond Symphony

August 1, 2014

Proceedings

ROPA President Carla Lehmeier-Tatum warmly welcomed the Delegates and attendees and called the Conference to order at 9:00 a.m., Friday, August 1, 2014. The opening proceedings were held in the Donald R. Wright Auditorium of the Pasadena Central Library. President Lehmeier-Tatum introduced the ROPA Executive Board: Vice-President Nancy Nelson, Secretary Karen Sandene, Treasurer Dennis Danders, Members-at-Large, Karen Barker, Naomi Bensdorf-Frisch, Janice Galassi, Richard Kelly, Mary Anne Lemoine, Donna Loomis and Mike Smith.

Quorum

Secretary Sandene performed the Roll Call, and determined that there was a quorum, with 75 orchestras represented; 66 Full Members and 9 Associate Members.

Welcoming Addresses

Vince Trombetta, President of AFM Local 47. welcomed the delegates.

Maria Elena Durazo, Executive Secretary-Treasurer, Los Angeles County Federation of Labor, AFL-CIO addressed the delegates on the importance of union work to improve the lives of workers.

Gary Lasley, Secretary-Treasurer of AFM Local 47 welcomed the delegates.

Maurice Grants, ROPA Delegate for the Pasadena Symphony, ROPA Executive Board Member, and Conference Host, addressed the group and presented details for the attendees.

Group Photo

The Delegates, ROPA Board, speakers, and guests posed for a photo in honor of the 30th Anniversary of ROPA, in front of the Pasadena Central Library.

James Elmendorf - LAANE

James Elmendorf of LAANE (Las Angeles Alliance for a New Economy) addressed the conference on the topic of organizing to help create good jobs, and communications that are essential to reflect labor campaigns.

Randall P. Whatley – Cypress Media Group

Randall P. Whatley of the Cypress Media Group addressed the conference on the importance of messaging and media campaigns.

MAL Breakout Sessions

The ROPA Delegates met with their Member-at-Large and SSD representatives in closed sessions to discuss their orchestra's situations and their members' concerns.

Topic Breakout Sessions

ROPA Delegates returned to the Westin Pasadena Hotel for afternoon groups and were invited to attend two breakout sessions on a variety of topics, which included pit and stage safety, handling harassment, bullying and other conflicts between musicians while fulfilling your legal duty of fair representation, Basic Orchestra Committee/Union Stewardship, Basics of Social Media, PR and Media Messaging, and Financial Planning.

New Delegate Orientation

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

August 2, 2014**Rochelle Skolnick – SSD Attorney**

Rochelle Skolnick, SSD Attorney, spoke on the topic of legal protections for ill or injured musicians.

Phil Yao – AFM Pension Fund Trustee

Phil Yao gave an update on the AFM Pension Fund.

Harold Owens and Evan Wilson - MusiCares

Harold Owens and Evan Wilson spoke on MusiCares.

Officer Reports

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

Treasurer Dennis Danders delivered the Treasurer's report. Danders also spoke on his experiences having been in ROPA.

Secretary Karen Sandene delivered the Secretary report. She walked the delegates through portions of the ROPA website.

President Lehmeier-Tatum delivered the President's Address. She closed her remarks with the following calling: "The thirty years of advocacy in ROPA was built by people like you and we must respect what they have provided and earned for us today. We have a very special calling now and that is to take the vision of the first thirty years and build an even stronger future, together, with the Musicians of ROPA, the Delegates of ROPA, the Players' Conferences, our locals and the American Federation of Musicians."

Conference Reports

Paul Castillo (TMA), Marc Sazer (RMA), Robert Fraser (OCSM), and Bruce Ridge (ICSOM), representatives from our fellow AFM Conferences, addressed the delegates.

Audit Committee Report

Dori Nutt, representing the Audit Committee reported that the 2013-2014 Financial Statements were found to be in good order.

Labor Notes Conference Report

Todd Jelen, ROPA Delegate from the Canton Symphony, gave a summary of his experiences at the Labor Notes Conference, held April 4-6, 2014 in Chicago, Illinois.

International Executive Board Report

Bruce Fife, AFM IEB Vice-President, updated the delegates on a number of negotiations and other activities by the IEB.

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.

