

Minutes
2010 ROPA Conference
Omaha, Nebraska

Tuesday, August 3, 2010 – Thursday, August 5, 2010

Attendees

Akron Symphony Orchestra
Allentown Symphony
Ann Arbor Symphony
Arizona Opera Orchestra
Atlanta Ballet Orchestra
Atlanta Opera Orchestra
Austin Symphony Orchestra
Boulder 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
El Paso Symphony
Elgin Symphony Orchestra
Erie Philharmonic Orchestra
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
Kalamazoo Symphony Orchestra
Las Vegas Philharmonic
Long Beach Symphony Orchestra
Long Island Philharmonic
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
Richardson 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
Hudson Valley Philharmonic
Lincoln Symphony Orchestra
Milwaukee Ballet Orchestra
Tulsa Opera Orchestra

Member Orchestras Not Represented

Albany Symphony
California Philharmonic
Hudson Valley Philharmonic
Knoxville Symphony Orchestra
Lexington Philharmonic
Los Angeles Chamber Orchestra
Los Angeles Opera Orchestra
Orchestra Iowa
Pittsburgh Ballet Orchestra
Pittsburgh Opera Orchestra
Rhode Island Philharmonic
Santa Rosa Symphony
Shreveport Symphony Orchestra

none

August 3, 2010

Proceedings

ROPA President Carla Lehmeier-Tatum warmly welcomed the Delegates and attendees and called the Conference to order at 9:23 a.m., Tuesday, August 3, 2010. President Lehmeier-Tatum introduced the ROPA Executive Board, Vice-President Paul Austin, Secretary Larry Gardner, Treasurer Dennis Danders, Members-at-Large Karen Barker, Laurien Jones, Tim Judd, Nancy Nelson, Norman Stone and Greg Youmans, Karen Sandene (Conference Host), Delegate-at-Large to the AFM Convention Gary Lasley and Conference Coordinator Tim Dickmeyer.

Quorum

Secretary Gardner performed the Roll Call, and determined that there was a quorum, with 71 orchestras represented; 64 Full Members and seven Associate Members.

Welcoming Addresses

Dan Cerveney, Secretary-Treasurer of Local 70-558 addressed the conference and expressed his appreciation to the conference for the Ron Bauers resolution at the AFM convention.

Terry Moore, President of the Omaha Federation of Labor, addressed the conference.

Karen Sandene, conference host addressed the conference.

Tim Dickmeyer, conference coordinator, addressed the conference.

Officer Reports

President Lehmeier-Tatum delivered the ROPA President Report.

Vice-President Paul Austin delivered the ROPA Vice-President Report which included the addition of 5 new member orchestras during the past year. They were: Orchestra Iowa, Portland Symphony (Maine), Pasadena Symphony, New West Symphony and the Tucson Symphony.

Secretary Gardner delivered the ROPA Secretary Report.

Treasurer Danders delivered the ROPA Treasurer Report.

Delegate-at-Large Gary Lasley delivered the AFM Convention report.

President Hair

Ray Hair, AFM International President addressed the conference. He spoke to the need for the AFM to "identify, articulate, and prioritize our needs and then develop a plan of action to address those needs." He said, "So long as we are willing to listen to each other, work together to find common ground, build unity we have the chance to do things together to make our union stronger and to improve the lives of our members."

Presentation

John Kretzschmar, Director of the William Brennan Institute for Labor Studies at the University of Nebraska at Omaha, addressed the delegates with a moving presentation on the problems of union member apathy, why it exists, what we can do about it and the importance of the employer/employee relationship.

Presentation

Charleston Symphony Orchestra – Tim O'Malley, President AFM Local 502 and ROPA Delegate reported on the negotiating and financial problems facing the symphony and musicians.

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.

