

Minutes

2009 ROPA Conference

Dayton, Ohio

Tuesday, August 4, 2009 – Thursday, August 6, 2009

Attendees

Akron Symphony Orchestra
 Allentown Symphony
 Ann Arbor Symphony
 Atlanta Ballet Orchestra
 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
 Elgin Symphony Orchestra
 Erie Philharmonic Orchestra
 Florida West Coast Symphony
 Fort Wayne Philharmonic
 Fresno Philharmonic Orchestra
 Grand Rapids Symphony
 Hartford Symphony Orchestra
 Hollywood Bowl Orchestra
 Houston Ballet Orchestra
 Houston Grand Opera Orchestra
 Huntsville Symphony Orchestra
 Kalamazoo Symphony Orchestra
 Las Vegas 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
 Oakland East Bay Symphony
 Omaha Symphony Orchestra

Opera Cleveland
 Pacific Symphony
 Palm Beach Opera Orchestra
 Pasadena Pops Orchestra
 Pittsburgh Opera Orchestras
 Portland Opera Orchestra
 Rhode Island Philharmonic
 Richmond Symphony
 Santa Barbara Symphony
 Santa Rosa Symphony
 Shreveport Symphony Orchestra
 South Bend Symphony
 Southwest Florida Symphony Orchestra
 Spokane Symphony Orchestra
 Symphony Silicon Valley
 Toledo 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
 Milwaukee Ballet Orchestra
 Pittsburgh Ballet Orchestra
 Richardson Symphony Orchestra
 Tulsa Opera Orchestra

Member Orchestras Not Represented

Albany Symphony
 Duluth Superior Symphony
 El Paso Symphony
 Hudson Valley Philharmonic
 Harrisburg Symphony Orchestra
 Knoxville Symphony Orchestra
 Lexington Philharmonic
 Los Angeles Chamber Orchestra

Guest Orchestras

Portland (ME) Symphony Orchestra

Proceedings

ROPA President Carla Lehmeier-Tatum warmly welcomed the Delegates and attendees and called the Conference to order at 9:13 a.m., Tuesday, July 29, 2008. President Lehmeier-Tatum introduced the ROPA Executive Board, Vice-President Paul Austin, Secretary Larry Gardner, Treasurer Dennis Danders, Members-at-Large Karen Barker, Tim Judd, Nancy Nelson, and Sherill Roberts, Norman Stone Delegate-at-Large to the AFM Convention Gary Lasley and Conference Coordinator Elizabeth Cochran. Member-at-Large Laurien Jones was excused.

Pres. Carla Lehmeier-Tatum recognized John Kurokawa for assisting and hosting conference;

Quorum

Secretary Gardner performed the Roll Call, and determined that there was a quorum, with 70 orchestras represented; 62 Full Members and eight Associate Members.

Welcoming Addresses

Rhine McLin, Dayton Mayor addressed the conference.

Neil Gittleman, Music Director Dayton Philharmonic, addressed the conference.

T. Kareem Powell, Pres. Local 101-473 addressed the conference.

Paul Helfrich, President of the Dayton Philharmonic Orchestra Association, addressed the conference.

Officer Reports

President Lehmeier-Tatum delivered the ROPA President Report.

Vice-President Paul Austin delivered the ROPA Vice-President Report.

Secretary Gardner delivered the ROPA Secretary Report.

Treasurer Danders delivered the ROPA Treasurer Report.

President Lee

Tom Lee, AFM President, informed the conference on the state of affairs and actions of the Federation in support of musicians. Those items included the AFM-EPF (aka AFM Pension Fund), AFM Legislative action and advocacy.

Presentation

Randy Cohen, Vice President of Americans for the Arts gave a seminar on how arts improve our society. As for business, there are 5.7 million arts jobs in the U.S. that generate \$166 billion in economic activity. In regards to government, for every dollar of government support of the arts, the arts generate \$7 in tax revenue – not a bad rate of return! Cohen states, *“Support for the arts does not come at the expense of economic development. Rather, it’s an industry that supports jobs, generates government revenue, is the cornerstone of tourism and economic development, and drives a creativity-based economy. It is illogical public policy NOT to increase arts funding at a time when governments need the revenue most to pay for critical services. In education, students who were highly involved in the arts performed better on a variety of academic measures than other students – these findings also held when studied across socio-economic strata, suggesting that the arts can help “level the playing field” for youngsters from disadvantaged circumstances. The arts help in healthcare, diplomacy, and even the military maintains bands in order to enhance morale, esprit de corps, and retention. Anyone interested in helping advocate for the arts can go to their website, <http://www.artsusa.org>, and click on Advocacy to sign up for their Arts Action Center.*

Presentation

AFM Symphonic Services Division gave a overview presentation of SSD Staff and their various roles led by Chris Durham, Director of SSD. The SSD staff presentation included Negotiators Nathan Kahn, Barbara Owens, and David Schoenbrun, Contract Administrator Doug Lyons, and Benefits Analyst Joe Goldman. Also discussed were new ideas for utilizing Google spreadsheets for the annual wage charts.