Symphonic Services Division Presentation

Nathan Kahn (SSD Negotiator) and Debbie Newmark (Director of Symphonic Electronic Media), shared their knowledge on the History of ROPA and the Integrated Media Agreement. Laurence Hoffman, Contract Administrator/Communications and Data Coordinator, introduced herself to the delegation.

Nominations

Vice President Nancy Nelson rose to the podium to lead nominations for President. Todd Jelen, Canton Symphony, nominated Carla Lehmeier-Tatum, New Mexico Philharmonic, for the office of President. The

Conference then elected Lehmeier-Tatum by acclamation.

President Lehmeier-Tatum resumed her duties. Nominations for Treasurer were taken. Norman Ludwin, California Philharmonic, nominated Donna Loomis, El Paso Symphony, for the office of Treasurer. The Conference then elected Loomis by acclamation.

The following people were nominated for four open ROPA Member-at-Large positions (three 2-year positions and one 1-year position):

- Karen Barker, Erie Philharmonic, nominated by Melanie Rapier, West Virginia Symphony
- Naomi Bendorf Frisch, Wisconsin Chamber Orchestra, nominated by Bill Olsen, Illinois Symphony
- Steve Wade, Hartford Symphony, nominated by Judi McDermott-Eggert, New Haven Symphony
- Taylor Brown, Chattanooga Symphony and Opera Orchestra, nominated by Richard Kelly, Portland Symphony

August 3, 2014

Representative Judy Chu

US House Representative Judy Chu, California 27th Congressional District, addressed the delegates on legislation affecting musicians. She presented the ROPA Conference a Certificate of Congressional Recognition for ROPA's 30th Anniversary Conference

Caroline O'Connor – Screen Actors Guild Foundation

Caroline O'Connor, Screen Actors Guild Foundation, gave a talk on News and Social Media for Unions. She presented an extensive look at Twitter for musicians..

Elections

Elections were held. The Election Committee consisted of Gabriel Renteria, Kalamazoo Symphony, Laura Jensen-Jennings, Sarasota Symphony and Alyssa Fleming-Vercillo, Las Vegas Symphony.

Resolutions

The following Resolutions were approved by the ROPA Conference:

Resolution No. 1 – 30 Year Recognition of the ROPA Charter Member Orchestras and Attendees to the first ROPA Conference of 1984

Whereas: The 2014 ROPA Conference marks the 30th anniversary of ROPA;

Whereas: Before 1984, regional orchestras across the nation were faced with unique problems and challenges not encountered by major orchestras represented by ICSOM;

Whereas: Before 1984, musicians in regional orchestras had no player conference representation in the AFM or any established means of networking;

Whereas: Nathan Kahn and others were instrumental in organizing the musicians of regional orchestras;

Whereas: The following orchestras are charter members of ROPA; Austin Symphony Orchestra, Charlotte Symphony Orchestra, Colorado Springs Symphony Orchestra, Columbus Symphony Orchestra, Florida Orchestra, Fort Wayne Philharmonic, Fort Worth Symphony, Grand Rapids Symphony, Hartford Symphony Orchestra, Jacksonville Symphony Orchestra, Memphis Symphony Orchestra, Nashville Symphony Orchestra, New Mexico Symphony Orchestra, Omaha Symphony Orchestra, Philharmonic Orchestra of Florida, Richmond Symphony, Sacramento Symphony, San Jose Symphony, Spokane Symphony, Tulsa Philharmonic, Virginia Symphony and Wichita Symphony Orchestra; and

Whereas: The following Delegates and official guests attended the first ROPA Conference in Columbus, Ohio, in 1984;

Chris Allen, Brian Bell, Mike Buccicone, Tom Dale, Chris Durham, Steve Secan (Columbus); Nancy Levine, Janis Nilsen, Elizabeth Pistolessi, Carol Stumpt (Charlotte); Buddy Pitts, Mark Tetreault (Jacksonville); Nathan Kahn, Ric Ricker (Nashville); Leonard Byrne, Richard Totusek (Spokane); Bruce Schultz, Weymouth Young (Tulsa); Gary Wisner (Florida); Sam Gnagey (Fort Wayne); Jane Owen (Fort Worth); Russ Schultz (Memphis); Tom Derthick, (Sacramento); Joanne Tanner (San Jose); Dennis Danders (Wichita); John Palanchian, Fred Zenone (ICSOM); and Victor Fuentealba, Lew Waldeck (AFM); Therefore be it