New Delegate Orientation

The new Delegates attended an orientation hosted by VP Paul Austin

August 4, 2010

Presentation

The 2010 ROPA Conference, with the theme of “Deciding Our Future,” featured a day long summit with three panel discussions that included opportunity for dialogue from the conference participants. The panel topics included “Symphony Boards”-- understanding their role, “Community Connections”-- Symphony Orchestras and Symphony Musicians connecting with their community through media, “The Orchestra Model” – a look at the musician’s role in the Orchestra. Panel discussion participants included representation from ROPA, ICSOM, OCSM, AFM and ROPA attorney Patricia Polach, Curt Long, Executive Director from the Alabama Symphony and Doug Patti, Symphony Consultant and former Director of Management Services.

Panelists included:

- Carla Lehmeier-Tatum – ROPA President
- Curt Long -- Executive Director of the Alabama Symphony
- Tim O’Malley – President AFM Local 502 and ROPA Delegate for Charleston Symphony
- Doug Patti – Symphony Consultant and former Director of Management Services
- Bruce Ridge – Chair of ICSOM
- Anthony Scelba – ROPA Delegate for Long Island Philharmonic
- Francine Schutzman – President of OCSM
- Nancy Eldridge – ROPA Delegate, Pacific Symphony
- Paul Austin -- ROPA Vice President
- Nathan Kahn -- SSD Negotiator
- Anders Dahlberg – ROPA Delegate, Kalamazoo Symphony
- Deborah Newmark – SSD Director of Electronic Symphonic Media
- Patricia Polach – ROPA Counsel

The panel discussed a wide range of subjects currently facing orchestras including: policymaking, fundraising, strategic planning, leadership, coping with a recession, crisis, musician involvement, the orchestra model (e.g. the “Memphis Model”), community connections, communication between the orchestra, board and management, and community relations.

Nominations

ROPA President Carla Lehmeier-Tatum ceded the floor to Vice President Paul Austin. Sherrill Roberts nominated President Carla Lehmeier-Tatum, New Mexico Symphony, for the office of **President**. The Conference then elected President Lehmeier-Tatum by acclamation.

Tom Fetherston nominated Dennis Danders, Wichita Symphony, for the office of **Treasurer** and he was declared elected by acclamation.

Dynell Weber nominated Gary Lasley, Hollywood Bowl, for the **Delegate-at-Large to the AFM Convention**, and he was declared elected by acclamation.

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

- Dwight Anderson, Richardson Symphony by Norman Stone
- Karen Barker, West Virginia Symphony by Tim Judd
- Jessica Campbell, Tucson Symphony by Thaddeus Archer

- Laurien Jones, California Symphony by Tim Judd
- Nancy Nelson, Houston Ballet/Houston Grand Opera by Sherill Roberts

August 5, 2010

Presentation

Developing your Players' Association Website -- Bruce Hembd

Bruce Hembd gave a presentation about how to create and maintain a powerful web presence utilizing a website and linking it to social network sites such as Facebook and Twitter for the benefit of your players' association.

Resolutions

The following Resolutions were approved by the ROPA Conference.

Resolution No. 1 – President

Resolved, That Article IV Section 2 be eliminated in its entirety and be replaced by the following:

Article IV Officers

Section 2. President- The President shall:

- (a) Preside at all ROPA General meetings and Executive Board Meetings;
- (b) Appoint all **ROPA** committees, subject to approval of the Executive Board, and serve as an ex-officio member of all **ROPA** committees;
- (c) Call all meetings of the Executive Board. Such meetings may be conducted by telephone conference as necessary;
- (d) Serve as the liaison with the other Player Conferences and other appropriate organizations, with his or her official statements of ROPA policy in this capacity subject to the approval of the Executive Board except as expressly mandated by the **ROPA** bylaws or a duly adopted policy of the **ROPA** Conference;
- (e) Submit a written report of his or her official activities to each General Conference and at the mid-year meeting of the ROPA Executive Board;
- (f) Attend appropriate organization meetings and when necessary, assign Titled Officers or Members at Large to attend in his/her place, subject to the approval of the Executive Board;
- (g) Apprise the ROPA Executive Board of ROPA matters as they come to his/her attention, including invitations for ROPA's participation in any forum;
- (h) Set the yearly schedule;
- (i) Work with the Editor to produce *The Leading Tone*;
- (j) Assist the Secretary with content for mailings, especially the conference invitation mailing;
- (k) Produce and direct the Annual ROPA Conference;
- (l) Hire and schedule speakers for the Annual ROPA Conference with input from the ROPA Board;
- (m) Be, by virtue of office, the elected representative to the AFM Player Conference Council;
- (n) Be, by virtue of office, First Delegate to the AFM International Convention;
- (o) Promote any proposed ROPA legislation, or any Player Conference Council legislation that ROPA sponsors or co-sponsors at the AFM Convention;
- (p) Send appropriate documents for archiving to the ROPA Historian;
- (q) Be responsible for duties listed under Article VI Executive Board;
- (r) Appoint *The Leading Tone* editor, historian and webmaster with approval of Executive Board.

