



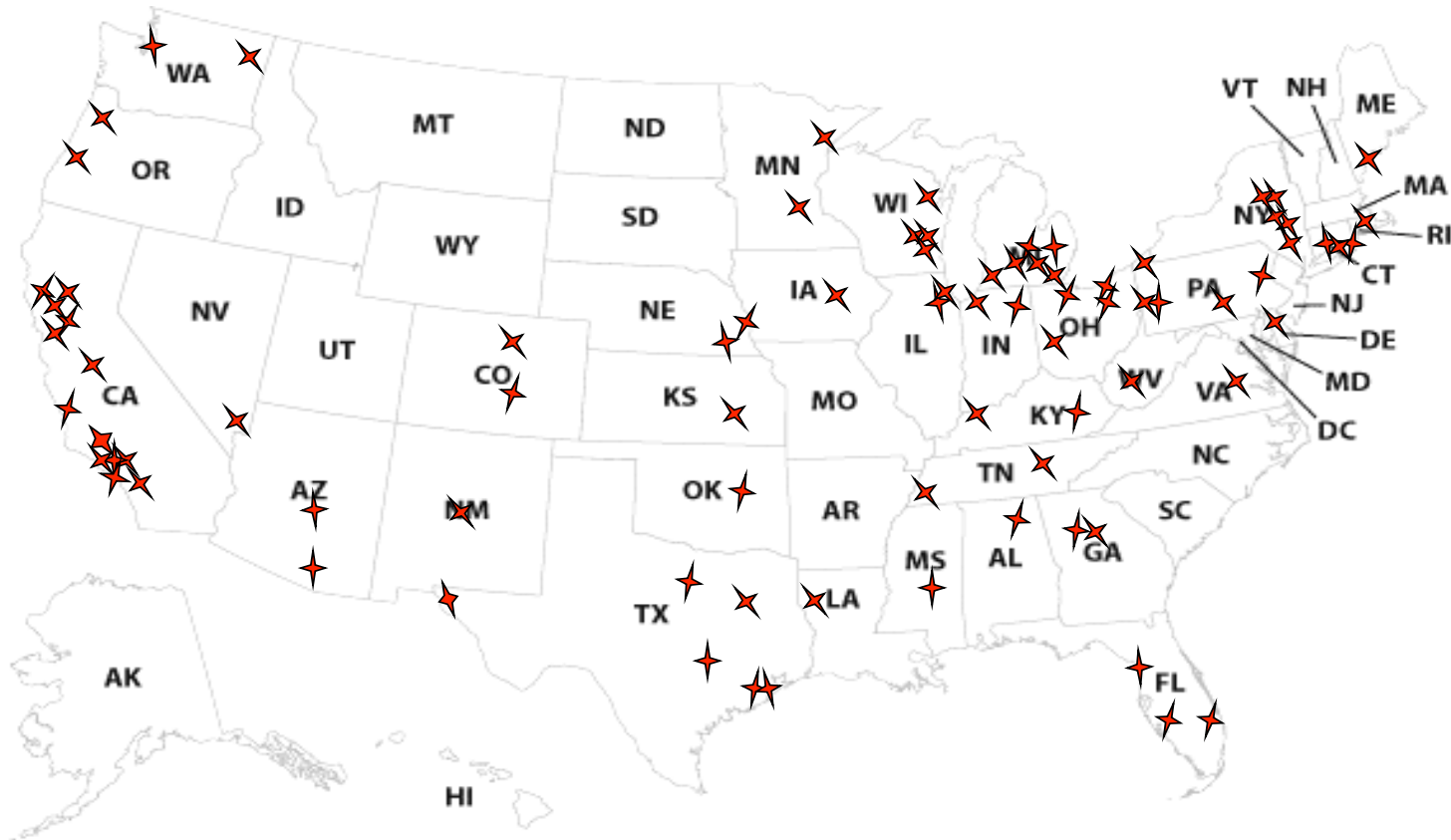
Presentation to the New World
Symphony

March 2nd, 2016

ROPA Mission

- to promote the interests of our Member Orchestras and their musicians,
 - to enhance communications among those orchestras and with the Federation, its Locals and its Conferences,
 - and to pursue the general welfare and artistic well-being of our members.
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ROPA ORCHESTRAS



Regional Orchestra Players' Association

- ROPA is a players' conference of symphonic musicians within the American Federation of Musicians
 - ROPA includes symphonies who have budgets from \$500,000 to \$45 million
 - Musicians salaries range from \$2,000 to \$40,000
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ROPA

- ROPA orchestras possess a diverse mix of employment status: salaried full-time, salaried part-time, per-service pay with service guarantees, per-service pay with no service guarantees.
 - ROPA supports over 7,000 musicians.
 - ROPA was founded in 1984 by 24 founding member orchestras and now has 85 American orchestras.
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New World Alumni have played with the following ROPA Orchestras

Arizona Opera
Colorado Springs
Philharmonic
Delaware Symphony
Elgin Symphony
Fort Wayne Philharmonic
Fresno Philharmonic
Hartford Symphony
Houston Grand Opera
Illinois Philharmonic
Lexington Philharmonic
Long Beach Symphony
Madison Symphony
Memphis Symphony

Minnesota Opera Orchestra
New Haven Symphony
New Mexico Philharmonic
New West Symphony
Omaha Symphony
Palm Beach Opera Orchestra
Richmond Symphony
Santa Barbara Symphony
Sarasota Orchestra
Southwest Florida Symphony
Toledo Symphony
West Virginia Symphony

Why does ROPA exist?