RESOLVED: That the Delegates to the 2014 ROPA Conference of the American Federation of Musicians do hereby recognize and honor the charter member orchestras of ROPA, and the attendees of the first ROPA Conference of 1984 in Columbus, Ohio; and therefore be it

FURTHER RESOLVED: That the Delegates to the 2014 ROPA Conference of the American Federation of Musicians wish to further express their appreciation for the first ROPA Conference delegates and official guests' courage and vision in joining together to seek solutions to their common challenges, and for establishing the Regional Orchestra Players Association, which today serves thousands of working musicians in 85 member orchestras across the United States.

Submitted by : The ROPA Legislative Committee

Resolution No. 2 - In Honor and Recognition of the Contributions made by Dennis Danders

Whereas: Dennis Danders has served on the Executive Board of ROPA as a Treasurer for 14

years;

Whereas: Dennis Danders was a founding Delegate of ROPA in 1984;

Whereas: Dennis Danders has diligently worked to serve the organization and the Board;

Whereas: Dennis Danders has served on the Executive Board of ROPA for the longest period of any ROPA member;

Whereas: Dennis Danders has performed his duties with diligence, fair-mindedness, and diplomacy; and

Whereas: Dennis Danders has retired from the Wichita Symphony after performing 50 years;
Therefore be it

RESOLVED: That Dennis Danders be recognized and honored for his outstanding contributions to ROPA and to ROPA's Executive Board; And be it further

RESOLVED: That the Delegates of the 30th ROPA Conference of the American Federation of Musicians, August 2014, express their appreciation and best wishes for his retirement, and name Dennis Danders Treasurer Emeritus of ROPA.

Submitted by: The ROPA Executive Board

Resolution No. 3 - Emeritus Status of Gary Lasley

WHEREAS, Gary Lasley served diligently as the ROPA Delegate-at-Large to the AFM Convention for 10 years;

WHEREAS, Gary was a musician in numerous ROPA orchestras for 40 years;

WHEREAS, Gary was also Chair of the Legislative Committee by virtue of Office for 10 years;

WHEREAS, Gary eloquently represented ROPA at AFM Conventions, and was instrumental in establishing a strong national voice;

WHEREAS, Gary has been and continues to be an advocate for ROPA;

WHEREAS, Gary's work continues to be exemplary; and

WHEREAS, Gary's effective leadership and guidance with the ROPA Executive Board in all legislative matters has been invaluable; therefore, be it

RESOLVED, That the Delegates of the 30th ROPA Conference of the American Federation of Musicians, August 2014, express their deepest gratitude and thanks to Gary Lasley for his contributions of knowledge and expertise on behalf of ROPA, and do hereby bestow on him the honorary status of ROPA Delegate-at-Large to the AFM Convention Emeritus.

Submitted by: The ROPA Executive Board

Resolution No. 4 - Ivory Legislation Resolution

Whereas, The US Fish and Wildlife Service under the auspices of the Department of the Interior has issued Director's Order No. 210 imposing new regulations on transport or sale of instruments containing any African elephant Ivory;

Whereas, It is recognized that application of the US Fish and Wildlife Service Director's Order No. 210 is a critical issue affecting the entire music industry of over 80,000 professional musicians in the United States and Canada;

Whereas, Musical instruments are a crucial tool of the trade and a major investment for working musicians and music students;

Whereas, Sect 2b(4) of the above Director's Order specifically imposes new travel limitations on musical instruments;

Whereas, African elephant ivory has not been used in the manufacture of musical instruments in decades;

Whereas, The continued existence, sale, and use of older instruments containing small amounts of elephant ivory from earlier decades neither provides a market for illegally-traded ivory nor fuels African elephant poaching;

Whereas, There is currently no reliable technique for distinguishing legally, or illegally, harvested African elephant ivory or other materials; and

Whereas, The US Fish and Wildlife Service Director's Amended Order 210 imposes an impossible burden of proof upon musicians that cannot be met; therefore be it

Resolved, That the 2014 ROPA Conference in Pasadena, California do hereby applaud AFM President Raymond Hair's testimony to Congress on June 24, 2014; and be it further

Resolved, That the members of ROPA do offer full support and assistance to the AFM's efforts to secure exemption from Amended Order 210 for musical instruments, and that ROPA further supports the AFM's request that the application of Amended Order 210 regarding musical instruments be held in abeyance pending a clear, reliable, and non-burdensome means of compliance.