Presentation

AFM-EPF (AFM Pension Fund) representatives Will Luebking and Vinni LoPresti gave a presentation explaining, in general, how the pension fund works.

The website available to musicians is www.afm-epf.org

Player Conference Addresses

Bruce Ridge, ICSOM Chair, addressed the Conference.

Francine Schutzman, OCSM President, addressed the Conference.

Marc Sazar, RMA Secretary, addressed the Conference.

Seminar

William Thompson gave a seminar on: Outside-In Negotiating:-- Quick & Dirty Data Analysis in Orchestra Negotiations. The goal here is to enable ourselves to 1) perform a sound budgetary analysis quickly, 2) contribute positively and credibly to economic discussion about our institution, and 3) position ourselves with information that equalizes the power relationship between musicians and managements in negotiations. In simple terms, if your institution's peers generate identifiable returns among a broad spectrum of activities, your organization should anticipate similar returns among the spectrum of activities tracked.

Seminar

Debbie Newmark, SSD Director of Electronic Media, presented an update on the Integrated Media Agreement and an overview on the new agreement.

Report

Brian Rood, ICSOM President gave a report on the AFM Strike Fund.

Resolution #6—7th Member-at-Large

Resolution #6-7th Member-at-Large which added a Member-at-Large to the ROPA Executive Board was moved by the legislative committee and approved by the ROPA Delegates

Nominations

Paul Austin was nominated and elected by acclamation for Vice President.

Larry Gardner was nominated and elected by acclamation for Secretary.

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

1. John Kurokawa
2. Karen Sandene
3. Tim Judd
4. Norman Stone
5. Dwight Anderson
6. Greg Youmans
7. Mike Smith

Pres. Lehmeier-Tatum declared the nominations closed.

Seminar

Patricia Polach, ROPA Legal Counsel, presented a seminar on *Re-opener Bargaining*. With 17 ROPA orchestras receiving requests for voluntary re-openers, this was the “year of the re-opener”. What kinds of managements are making these re-opener requests? They include the “Distressed” (with real problems and a troubled history), The “Opportunistic” (actually healthy, but capitalizing on the climate) and the “Confused, the Dim, and the Lazy” (maybe they have problems, but they haven’t analyzed their finances well, or deeply, or they’re having a knee-jerk reaction: “we need to cut musician wages”). It’s our job to decide which type of management we are encountering. If your management asks to re-open your contract, there are 6 things to do: 1) Contact your local, 2) refuse to re-open the CBA, 3) agree to talk about finances, problems, etc, 4) establish clear “rules of engagement”, 5) Demand and analyze financial information, and 6) decide what to do based on your facts. Remember, failure of management transparency is a warning sign of opportunism! Resources available include AFM Symphonic Services Division, your local officers and your local’s attorney. There’s no substitute for working and planning!

Topic Breakout Reports

- Relationships with Boards – Carla Lehmeier-Tatum
- Redefining the role of a professional musician – Tim Judd
- Orchestra Committee
- E-communication: appropriate or not? – Paul Austin

Orchestra Reports

Shreveport Symphony-- Christopher Allen
Wisconsin Chamber Orchestra –Todd Jelen

Audit Report

Greg Lanzi, Anthony Scelba, Anders Dahlberg presented their positive Audit Report of the ROPA accounts kept by ROPA Treasurer Dennis Danders.

Election Committee report

With 57 orchestras voting and no disqualified ballots, for the Member-at-Large positions on the ROPA Executive Board the results were:

Tim Judd	47 votes
Karen Sandene	43 votes
John Kurokawa	40 votes
Greg Youmans	26 votes
Norman Stone	25 votes
Mike Smith	21 votes
Dwight Anderson	20 votes

Therefore, the following people were elected to two year terms on the ROPA Executive Board: Vice President Paul Austin, Secretary Larry Gardner, and Members-at-Large Tim Judd, Karen Sandene, John Kurokawa and Greg Youmans. Continuing on the ROPA Board are President Carla Lehmeier-Tatum, Treasurer Dennis Danders, Members-at-Large Karen Barker, Laurien Jones, and Nancy Nelson, and Delegate-at-Large Gary Lasley.