Resolution No. 2 — Vice-President

Resolved, That Article IV Section 3 be eliminated in its entirety and be replaced by the following:

Section 3. Vice-President- The Vice-President shall:

- (a) Preside at meetings in the absence of the President or when the President so requests;
- (b) **Assist prospective member orchestras with membership information;**
- (c) **Make official announcements of new ROPA member orchestras;**
- (d) Process all ROPA membership applications;
- (e) **Process, supervise and maintain the ROPA conductor evaluations;**
- (f) **Promptly transmit all ROPA conductor evaluations to his/her successor upon leaving office;**
- (g) **Set up three or four MAL calls per year, stating the deadline for entering the reports online and suggesting questions for the MAL call, with input from the ROPA Executive Board;**
- (h) **Help with the MAL calls, when necessary;**
- (i) Submit a written report of his or her official activities to each General Conference **and at the mid-year meeting of the ROPA Executive Board;**
- (j) **Be**, by virtue of office, the first alternate elected representative to the AFM Player Conference Council;
- (k) **Be**, by virtue of office, Second Delegate to the AFM International Convention;
- (l) **Promote any proposed ROPA legislation, or any Player Conference Council legislation that ROPA sponsors or co-sponsors AFM Convention;**
- (m) **Send appropriate documents for archiving to the ROPA Historian;**
- (n) serve as ex-officio member of the Legislative Committee [~~by virtue of the office;~~]
- (o) **Be responsible for duties listed under Article VI Executive Board.**

Resolution No. 3 — Secretary

Resolved, That Article IV Section 4 be eliminated in its entirety and be replaced by the following:

Section 4. Secretary- The Secretary shall:

- (a) Keep an accurate record of the proceedings of **all ROPA Executive Board meetings and the** General Conference;
- (b) Send the minutes of each General Conference to all **ROPA** Members;
- (c) **Be responsible for maintaining all ROPA e-lists and other internal communication systems;**
- (c) Gather information for and distribute bulletins to all Members and their Locals and answer all **ROPA** communications pertaining thereto;
- (d) Maintain **ROPA** contact data for all Delegates, Alternates, and Local representatives as well as any other contacts he or she finds necessary, and make this information available to the Executive Board as needed;
- (e) Procure and preserve all necessary items pertaining to his or her office and promptly transmit them to his or her successor upon leaving office;
- (f) Submit a written report of his or her official activities to each General Conference **and at each mid-year meeting of the ROPA Executive Board;**
- (g) Send such documents and reports to the AFM as the AFM Bylaws may require;
- (h) Be, by virtue of office, the second alternate elected representative to the AFM Player Conference Council;
- (i) Be, by virtue of office, the first Alternate Delegate to the AFM International Convention;

- (j) Assist the ROPA President at the ROPA Conference;
- (k) Send appropriate documents for archiving to the ROPA Historian;
- (l) Be responsible for duties listed under Article VI Executive Board.