Submitted by: The ROPA Executive Board

Resolution No. 5 - Adjunct Officers

Whereas, The duties of Adjunct Officers are essentially administrative or technical;

Whereas, The custom and practice of ROPA is that such positions are supervised and under the direction of the Executive Board or an officer thereof;

Whereas, Adjunct Officers do not have any fiduciary responsibilities;

Whereas, Adjunct Officers are appointed by the President, approved by the Executive Board, and are not elected positions;

Whereas, Any reference to an officer position of any kind may imply that such a position must be filled by election, regardless of the duties of the position, thereby causing confusion about the requirements to fill such a position; and

Whereas, Administrative or technical services can be fulfilled by using 3rd party vendors; therefore; be it

Resolved, That Article VII ("Article VII. Adjunct Officers and Standing Committees") of the ROPA Bylaws shall be re-titled "Adjunct Positions and Standing Committees" and Section 1 of Article VII be amended as follows:

Section 1. Enumeration: The Adjunct [~~Officers~~] Positions shall include an Editor of *The Leading Tone*, an Historian, a Webmaster, a Conductor Evaluation Administrator and a Conference Coordinator. Adjunct Positions may be held by persons who are not members of a ROPA orchestra. The services of any Adjunct Position may also be filled by 3rd party vendors.

Adjunct [~~officers~~] Positions shall serve subject to an be filled by appointment by the President with the approval of the Executive Board, and be under the direction and supervision of the Executive Board or by a ROPA officer as provided for in these bylaws.

Submitted by: ROPA Executive Board

Resolution No. 6 - Green Bay Orchestra

Whereas, The musicians of the Green Bay Symphony Orchestra and the community of Green Bay, Wisconsin were informed that the organization would cease operations at the end of the 2014 - 2015 season;

Whereas, The Green Bay Symphony Orchestra has been a rich cultural asset to the community of Green Bay for 100 years, during which the orchestra has faithfully fulfilled its mission to entertain, engage, and educate with the power of great music;

Whereas, The Green Bay Symphony Orchestra has undertaken successful acclaimed innovations such as annual National Anthem performances at Lambeau Field in front of 72,000 fans at a Green Bay Packers home game;

Whereas, The Green Bay Community Foundation's *2014 Survey of the Economic Health and Future Outlook of Non-profits in Brown, Kewaunee, and Oconto Counties* found that 82% of respondents in Arts and Culture reported that they are currently financially healthy, indicating that the community does support Arts and Cultural organizations, 62% of respondents state they will expand services in key areas in 2014, and 74% of respondents state they did not have to cut budgeted operational expenses in 2013 due to revenue shortfalls, indicating that there is philanthropic support for the Arts in Green Bay, and that the community can maintain a financially healthy arts organization; and

Whereas, The Green Bay Symphony Orchestra has faced deficits in the recent past yet has also earned a profit in two out of the last three seasons, with a small budget deficit reported last season; therefore, be it

Resolved, That ROPA, understanding the difficulty of the decision made by the Green Bay Symphony Orchestra's Board of Directors to cease operations, nevertheless calls on the Board to support the mission of the Green Bay Symphony Orchestra and allow the orchestra to continue to fulfill the vision of the community leaders and philanthropists who have supported the organization for the last 100 years; and be it

Resolved, That ROPA petitions the Green Bay Symphony Board of Directors to align its goals with organizations like Arts Wisconsin, which seeks to invest in creativity at the local and state levels, and to use its state's abundant arts, culture, and creative assets for economic, educational,

and civic vitality and stability; and be it

Resolved, That ROPA shall contact Mayor James J. Schmitt of Green Bay, Wisconsin for support in the preservation of the 100-year-old cultural asset, and that Mayor James J. Schmitt be provided a recent quote from President of the Conference of Mayors: "Mayors understand the connection between the arts industry and city revenues. Arts activity creates thousands of direct and indirect jobs and generates billions in government and business revenues. The arts also make our cities destinations for tourists, help attract and retain businesses, and play an important role in the economic revitalization of cities and the vibrancy of our neighborhoods"; and be it

Resolved, That ROPA shall assist the musicians and the community with their endeavors to continue a successful future in supporting the Green Bay Symphony Orchestra as a rich cultural asset to the community of Green Bay; and be it further

Resolved, That ROPA shall provide educational assistance to promulgate the prosperous asset that the musicians provide to the community of Green Bay and the State of Wisconsin.