Seminar

David Nesmith a ROPA musician from the West Virginia Symphony and Certified Alexander Technique teacher presented a practical demonstration of the Alexander Technique to the ROPA conference attendees.

Resolutions

The Delegates adopted the following Resolutions:

Resolution No. 1 25th Anniversary

WHEREAS, The ROPA Conference marks the 25th anniversary of ROPA; and

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

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

WHEREAS, Nathan Kahn was instrumental in organizing the musicians of regional orchestras; and

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 Pistolesi, Carol Stumpt (Charlotte); Buddy Pitts, Mark Tetreault (Jacksonville); Nathan Kahn, Rick 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 of the ROPA Conference of the American Federation of Musicians hereby recognize and honor the charter member orchestras of ROPA, and the attendees of the first ROPA Conference in Columbus, Ohio, in 1984, for their courage and vision in joining together to seek solutions to their common challenges, and for establishing the Regional Orchestra Players' Association, which serves thousands of working musicians in 78 member orchestras across the United States today.

Resolution No. 2 Honoring Nathan Kahn

WHEREAS, Nathan Kahn is an accomplished bass player of the highest caliber; and

WHEREAS, Nathan Kahn has been a dedicated union activist for decades; and

WHEREAS, Nathan Kahn recognized a need for representation and assistance for regional orchestras; and

WHEREAS, Nathan Kahn personally contacted orchestra committee chairs in regional orchestras all across the country in 1982 to form ROPA; and

WHEREAS, Nathan Kahn, along with Lew Waldeck, Director of the American Federation of Musicians Symphony Department, organized the first ROPA Conference in 1984; and

WHEREAS, Nathan Kahn has assisted musicians in ROPA orchestras in negotiating successful contracts with their managements for over two decades; therefore, be it

RESOLVED, That the Delegates of the 2009 ROPA Conference of the American Federation of Musicians honor Nathan Kahn as the Founder and first President of the Regional Orchestra Players' Association, and for his vision, dedication, and diligence; and be it further

RESOLVED, That the Delegates of the 2009 ROPA Conference of the American Federation of Musicians express their heartfelt gratitude to Nathan Kahn for his continued support of ROPA and for his tireless efforts on behalf of ROPA musicians all over the country as an AFM Symphonic Services Division negotiator.

Resolution No. 3 Honoring Ron Bauers

WHEREAS, Ron Bauers was a dedicated musician, accountant, professor, and activist, and

WHEREAS, Ron Bauers analyzed financial data from orchestras large and small on behalf of AFM musicians for nearly two decades; and

WHEREAS, Ron Bauers had a talent for making complicated numbers understandable to musicians; and

WHEREAS, Ron Bauers produced convincing defenses in extremely challenging negotiations; and

WHEREAS, Ron Bauers was honored and respected in orchestras across the AFM; and

WHEREAS, Ron Bauers had a passionate commitment to musicians and numbers; and

WHEREAS, Ron Bauers' service and support to ROPA orchestras is profoundly missed; therefore, be it

RESOLVED, That the Delegates of the 2009 ROPA Conference of the American Federation of Musicians honor the life of Ron Bauers and express their gratitude for his many years of service to ROPA musicians.

Resolution No. 4 Shreveport Symphony

WHEREAS, The Shreveport Symphony is an integral part of the cultural fabric of Shreveport; and

WHEREAS, The actions of the management and board of the Shreveport Symphony have deprived the community of classical music and the musicians of an income for over a year; and

WHEREAS, Over the past six years the musicians of the Shreveport Symphony have endured over 27% in pay reductions; and

WHEREAS, The musicians of the Shreveport Symphony are highly trained and skilled professionals who deserve to be treated with dignity and respect; and

WHEREAS, The Shreveport Symphony is in sound financial condition without debt or deficit; and

WHEREAS, The entire musical community shares our concerns; therefore, be it

RESOLVED, That the Delegates to the 2009 ROPA Conference of the American Federation of Musicians call on the management and board of the Shreveport Symphony to review the absence of classical music culture in their community and to join with the musicians in taking the necessary steps to return professional live symphonic performances to Shreveport.