Resolution No. 4 —Treasurer

Resolved, That Article IV Section 5 be eliminated in its entirety and be replaced by the following:

Section 5.Treasurer- The Treasurer shall:

- (a) Collect all dues and contributions and keep an accurate record of all receipts and disbursements;
- (b) Pay all bills in a timely manner;
- (c) Maintain vendor relationships with any utility services necessary for communications, including telephone services and/or Internet services;
- (d) Deposit all ROPA monies in Federally insured accounts and be authorized to sign all instruments of withdrawal in his or her capacity as Treasurer;
- (e) Keep and maintain all financial books and records and submit a complete statement of all receipts and disbursements during his or her term of office to each General Conference, opening these books and records to the Executive Board at any time;
- (f) Promptly transmit all ROPA books, records, and monies in his or her possession to his or her successor upon leaving office;
- (g) Submit a written report of his or her official activities to each General Conference and at the mid-year meeting of the ROPA Executive Board;
- (h) Secure bonding insurance for the office of ROPA Treasurer;
- (i) Send Financial Reports to the AFM as required by the AFM Bylaws
- (j) Prepare documents for the ROPA Audit Committee's Annual Audit;
- (k) Be available to answer questions during the Annual Audit at the ROPA Conference;
- (l) Send such documents and reports to the Internal Revenue Service and the Department of Labor as Federal Law may require;
- (m) Be, by virtue of office, the third alternate elected representative to the AFM Player Conference Council;
- (n) Be, by virtue of office, be the second Alternate Delegate to the AFM International Convention;
- (o) In the event that the ROPA Treasurer leaves office prior to the end of the fiscal year, the ROPA Executive Board shall conduct an audit and make a written report to the ROPA Delegates.
- (p) Be responsible for duties listed under Article VI Executive Board.

Resolution No. 5 — Members-at-Large

Resolved, That Article IV Section 6 be eliminated in its entirety and be replaced by the following:

Section 6. Members-at-Large- The Members-at- Large shall:

- (a) Maintain regular two-way communication with the Members by calling their assigned ROPA Delegates at least three or four times a year, as directed by the ROPA Vice-President;
- (b) Perform such other specific duties as the Executive Board may assign;
- (c) Write the ROPA Orchestra MAL Reports and post them on the secure area of the ROPA Website;
- (d) Report to the ROPA Executive Board any concerns or problems from the Delegates;
- (e) Assist the ROPA Delegates in finding help for their concerns or problems;

- (f) Discuss ROPA issues at the Executive Board Meetings, Conference Calls and in the ROPA Executive Board e-mails;
- (g) Facilitate ROPA Conference breakout sessions;
- (h) Assist with the planning and the running of the ROPA Conference;
- (i) Call new ROPA Delegates within two weeks of notification to provide orientation, including delegate duties, bylaws and the ROPA handbook;
- (j) Be responsible for duties listed under Article VI Executive Board.

Resolution No. 6 — Delegate-at-Large to the AFM Convention

Resolved, That Article IV Section 7 be eliminated in its entirety and be replaced by the following:

Section 7. Delegate-at-Large to the AFM Convention: The Delegate-at-Large to the Convention shall:

- (a) Work with the First and Second Delegates to the Convention to research and prepare appropriate legislation for presentation to the Convention;
- (b) Network with the other Players' Conferences and AFM Local Delegates;
- (c) Attend the AFM Convention and AFM Convention Committee meetings and speak as a proponent for ROPA/Player Conference sponsored and co-sponsored legislation, and oppose legislation unfavorable to ROPA at such meetings;
- (d) Be knowledgeable and up-to-date on orchestra issues throughout the nation that affect ROPA musicians;
- (e) Keep informed on government policies and legislation that is of any interest to ROPA, and inform the ROPA Executive Board on these matters as needed.
- (f) Submit a written and oral report on the AFM Convention to the subsequent General Conference of ROPA;
- (g) Be, ex-officio, the chair of the Legislative Committee;
- (h) Perform the duties assigned in Article VIII Section 3 ("Legislative Committee") of these Bylaws;
- (i) Perform the duties assigned in Article VI ("EXECUTIVE BOARD") of these Bylaws.