Submitted by: ROPA Executive Board

Resolution No. 7 - Hartford Virtual Orchestra

Whereas, Opera is a musical art form of high artistic integrity;

Whereas, Performances of opera greatly enrich the communities they serve;

Whereas, Replacing live musicians with a virtual orchestra, sampled instrumental sounds, or other electronic means greatly diminishes the overall enrichment to communities;

Whereas, Diminishing artistry and integrity by using something other than what is required by a composer, or the acceptable and traditional performance practice, does not comport with enrichment and high quality standards in any way;

Whereas, The Hartford Wagner Festival has announced its intent to use sampled instrumental sounds instead of a live orchestra for its production of Richard Wagner's Das Rheingold;

Whereas, Such use would reduce the orchestra music to sampled orchestral sounds;

Whereas, The Hartford musicians and the Hartford community have organized to protest the egregious attempt by the Hartford Wagner Festival to degrade enrichment through music, the art of opera, and the performing arts;

Whereas, The Hartford Wagner Festival has responded by issuing unsubstantiated allegations, and other statements against the American Federation of Musicians of the United States and Canada (the "AFM"); and

Whereas, The AFM has responded by issuing a press release (also posted on the AFM website) - to set the record straight; now, therefore, be it

Resolved, That the Delegates of the 2014 ROPA Conference applaud the Hartford musicians and the members of the Hartford community for their courage and stalwart efforts to protect artistic integrity and enrichment through the arts to the Hartford community; and be it

Resolved, That the Delegates of the 2014 ROPA Conference applaud the AFM and AFM International President Ray Hair for their response to the unwarranted attacks and untruthful and unsubstantiated allegations issued against the AFM and its members by the Hartford Wagner Festival's founder; and be it further

Resolved, That the Delegates of the 30th ROPA Conference of the American Federation of Musicians, August 2014, stand in solidarity with the Hartford musicians and the Hartford community in their efforts to preserve the integrity of music in all communities.

Submitted by: The ROPA Executive Board

Educational Outreach Initiatives

Gretchen Nielsen-LA Philharmonic, Stacy C. Brightman, Ph.D.-LA Opera and Nancy Eldridge- Pacific Symphony discussed several Educational Outreach Initiatives being run in their orchestras.

Election Results

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

Member-at-Large Results:

* Naomi Bendorf Frisch, Wisconsin Chamber Orchestra	44
* Steve Wade, Hartford Symphony	41
*Taylor Brown, Chattanooga Symph/Opera Orchestra	31
** Karen Barker, Erie Philharmonic	29

* Elected to a 2 year term

**Elected to a 1 year term

Site Selection for 2016 ROPA Conference

Madison, Wisconsin was selected as the site for the 2016 ROPA Conference.

Honoring Eddie Arias

The Conference attendees held a moment of silence honoring the memory of Eddie Arias, former Secretary-Treasurer of San Diego Local 325, who passed away in July.

Andrea Altona and Chris Stevens – The San Diego Opera Story

Andrea Altona and Chris Stevens discussed the San Diego Opera's success in coming back from the brink of bankruptcy, with a particular emphasis on social media. A film produced by Save San Diego Opera was shown.

Oath of Office

Dennis Danders administered the oath of office to the newly-elected ROPA Board.

Keith McNutt – Actors Fund

Keith McNutt discussed programs provided by the Actors Fund.

Invitation for Film Viewing

President Lehmeier-Tatum invited Delegates and Guests to remain in the Madera Conference Room to view a special video created for the 30th Anniversary of ROPA, featuring interviews with ROPA founders and others who spoke of the importance of the work of the organization.

Adjourned

ROPA President Carla Lehmeier-Tatum adjourned the 2014 ROPA Conference at 3:00 p.m. on Sunday, August 3, 2014

Respectfully submitted,



Karen Sandene, ROPA Secretary

Approved date: August 22, 2014