- To give knowledge and tools to union orchestra musicians and to assist in establishing fair working conditions. To educate the membership about industry standards, labor law, procedures and practices;
 - To empower and enable our colleagues to better their lives in their work place;
 - ROPA is a place for our member orchestras to turn for support;
 - ROPA establishes a forum for our member orchestras to discuss concerns and to educate orchestras on current trends and solutions;
 - ROPA provides assistance for orchestras in crisis with advice and contact information;
 - ROPA works to create fair collective bargaining agreements, fair working conditions and fair compensation.
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ROPA Membership Benefits

Internal Communication:

Delegate e-list inquiry examples: doubling, relief pay for principals, lighting, input for hiring or renewing contract for Music Director, scheduling issues, tour conditions, instrumentation, solo pay

ROPA Bulletins- updates on contract settlements

News Letter- The Leading Tone

Player Conference Council

Conductor Evaluation Bank

Negotiations and General Assistance

Electronic Media Committee

Regional Orchestra Emergency Relief Fund

ROPA Legal Advisory Service

ROPA Annual Conference

Networking: face to face opportunities to share and learn from colleagues from 85 orchestras

Orchestra Reports: update on highlights of the year and issues encountered

Presentations: social media, PR campaigns, connecting with your community, arts advocacy, right to work, global union perspective, communication within your orchestra and within your organization, labor colleges and labor organizations

Panel Discussions of Industry Issues: musicians role in the symphony, relationship between the orchestra and your local union

AFM Negotiation Workshop and Symphonic Services Presentations

Opportunity to speak with AFM Representatives

Brain Storming Sessions

Union Steward Training

Organizations Featured at ROPA Conferences

- ▣ Americans for the ARTS
 - ▣ Actors Fund
 - ▣ MusiCares
 - ▣ SAG-AFTRA Twin Cities Local
 - ▣ Educational/Outreach Programs: LA Opera, LA Philharmonic, New West Symphony
 - ▣ Spokane Regional Labor Council President
 - ▣ University of Wisconsin School for Workers
 - ▣ Screen Actors Guild Foundation,
 - ▣ IATSE- Los Angeles Chapter
 - ▣ Los Angeles County Federation of Labor, AFL-CIO
 - ▣ Labor Notes
 - ▣ Wayne State, Labor Studies Center
 - ▣ University of Minnesota Labor Education Services
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ROPA and ICSOM Assisting ROPA Orchestra

Other Benefits of ROPA

- Inclusion in a labor community
 - Better professional lives and contracts
 - Solidarity and support
 - Greater awareness of industry trends
 - Knowledge of what works and what doesn't work
 - Education of membership
 - Orchestra profiles: wage and scale charts, orchestra reports
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ROPA Conference 2014

Pasadena, CA

ROPA receives congressional honor from congresswoman Judy Chu

Besides help with wages and working conditions, what else does the union do for me?

- ▣ Arts Advocating on State and Local Levels
- ▣ Locals resolve payment issues
- ▣ AFM Employer's Pension Welfare Funds
- ▣ Subscription to International Musician
- ▣ Instrument Insurance
- ▣ Assistance with employer conflict
- ▣ The opportunity to work with thousands of musicians across the country
- ▣ Help with special loan rates, legal services, and support from other labor councils and other organizations

Benefits of the Union

- Unions protect the rights of workers against unfair labor practices
 - Negotiate better wages and working conditions
 - Union orchestras have a contract
 - Unions provide a safer working environment with job security
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Did you know that labor unions made the following 36 things possible?

- Weekends with out work
- Breaks at work (including lunch)
- Paid Vacation
- Family and Medical Leave
- Sick Leave
- Social Security
- Minimum Wage
- Civil right Acts/Title VII
- 8 Hr work day
- Overtime Pay
- Child labor Laws
- Occupational Safety & Health Act
- 40 Hr work week
- Worker's Compensation
- Unemployment insurance
- Pensions
- Workplace safety standards & regulations
- Employer Health Care Insurance
- Collective Bargaining Rights
- Wrongful Termination laws
- Age Discrimination Act of 1967
- Whistleblower Protection laws

Continued list of 36 union accomplishments

- ❑ Employee Polygraph Protection Act
- ❑ Veteran's Employment and Training Services
- ❑ Compensation Increases and Evaluations
- ❑ Sexual Harassment Laws
- ❑ Americans With Disabilities Act
- ❑ Holiday Pay
- ❑ Employer Dental, life , and vision insurance
- ❑ Privacy rights
- ❑ Pregnancy and Paternity leave
- ❑ Military leave
- ❑ The right to strike
- ❑ Public education for children
- ❑ Equal Pay rights for men and woman
- ❑ Laws ending sweatshops in the US

How the Union Helps You at the Symphony Job?

- ❑ Fair Audition Process- Code of Ethics
- ❑ Contract that provides job security
- ❑ Contracts designed to create a fair and equitable work place
- ❑ Representation if you have work issues you need addressed

- ❑ Establish professional Industry standards:

Numbers of services per week

Number of weeks per year

Safe working conditions to preserve your career

Instrument Insurance

Breaks

Why get involved with a union now?

Things are fine!

Ask yourself where your current conditions and wages came from?

- ☐ Contracts do not write themselves
- ☐ Players on past committees have helped to create the conditions you are working under now (you may/may not even know them)
- ☐ Years of planning and hard work have taken place to get to this point
- ☐ You need to have a voice in the future of your organization

Now ask yourself “What can I do to help the group I am currently a member of?”

Answer : Get Involved!

Remember...

In a union you don't stand alone!