Resolution No. 5 AFM-EPF

WHEREAS, The American Federation of Musicians and Employers' Pension Fund (AFM-EPF) is funded by contributions from participating employers on behalf of employee musicians in industries such as symphony, opera, ballet, live theater, motion pictures, sound recordings, television, commercials, and other arts and entertainment fields where collective bargaining agreements are negotiated by the AFM or AFM Locals requiring such contributions; and

WHEREAS, The AFM-EPF is a trust fund governed by a Board of Trustees made up of an equal number of union Trustees and employer Trustees; and

WHEREAS, The AFM President has the sole power to appoint the union Trustees, and the employer Trustees have the sole power to appoint the employer Trustees, with each side currently empowered to appoint eight Trustees; and

WHEREAS, At the current time there is no orchestra manager sitting as an employer Trustee, despite the fact that contributions made by symphony, opera and ballet orchestra employers on behalf of their employee musicians constitute over 40% of the contributions made annually to the AFM-EPF; and

WHEREAS, In light of the high proportion of AFM-EPF contributions dollars being paid by orchestra institutions, orchestra managers should have as many as two or three Management Trustees on the AFM-EPF Board of Trustees, their concerns should be considered by the Board of Trustees, and their experience and expertise should be brought to bear on the issues facing the AFM-EPF; therefore, be it

RESOLVED, That the Delegates to the 2009 ROPA Conference of the American Federation of Musicians urge the managers of the symphony, opera and ballet orchestra employers who participate in the AFM-EPF to develop a coordinated effort to persuade the employer Trustees to appoint at least one orchestra manager to an employer seat on the Board of Trustees as soon as possible; and be it further

RESOLVED, That the Delegates to the 2009 ROPA Conference of the American Federation of Musicians urge all musicians in orchestras that participate in the AFM-EPF to call on their managers to engage in a concerted effort to obtain an employer Trustee position for a qualified orchestra manager as soon as possible.

Resolution No. 6 7th Member-at-Large

WHEREAS, ROPA currently has a record number of orchestras (78); and

WHEREAS, direct communication with delegates of our orchestras is a founding principle of ROPA; and

WHEREAS, the ROPA Members-at-Large are responsible for this line of communication to our delegates; and

WHEREAS, our six current Members-at-Large work at an overload of up to 14 orchestras; and

WHEREAS, adding one more Member-at-Large would allow for an average of 11 orchestras per Member-at-Large; therefore be it

RESOLVED: that the number of Members-at-Large be increased from six to seven; and be it further

RESOLVED: that the ROPA Bylaws be amended as follows:

Article IV. Officers

Section 1. **Enumeration:** The Officers of ROPA shall consist of a President, a Vice-President, a Secretary, a Treasurer, ~~six~~ seven Members-at-Large, a Leading Tone Editor, and a non-voting Delegate-at-Large to the AFM Convention.

Resolution No. 7 Auditing Committee

WHEREAS, According to the ROPA Bylaws, the Auditing Committee needs to be chosen prior to the end of the fiscal year; and

WHEREAS, The fiscal year ends on June 30th, which is one month prior to the ROPA Conference; and

WHEREAS, The list of Delegates who will be attending the Conference is not finalized by June 30th; therefore, be it

RESOLVED, That Article VII, Section 6 of the ROPA Bylaws be amended as follows:

Section 6. **Auditing Committee.** The ROPA Auditing Committee shall have the purpose of conducting a financial audit and presenting a report to the ROPA Annual Conference. The Auditing Committee shall be selected by the ROPA President prior to the ~~[end of the fiscal year]~~ start of the Annual ROPA Conference.

Resolution No. 8 Adjunct Officers

WHEREAS, There is a need for a new section, **Adjunct Officers**, in the ROPA Bylaws; and

WHEREAS, The Adjunct Officers shall include an Editor of *The Leading Tone* and a Historian; and

WHEREAS, The Bylaws need to codify the selection process of the Adjunct Officers; therefore, be it

RESOLVED, That the ROPA Bylaws be amended as follows:

New Article: Adjunct Officers

Section 1. **Enumeration:** The Adjunct Officers shall include an Editor of *The Leading Tone* and a Historian, both of whom shall serve subject to an appointment by the President with the approval of the Executive Board.