Resolution No. 7 — Executive Board

Resolved, That Article VI be eliminated in its entirety and be replaced by the following:

Article VI. EXECUTIVE BOARD

Section 1. Composition: The Officers shall collectively constitute the Executive Board, but the Delegate-at-Large shall be a non-voting member of that Board.

Section 2. General Powers and Duties: Between General Conferences, the Executive Board shall have general supervision of the affairs of ROPA. The members of the ROPA Executive Board shall perform the following duties:

- (a) Check email daily for ROPA communications;
- (b) Respond to all ROPA communications in a timely manner;
- (c) Be ready to represent ROPA at any forum upon the request of the President;
- (d) Assist the President with the planning and the running of the ROPA Conference;
- (e) Participate in ROPA Executive Board conference calls;
- (f) Attend the ROPA Executive Board Mid-Year meeting;
- (g) Monitor, assist and take the appropriate action on behalf of the ROPA Delegates and Orchestras;

(h) Present articles intended for publication - by other organizations on behalf of ROPA - to the ROPA Executive Board for approval prior to submitting for publication;

(i) Forward appropriate correspondences and invitations to the ROPA Executive Board;

(j) Subscribe to Orchestra-L [ICSOM's email list], the OCSM [Canadian] email list, and/or other publications and communications to gain knowledge on industry trends that could possibly affect ROPA;

(k) Attend the ROPA Executive Board meetings;

(l) Attend the ROPA General Conference meetings.

Section 3. **Funds:** The Executive Board shall have the power to draw upon the ROPA treasury at its discretion to further the interests of ROPA. The Officers shall be authorized to incur and be reimbursed for reasonable expenses pursuant to their Offices.

Section 4. **Subordination to General Conference:** The Executive Board shall at all times be subject to the orders of a General Conference. None of its acts shall conflict with action taken by a General Conference. Subject to this limitation and any imposed by the Bylaws, the Executive Board shall have full power to act on all matters pertinent to the well-being of ROPA.

Section 5. An Honorarium for the office of President shall be set by the Executive Board, subject to the approval of the general membership.

Section 6. **Posting of Minutes:** The Secretary shall post minutes of every Executive Board meeting on the ROPA web site within 45 days following their approval by the Board. Copies of all Executive Board minutes will be distributed to the delegates in the regular Secretary mailings.

Section 7. **Delegates to the AFM Convention:** All three Convention Delegates shall be responsible for representing the interests of ROPA and its members at the Convention, and shall maintain communication with the Executive Board in all related activities.

Section 8. **Meetings:** The ROPA Executive Board shall make best efforts to meet in person between Conferences, the date and location of which shall be determined by the Board.

Resolution No. 8 — Adjunct Officers

Resolved, That Article VII be replaced in its entirety with the following:

Article VII. 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.

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*;

(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.

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

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

- (a) Store and maintain historical documents;
- (b) Submit articles of historical significance.

Resolution No. 9 — Webmaster

Whereas, The ROPA website needs to be regularly upgraded and maintained; and

Whereas, The position of Webmaster needs to be codified in the ROPA Bylaws; therefore, be it

Resolved, That Article VII Section 1 of the ROPA Bylaws be amended as follows:

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

And be it further

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

Section 4. Webmaster: The Webmaster shall maintain the ROPA website in accordance with the policies and needs of ROPA as determined by the ROPA Executive Board.

Resolution No. 10 — Delegate Eligibility

Resolved, That Article V Section 1 of the ROPA Bylaws be amended as follows:

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~~ **any ROPA** 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. No more than two members from any one orchestra may hold Office at the same time.

Be it further

Resolved, That Article IX Section 2 of the ROPA Bylaws be amended as follows:

Article IX. CONFERENCES

Section 2: Each Member Orchestra shall elect or select a Delegate and Alternate Delegate(s) through a verifiable process agreed upon by the orchestra, at least one of whom shall attend the annual ROPA Conference. The outgoing Delegate of each Member Orchestra shall forward the names and contact information of any newly elected Delegate and/or Alternate Delegate to the ROPA Secretary within two weeks of the election. Any member of a ROPA orchestra may serve as its orchestra's Delegate provided he or she is a member in good standing of the Federation and does not hold or assume a managerial or supervisory position, **in any ROPA orchestra**. Only one delegate from each Member Orchestra shall be a Voting Delegate. Each Member Orchestra shall determine for itself the degree of representational authority its Voting Delegate may assume.

Resolution No. 11 — Honoraria

Whereas, The number of orchestras in ROPA has grown significantly over the past few years with sixty-six orchestras in 2003-04 to eighty-three in 2009-10; and

Whereas, The number of Member at Large positions has increased with this growth from five to seven; and

Whereas, The duties of the ROPA Vice President, Secretary and Treasurer have increased exponentially during this growth; and

Whereas, These duties have been performed pro bono since the inception of ROPA; therefore be it *Resolved*, That Article VI, Section 5 be amended as follows:

Honoraria for the office of President, **Vice President, Secretary and Treasurer** shall be set by the Executive Board, subject to the approval of the general membership.

Resolution No. 12 — Service Conversions

Whereas, Some orchestras are seeking to create business models that include musicians working in the office- performing clerical or managerial duties; and

Whereas, Such orchestras are reducing orchestral services and instead assigning musicians to perform tasks in the office as a cost-saving scheme; and

Whereas, Musicians are trained and hired for their musical skills and talent; and

Whereas, Orchestras exist to enrich the communities they serve by providing concerts of the highest quality; and

Whereas, The practice of swapping orchestral services for management or clerical duties deprives communities of enrichment; and

Whereas, Such practice only encourages financial mismanagement by allowing orchestra managements to circumvent their obligations to raise the necessary funds to produce orchestra concerts; therefore, be it

Resolved, That the Delegates to the 2010 ROPA Conference of the American Federation of Musicians denounce the practice of swapping or exchanging orchestral services for management or clerical duties; and be it further

Resolved, That the Delegates urge their orchestra committees and Locals to take all steps necessary to preserve and ensure the role of orchestra musicians to reach the highest artistic level to benefit the orchestral industry as a whole and enrich the communities the orchestras serve.

Resolution No. 13 — Professionals Replaced with Students

Whereas, The matter of professional musicians represented by Local 10-208 of the American Federation of Musicians being replaced by a symphony orchestra consisting of students enrolled at the Roosevelt University Chicago College of Performing Arts to accompany a professional dance company of international stature, at a commercial venue for which tickets will be sold, was brought to the attention of the Delegates of the 98th Convention of the American Federation of Musicians; and

Whereas, The Delegates of the 98th Convention of the American Federation of Musicians adopted an emergency Resolution introduced at the Convention condemning the replacement of professional musicians with Roosevelt University students; and

Whereas, The actions and practices of replacing professional musicians with students who will perform for little or no financial compensation or pay constitutes exploitation of student musicians and deprives professional musicians of their livelihoods; and

Whereas, The recent developments with two Regional Orchestra Players' Association orchestras – the Richardson Symphony and Charleston Symphony orchestras – have raised the prospect of those professional musicians being replaced by college or university students; therefore, be it

Resolved, That the Delegates to the 2010 ROPA Conference of the American Federation of Musicians condemn the practice of replacing professional musicians with students; and be it

Resolved, That the Regional Orchestra Players' Association urges the American Federation of Musicians of the United States and Canada (the "AFM") to work with its Locals to develop and implement programs to educate and train student musicians at conservatories, colleges and universities on the importance of unionism for musicians and the value of AFM membership; and be it

Resolved, That the Regional Orchestra Players' Association shall utilize the resources within its membership to educate students who attend conservatories, colleges and universities on the importance of unionism for musicians and the value of AFM membership; and be it further

Resolved, That the Regional Orchestra Players' Association urges the International President of the American Federation of Musicians of the United States and Canada to engage in discussions with the President of the National Association of Schools of Music (the "NASM") to arrive at an understanding and enter into an agreement on a code of ethics regarding the matter of student musicians displacing professionals.