Resolution No. 9 The Leading Tone Editor

WHEREAS, The Editor of *The Leading Tone* is currently a non-voting member of the ROPA Executive Board; and

WHEREAS, A communication system has been established that ensures relevant content is included in *The Leading Tone* without the Editor's participation in Board meetings; therefore, be it

RESOLVED, That the office of *The Leading Tone* Editor be changed from a non-voting member of the ROPA Executive Board to a ROPA Adjunct Officer; and be it further

RESOLVED, That the ROPA Bylaws be amended as follows:

Article IV OFFICERS

Section 1. **Enumeration:** The Officers of ROPA shall consist of a President, a Vice-President, a Secretary, a Treasurer, six Members-at-Large, ~~[a Leading Tone Editor,]~~ and a non-voting Delegate-at- Large to the AFM Convention.

Section 7. ~~[**Editor:** The Editor shall:~~

- ~~(a) [prepare and promulgate at least four issues annually, during the months of September through May, of ROPA's official newsletter, which shall be named *The Leading Tone*.]~~

Article V ELECTIONS

Section 1. **Eligibility for Office:** Any member of a Full Membership ROPA Orchestra who is a member in good standing of the AFM and does not hold a managerial or supervisory position in that orchestra shall be eligible to hold a ROPA office. Should an Officer cease to meet any of these qualifications during his or her Term of Office, his or her office shall automatically become vacant. ~~[With the exception of Editor]~~ No more than two members from any one orchestra may hold Office at the same time.

Section 2. **Time of Elections:** There shall be an election of Officers on the final day of each General Conference of ROPA. The election in even numbered years shall be for President, Treasurer ~~[Editor]~~ and three Members-at-Large. The election in odd numbered years shall be for Vice-President, Secretary, the ~~[three]~~ four remaining Members-at-Large and the Delegate-at-Large to the AFM Convention.

Article VI. EXECUTIVE BOARD

Section 1. **Composition:** The Officers shall collectively constitute the Executive Board, but the ~~[Editor and]~~ Delegate-at-Large shall be a non-voting member[s] of that Board.

New Article: Adjunct Officers

Section 2. **The Leading Tone Editor:** *The Leading Tone* Editor shall:

- (a) prepare and promulgate at least four issues annually of ROPA's official newsletter, which shall be named *The Leading Tone*.

Resolution No. 10 Historian

WHEREAS, ROPA has been in existence for twenty five years; and

WHEREAS, Our historical footprint needs to be preserved; and

WHEREAS, The current archival material of ROPA needs to be housed in one central location; therefore, be it

RESOLVED, That the office of Historian be created, which will be a non-voting ROPA adjunct officer; and be it further

RESOLVED, That the ROPA Bylaws be amended as follows:

New Article: ADJUNCT OFFICERS

Section 3. **Historian:** The Historian shall

- (a) Store and maintain historical documents.
- (b) Submit articles of historical significance for publication, including a standing column in *The Leading Tone*.

Resolution No. 11 Sherill Roberts

WHEREAS, Sherill Roberts (Portland Opera Orchestra) has served on the Executive Board of ROPA as a Member-at-Large (MAL) for three years; and

WHEREAS, Sherill Roberts has diligently worked to serve the need of her 14 orchestras; and

WHEREAS, Sherill Roberts has performed her duties with grace, dignity, and diplomacy; and

WHEREAS, Her career as an Andover Educator prevents her from running for another term as MAL this year; therefore be it

RESOLVED: That Sherill Roberts be recognized and honored for her outstanding contributions to ROPA's Executive Board; and be it further

RESOLVED: That the Delegates to the 2009 ROPA Conference of the American Federation of Musicians extends their best wishes to her in her work of promoting good musician health as an Andover Educator.

2010 Conference Location

(note the 2010 ROPA Conference Location had been previously approved for Omaha, Nebraska).

ROPA Delegate Michael Smith, Minnesota Opera representative presented Minneapolis Minnesota as a conference site for the 2011 ROPA Conference. Delegate and Member-at-Large Nancy Nelson, in the absence of Richard Kelly from Portland, Maine presented Portland, Maine as a conference site for the 2011 ROPA Conference. A straw poll was taken with 22 delegates voting in favor of Portland, Maine and 14 delegates voting for Minneapolis, Minnesota. No action was taken.

Adjourned

ROPA President Carla Lehmeier-Tatum adjourned the 2009 ROPA Conference at 4:30 p.m. EST on Friday, August 6, 2009.

Respectfully submitted,

Larry Gardner, ROPA Secretary
Approved 10/31/2010