Resolution No. 14 – Richardson Symphony

Whereas, the musicians of the Richardson Symphony Orchestra (RSO) have been the essential element of the Richardson Symphony's musical product since its inception; and

Whereas, the musicians of the RSO voted to be represented by AFM Local 72-147 in 1992; and

Whereas, the continued bargaining between the RSO and the AFM Local 72-147 has resulted in significant improvements in working conditions for the musicians as well as significant improvements in the Richardson Symphony's musical product; and

Whereas, the Richardson Symphony Orchestra management's decision to refuse to collectively bargain with AFM Local 72-147 has resulted in the placement of the RSO on the AFM International Unfair List; therefore, be it

Resolved, that the Delegates of the 2010 ROPA Conference of the American Federation of Musicians call upon the Richardson Symphony Orchestra Management and Board to bargain with the musicians of AFM Local 72-147.

Candidate statements

The following candidates for ROPA Board Member-at-Large offices gave brief statements: Dwight Anderson, Karen Barker, Jessica Campbell, Laurien Jones and Nancy Nelson.

Seminar

Debbie Newmark, SSD Director of Electronic Media, Patricia Polach, and Paul Austin, discussed & presented the AFM Integrated Media Agreement.

Player Conference Addresses

Marc Sazar, RMA Secretary, addressed the Conference.
Bruce Ridge, ICSOM Chair, addressed the Conference.
Francine Schutzman, OCSM President, addressed the Conference.
Brian Rood, ICSOM President gave a report on the AFM Strike Fund.

Presentation

Robert Zagozda gave a presentation on reading financial statements, including audited financial statements and IRS 990 forms.

Memorial

Kalamazoo ROPA Delegate Rachel Stornant was remembered by Anders Dahlberg. Her upbeat attitude, cheery outlook, remarkable talent on the stage or in the kitchen, sincerity, warmth, kindness and overflowing generosity will be missed tremendously.

SSD Presentation

David Herring (via telephone and internet) & Joel LeFevre gave a presentation on the new Google Docs wage and scale chart, how to enter data and how to utilize the data in negotiations.

Joe Goldman spoke about how to develop statistics for use in negotiations.

Barbara Owens spoke about the importance of communications with orchestra members, within the orchestra committee, with the local union and with the AFM.

Janice Galassi spoke about creating visibility, power, leverage and pressure in negotiations and in job action situations.

Rochelle Skolnik spoke on the Duty of Fair Representation.

Nathan Kahn spoke on audition issues and becoming connected to the labor community at large.

Debbie Newmark gave an overview on different symphonic media agreements and how they are used.

2013 Conference site

The ROPA Conference voted to hold the 2013 ROPA conference in Spokane, Washington, as proposed by Greg Youmans. Los Angeles came in at second place.

Motion:

to adopt an annual \$800 honorarium for the ROPA offices of Vice President, Secretary and Treasurer;
motion by Nancy Nelson; M/S/C

Budget

The ROPA Conference adopted the budget as presented by Treasurer Dennis Danders.

Report

Lovie Smith-Wright, President Local 65-699 and AFM Diversity Committee Chair gave a report from the Diversity Committee.

Election Results

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

*Nancy Nelson	56
*Dwight Anderson	48
*Karen Barker	42
**Laurien Jones	41
Jessica Campbell	37

* *Elected 2 year term*

***Elected 1 year term*

Auction

An auction was held for the benefit of the Lew Waldeck Fund.

Audit committee report:

Members of the ROPA Audit Committee, who included Tom Bergeron-chair, Leonard Byrne and John Clapp, found that the “2009-10 ROPA Financial Statements” to be accurate to the best of their knowledge.

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 2010 ROPA Conference at 5:16p.m. on Thursday, August 5, 2010.

Respectfully submitted,

Larry Gardner, ROPA Secretary
Approved date TBD